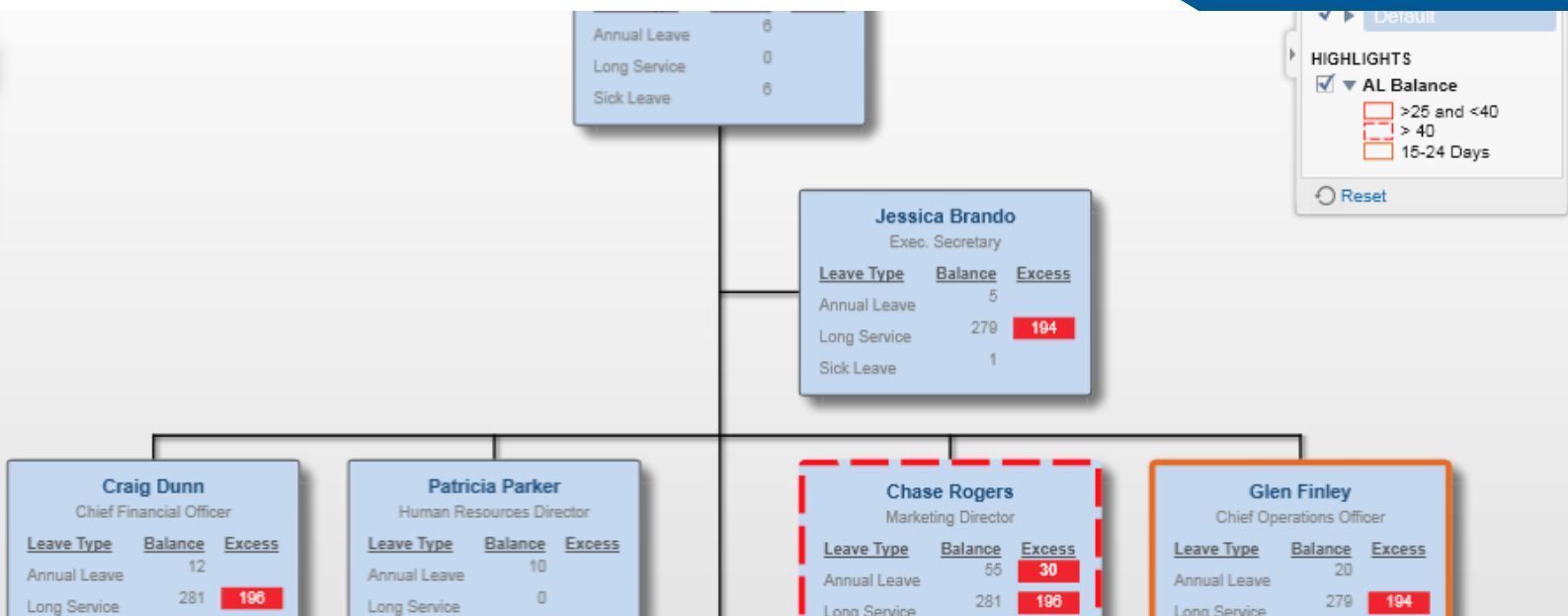




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The business case for org charting software

“Managers with visualisation tools gain access to timely information 86% of the time. Decision makers with the right information at the right time drive more intelligent actions with clear justifications.”

- Aberdeen Group



Most large organisation uses org charts to show the hierarchy of the team.

It's easy to understand, it's visual and it helps show who is responsible for what.

The problem with manual org charts is that they take time to prepare. They're quickly out of date, and they're only useful once.

| | Manual Org Charting | Org Charting Software |
|------------------------------------|--|--|
| How are org charts created? | Manually using a variety of tools. | By a once off import from your HRIS. |
| When are charts updated? | Ad hoc or as requested. No formal process. | Automatically each night. |
| What is the data used for reports? | Out dated/inaccurate data from various sources. | Data from your HRIS. |
| Who sees the org charts? | Depends on who is distributing the charts and where. | Entire organisation, based on security settings. |
| Who is responsible? | Not clearly defined. | HR/Payroll |
| How are org charts published? | Powerpoint, Microsoft Word, Visio. | Direct upload, PDF, Excel or Powerpoint. |

Modern org charting software, like Planning@Work, takes org charting to a new level, giving you powerful, visual workforce analytics, tools for cleaning up your HRIS data, succession planning capabilities, restructuring and advanced scenario modelling tools.

In this document, we'll provide you with the most common use cases for org charting software, along with the potential time and cost savings it can provide to your organisation.



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Risks & issues with manual org charting

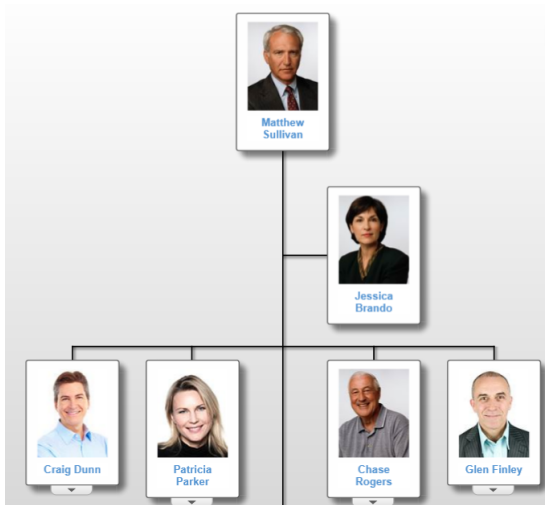
- No accurate visualisation of the current workforce resulting in a risk of inaccurate FTE, salary and position details being reported to management.
- Frustrations and time burden in HR being unable to produce a timely, accurate organisation chart.
- Different departments spending time creating their own organisational structure using different tools.



The Solution



Planning@Work



Implement an automated organisational charting tool that will improve visibility of the workforce, ensure employee data is being reported accurately using up to date information and save each department, especially HR, time in creating charts.

Planning@Work is the market leading organisational charting solution, which has been widely adopted across all industry sectors in both Australia and New Zealand.



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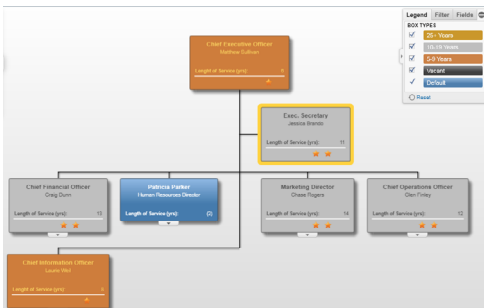
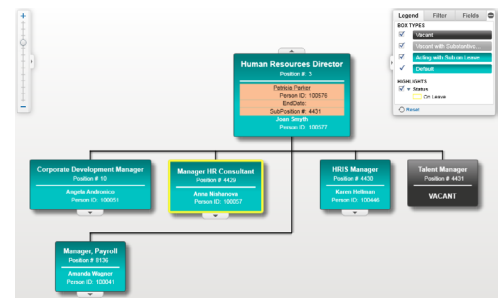
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Visualise your entire workforce

Planning@Work creates charts based on the information in your HRIS. The data's always up to date, making it fast and easy for both HR and line managers to view their team or the whole organisation.

No more manual charts

With Planning@Work, you no longer need to create manual charts for reports or presentations. Just open Planning@Work, or export the charts on demand.

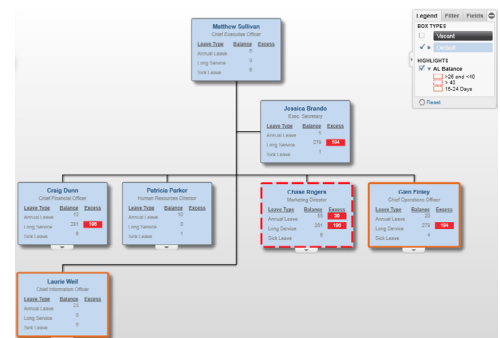


Quickly identify potential workforce issues

Don't wait for issues to get out of hand - identify and solve problems visually. Have a team consisting only of people over the age of 55? Prepare for their departure before they reach retirement age, preventing lost productivity, additional training costs and agency recruitment costs.

Find the cost centres in the organisation at a glance

Set visual alarms to see which departments or managers are over budget. Find the biggest sources of leave liability within the organisation. Org charts provide the perfect way to quickly identify where you can find those hidden savings.



Time & Cost Savings

Time to prepare org charts each year - **1 week**

Uncovering 4 weeks of accrued annual leave for 6 employees - **\$40,000 liability reduction**

Finding 10 managers who are \$5,000 over budget - **\$50,000 in potential savings**



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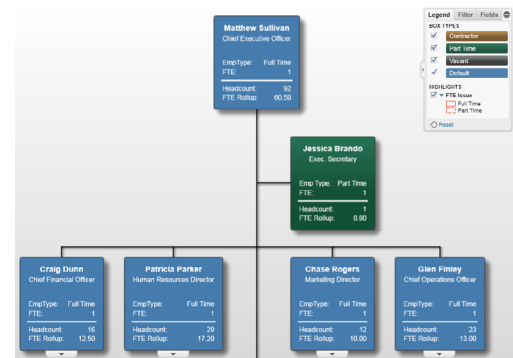
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Clean up the data in your HRIS

Planning@Work makes it easy for HR, line managers and users to quickly identify and fix data errors. Use visual alarms to highlight missing or inaccurate data and reduce the time spent manually reworking data for your reports.

Generate accurate reports the first time

Accurate data means accurate reports. No longer will HR need to manually fix bad data to create usable reports.

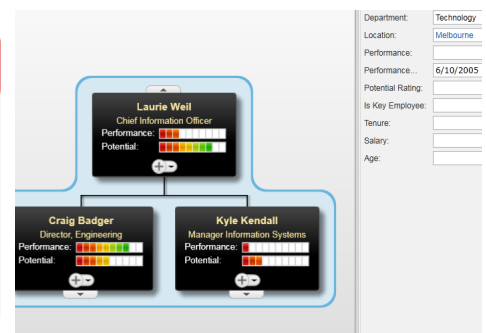


Get the whole organisation cleaning data incrementally

The more eyes you have viewing the data, the faster it will be cleaned. This saves HR or external data cleansing agencies the time and effort of cleaning large datasets.

Prepare your data for succession planning, workforce analytics analysis and modelling

When your data is accurate, you can start using it in the decision making process. Restructures, mergers, acquisitions - all of these become easier to manage when you have good data to work from.



Time & Cost Savings

Cost for a data cleansing agency to clean 2,000 full records - **\$4,000**

Time saved preparing reports each week - **4 hours**

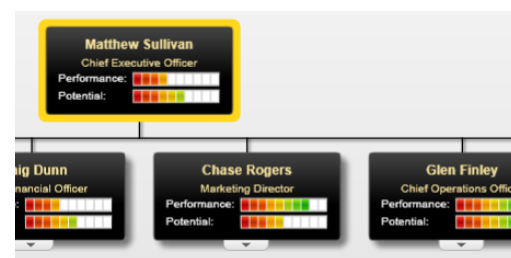


Succession Planning for critical positions

Planning@Work allows you to create succession plans based on the employee's information. Find the right candidates to train up for key positions - before they become vacant.

Visually identify the best successors

Find the employees with the highest performance and potential ratings (and the right skills) with a simple search, then choose the best successors.

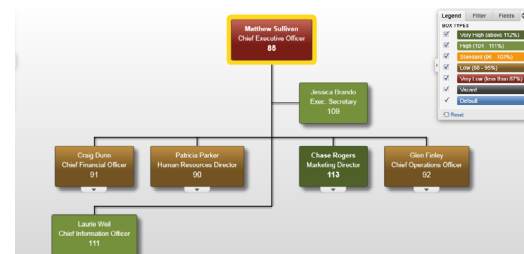


Don't wait for key staff to leave

Just lost your top sales rep? Every month you spend finding and training a replacement is costing you sales. Have your successors trained and ready to step up.

Allow managers to draft their own succession plans

Succession planning doesn't just have to be for senior management. Give your line managers the ability to plan their teams into the future, streamlining the planning process for HR.



Time & Cost Savings

6 Months spent searching and training for a replacement \$1M p.a. sales rep - **\$500,000**

Cost to hire & train a \$100,000 salary employee - **\$50,000**



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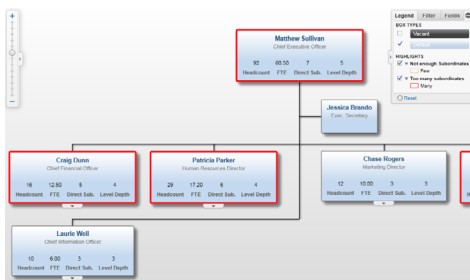
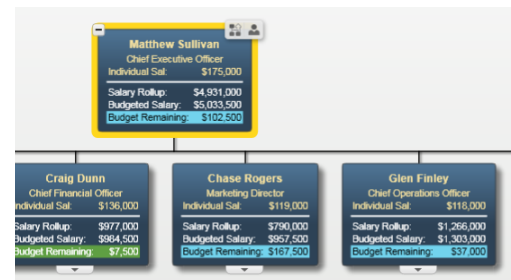
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Plan & manage restructures

Get the right balance of performance, experience, knowledge and cost across your whole organisation with Planning@Work's restructuring tools.

Manage the whole process in one online tool

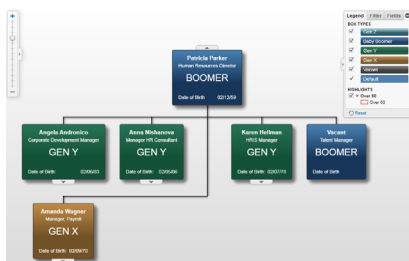
Create the full plan and see the results, then export the results at the end to make it happen. No need for endless whiteboard diagrams and manual chart creation.



Identify potential areas to reduce headcount

Visually analyse your workforce to find which business units need the most change, and see the potential result on total budget.

Prepare for mergers, acquisitions and divestitures



Load the data from each company before the merge to make the transition as smooth as possible

Take the data from both HRISs and visually create the new hierarchy. See the resulting changes to headcount, budget and more instantly.



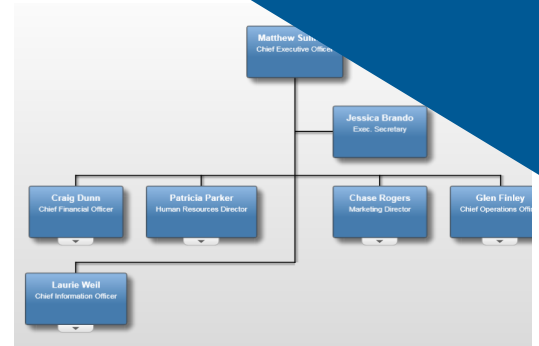
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Scenario modelling - What if?

What if we were to combine sales and marketing? What if we removed a level of middle management from the finance team? Become a proactive organisation with Planning@



Don't just model your current workforce - model the organisation

Create contingency plans, ideal workforces and more to guide your HR strategy.

How is Planning@Work implemented?

Planning@Work is a cloud-based tool that can be up and running in weeks.

- No need for internal IT infrastructure
- Automatic Updates
- Integrates with your HRIS
- Priced based on the size of your organisation

To find out more, email info@navigo.com.au