

Aquire Modeling Specifications Sheet

Collaboratively plan and model reorg scenarios

Collaborate on reorganization plans in a single, online workspace
Model multiple reorg scenarios and plans
Drag-and-drop individuals, positions or departments to quickly create plans visually
Analyze before-and-after comparisons for each potential change
Easily access all charts and reports from a secure and configurable Home Page
Establish security options by position or span-of-control
Use templates to speed modeling of similar divisions such as new retail locations

Instantly analyze scenarios in dashboard view

Visualize impact of plans and perform what-if analysis
Quickly compare multiple transition scenarios
View progress toward headcount and cost goals with automated, color-coded gap alerts
Receive alerts identifying potential errors based on defined thresholds
Visualize the number of layers and direct reports falling under a manager's actual vs. planned span of control
View the organization's average direct reports per manager by level or point in the organization's actual vs. planned hierarchy
Assess adverse impacts for reorg or RIF scenarios, including potential compliance issues

Automatically improve data accuracy

Ensure plan data stays current automatically with daily employee data updates from ERP systems (transfers, terminations, etc.) using Aquire's OrgSync™
Define and enforce consistent business rules throughout models to call attention to a threshold or action
Restrict particular user actions using defined business rules
Set change control parameters, authorization rights and notification alerts
Capture and store plans and changes in a single, central location
Send changes to current HR system for implementation

Clearly track every change with interactive reports

Highlight the impact of planned changes by business unit, department or team
View concise reports of every data change
Track key metrics and how they are impacted by the model
Identify changes made by individual users vs. those made by OrgSync's automated system updates

Efficiently manage mass changes

Quickly identify anomalies and correct bad data with one click
Set values, such as projected retirement date, based on other fields
Limit changes to selected individuals chosen by hierarchy level or search results
Apply mass updates and changes in batches or all at once
Define and apply business rules to view and authorize changes
Automatically calculate separation costs, identify potential separation candidates and prepare documentation

Aquire Modeling System Administrator Features

- Choose SaaS or On-Premise implementation
- Administer in Web-based environment
- Access data using real-time and/or scheduled batch data transfers
- Support enterprise data sources including relational databases, XML, CSV, LDAP/AD, etc.
- Easily export plans and data to Microsoft® PowerPoint, Excel and Adobe® PDF®
- Receive system administrator notifications for recursion or broken hierarchies
- Utilize security features including single sign-on and granular data access control
- Contact Aquire consultants to request simple integrations as well as extensions to the solution using the module's extensive API

To learn more about Aquire Modeling, visit

www.aquire.com/software/workforce_modeling

To learn more about Aquire's other solutions, visit

www.aquire.com/software

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