



SUCCESS STORY

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stryker®

Industry:
Medical Devices

Employees:
17,000

Solution Focus:
Accurate Org Charts

Product:
OrgPlus Enterprise

► Stryker is one of the world's leading medical technology companies and is dedicated to helping healthcare professionals perform their jobs more efficiently while enhancing patient care. As a preeminent orthopedic medical products company with nearly \$5 billion in annual sales worldwide, Stryker has more than 17,000 employees spanning 10 different divisions.

Business Challenges

Each division within Stryker was manually creating organizational charts with Microsoft Visio and Excel, which was labor-intensive, and required 15-20 people across the corporation to maintain. Stryker sought a solution to reduce the overall number of labor hours spent on the charting process in order to cut costs associated with gathering information, and creating and maintaining the charts. Stryker needed to visualize the workforce at all times, and sought a solution that would not only automate the organizational charting process, but keep them current.

Stryker's HRMS Technical Analyst admits that they were creating only one organizational chart per year because of the labor expense. Additionally, the information in the charts about the workforce was out-of-date as soon as the project was completed. The analyst estimates that the time spent compiling the charts at the corporate level, and the lag time between creating and publishing the charts, made more than 25 percent of the information in the chart inaccurate.

Stryker realized that it needed to be able to automate this process in order to reduce costs and to keep the information relevant. The company knew organizational charting automation was the key to making better business decisions at the management and executive level.

Business Solution

Stryker implemented HumanConcepts' OrgPlus Enterprise company-wide to address the problems and expenses of manual charting. OrgPlus Enterprise integrated seamlessly with the company's Oracle11i HRMS system. OrgPlus Enterprise retrieved HR data directly from the Oracle database for all of the divisions and centralized it into one location. Each division's organizational chart is now created and updated using OrgPlus Enterprise, and is accessible to management throughout the company.



With OrgPlus Enterprise, Stryker's organizational charts literally build themselves. As employees are added into the company's Oracle HRMS system, the charts are updated in real-time.

Stryker employees became familiar with the software quickly, and training time was minimal. The employees using OrgPlus Enterprise learned to use it with ease and could immediately begin manipulating data, such as adding open positions. OrgPlus allowed Stryker to get away from the plain white box-and-line organizational chart by using OrgPlus Enterprise chart templates or by manually adding color, box styles and highlighting certain people in the chart.

Business Results

Using OrgPlus Enterprise, Stryker reduced the number of employees creating organizational charts from 15-20 to 2-3, effectively decreasing the amount of labor spent on the task by approximately 80 percent. Accuracy and currency of the org charts has improved by 25 percent, keeping decision-makers up-to-date on resources and employees current on roles and responsibilities. Stryker also found unexpected return-on-investment. The training period for new employees has been significantly reduced as the organizational charts help them understand reporting procedures quickly. New hires now have a clear understanding of the company hierarchy, and know where to find answers without taking away from the productivity of their colleagues.

Stryker's decision-making power also has been impacted by using OrgPlus Enterprise because managers now have up-to-date and relevant information about company resources.

With HumanConcepts' solution, Stryker has realized the benefits of intelligent organizational charting and automation using HR data from Oracle E-Business Suite. The company has built on its best management practices and uses organizational charts to its advantage to keep it ahead in a competitive global market space.

About HumanConcepts:

HumanConcepts enables enterprises to better manage organizational change of all types, including growth, rightsizing and reorganization.

Using solutions from HumanConcepts, customers can achieve organizational agility, more easily understand how they are organized, plan for the future, and transition the workforce to its optimal state. Used by many of the world's largest organizations, HumanConcepts solutions provide immediate return on investment by enabling companies to reorganize faster, manage financial targets, stay in compliance and reduce both cost and risk. The company's products are certified by leading ERP and talent vendors such as Oracle, SAP, PeopleSoft and Lawson.

HumanConcepts is based in Sausalito, California, with offices in the United Kingdom, Germany and Singapore.

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