



SUCCESS STORY

"We've found the HumanConcepts Organizational Planning Suite to be the best way to visualize organizational information."

Maynor Venegas
Director, Global HRIS

Industry:
Medical Devices

Employees:
9,000 employees
1,000 contingent workers

Solution Focus:
Global View of the Organization
Organizational Planning

Product:
HumanConcepts Organizational
Planning Suite: Visualize,
Plan & Model

▶ Zimmer, a global provider of innovative joint replacement technologies, aims to restore mobility, alleviate pain and help people in all corners of the world find renewed vitality. Headquartered in Warsaw, Indiana, Zimmer's workforce of 9,000 employees plus 1,000 contingent workers operates in 36 countries and is supported by a global HR team of 140 professionals. The company continues to grow through acquisitions and expand into new geographies for manufacturing and distribution.

Business Challenges

The combination of a geographically distributed workforce along with frequent acquisitions and organizational changes made it difficult for the HR team to provide comprehensive organizational insight for both management and employees. The HR infrastructure included an SAP Human Capital Management System and Cornerstone OnDemand. Managers used the company's SAP Human Capital Management System's Manager Self Service, but not everyone had access to the system. Cornerstone OnDemand was used as the 'go to' portal for employees to access talent and employee development information. However, Zimmer didn't have a great way to visualize their organizational information in order to provide understanding and support decision making.

For the HR department specifically, creating and publishing org charts was a time consuming and inefficient process. Zimmer's annual succession planning exercise required HR business partners worldwide to cobble together spreadsheets, PowerPoint charts and Visio diagrams in order to build a picture of the organization that could be used to make succession and other planning decisions. This process exposed the organization to risk by not having version control and no single source of the truth. Mistakes could easily be made and confidential information could land in the wrong hands. Also, HR needed a central portal that was accessible, easy to use, and reflected holistic information for all workers around the globe.



Business Solution

Zimmer adopted HumanConcepts Organizational Planning Suite to complement Cornerstone OnDemand and SAP. Cornerstone OnDemand remains the 'go to' portal for employees and managers to access career information, performance management, planning and the people finder. SAP is used for managers to action employee changes (i.e. compensation planning). HumanConcepts Organizational Planning Suite is used for organizational understanding and planning.

Zimmer adopted the Visualize module to make org charts accessible in a secure environment and to provide appropriate information to managers, HR and executives. The company uses the Plan & Model module to create and analyze different scenarios for organizational change. For example, when acquiring a manufacturing facility, Zimmer used Plan & Model to model organizational options and create a plan for the merger integration.

Business Results

As a result of implementing HumanConcepts Organizational Planning Suite, Zimmer can now be more proactive and strategic with their workforce. Most HR team members use HumanConcepts Organizational Planning Suite on a daily basis and are far more efficient due to time saved creating, maintaining and analyzing org charts.

The SaaS model makes it easy for Zimmer to deliver current, accurate organizational insight about every employee worldwide in an intuitive, easy-to-use way. With a holistic understanding of the organization, managers and executives are now equipped to create and evaluate scenarios in order to make more informed, fact-based decisions. In addition, because HumanConcepts Organizational Planning Suite brings information together from various places to create a view of the organization that doesn't exist elsewhere, Zimmer gains improved visibility into systems as well as improved data integrity across the HR infrastructure.

Director of Global HRIS, Maynor Venegas, said "We've found the HumanConcepts Organizational Planning Suite to be the best way to visualize organizational information. With it, executives, managers and employees all have a better understanding of the organization and can more efficiently accomplish organization-related tasks."

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 and Germany.

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