

OrgPlus® Success Story



Scope uses OrgPlus to manage its workforce budget more effectively and efficiently

Customer
Scope

Industry
Charity

Employees
3,500

Solution Focus
Unified view of data
NorthgateArinso integration
Change management
Budgetary controls

OrgPlus Product
OrgPlus Professional

Scope

Scope is a charity connecting their network of supporters, including family and caregivers, with people who are suffering from cerebral palsy. Scope employs 3,500 people throughout England and Wales. As a charity, Scope recognised the importance of managing its finite resources effectively and efficiently, the value of strong internal communications and the significance of remaining within budget at all times.

The Challenge

The HR team was tasked with the challenge of providing accurate and detailed information to enable senior manager's to plan, manage budgets and to communicate and implement change. To accomplish these objectives, Scope required the solution to integrate with its HR management system, NorthgateArinso ResourceLink, and with its internal IT systems. The team felt that only through integration could relevant and timely information be produced, communicated and strategic decisions accomplished.

Historically, creating organisational charts for use in recruitment, budgeting and strategic planning was a labour intensive process, often based on inaccurate information with the reoccurring problem that once completed the chart almost immediately became obsolete.

The Solution

OrgPlus was selected for the task due to its flexible functionality and compatibility with NorthgateArinso. The installation and configuration was intuitive, with relatively simple and straightforward integration with the HR management system.

Once completed, data was automatically loaded into OrgPlus at the press of a button directly from the HR management system, ensuring the detailed information was both accurate and timely.

Scope used OrgPlus to help communicate the organisations structure across the charity through the visualisation of the data in chart form. Changes were communicated back into the HR and Payroll teams, who were responsible for maintaining the HR system. Charts were automatically refreshed and circulated amongst the management team.

The Results

Employee's at Scope now have the ability to easily load up-to-date and accurate organisational charts into Microsoft Office products or in PDF format for use on Intranets, within presentations, recruitment packs and reports, all at the press of a button. Visualisation of the data has helped the charity understand and improve their organisational controls. Internal communication has improved, with managers being made aware of the importance of notifying HR and Payroll teams of any changes to their individual teams. The HRMS has been cleansed as a consequence and the HR team are confident it now holds the most up-to-date and accurate information on its workforce.

Scope has experienced greater budgetary control and awareness of overspends. Traditionally, budgets would only be reviewed once a year. Now with visualisation of data through OrgPlus, they are able to highlight overspend with a change in colour on the chart, enabling the manager to take immediate action to rectify the budget overspend. Management teams have ready access to the information they need to make critical decisions.



Success Story

HUMANCONCEPTS™

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Tangible return on investment has been achieved through significant savings in the preparation time of organisational charts, improved reporting on budget overspends and greater financial controls.

Scope has been impressed by the ease of deployment, the flexibility of the product and the support from staff at HumanConcepts. Clark Finlay, HR Advisor MIS at Scope commented, "Previously, the production of charts was a manual process and was hugely time consuming. With OrgPlus, organisational charts are available immediately at a press of a button. The charting wizard and flexible formatting make OrgPlus easy to use. OrgPlus has really helped our managers control their budgets by highlighting immediately areas of overspend and manage their workforce."

The Future

Although delighted with the results to date, Scope's future plans include upgrading to OrgPlus Enterprise, with real-time functionality and increased security settings; it will allow greater access for managers throughout the organisation. Managers will be able to use it for analysing metrics. Budgeting and scenario planning together with other reporting tools to help manage the charity to ensure they continue to work supporting those suffering from cerebral palsy and their support network.

About HumanConcepts

HumanConcepts provides industry-leading solutions for managing organisational change. With its OrgPlus technology charting millions of employees for companies worldwide, including 400 of the Fortune 500, HumanConcepts has defined best practices in organisational charting. OrgPlus integrates with HR systems such as SAP and PeopleSoft to automatically create, update and distribute organisational charts for workforce planning, organisational management and critical decision-making. In addition, OrgPlus seamlessly integrates with industry-leading applications such as Microsoft Office and Adobe Acrobat.

HumanConcepts is privately owned and based in California with offices in the United Kingdom and Germany and offers OrgPlus software and services worldwide. For more information please visit www.orgplus.co.uk.