

Automate and accelerate organizational change.

Annual budgeting and headcount planning
Internal reorganizations
Reductions in Force
Mergers and Acquisitions
Long-term strategic workforce planning

acquire Modeling*

 **acquire**[™]
wisdom within



Organizational Modeling: Your company's future depends on it.

Modeling is something you do — or should do — regularly to chart the course of your organization. Some people refer to modeling as running what-if scenarios or strategy mapping. No matter what you call it, you must make the investment in time and resources to facilitate deliberate leadership. By asking your organization “What if...?” in response to different event triggers, you can save time, budget effectively, mitigate risk, gain productivity, reduce costs, better align strategies and objectives, speed growth opportunities, and even track talent you hope to poach from a competitor.

Modeling isn't just for Mergers and Acquisitions or RIFs. Use workforce scenario planning during annual budget reviews for headcount planning, cost projections and new position creation; when launching new business units like retail locations; to create long-term strategic plans in response to outside events; or to evaluate the depth of your organization. Aquire provides the solution you need to make modeling a productive, solution-oriented endeavor. Aquire Modeling replaces multiple spreadsheets and unsecured documents filled with outdated information with a secure, collaborative solution that allows you to visualize your organizational structure, both actual and planned, with the most current workforce data.

Of course, it's easy to ask, "What if...?", but how do you answer it?

With Modeling, Aquire makes it easy to test multiple scenarios in a secure, collaborative environment. Using the familiar org chart interface of OrgPublisher, multiple users can create, view and analyze various workforce plans to keep pace with organizational change as well as to look toward the future. Changes are summarized on demand in detailed change reports, making it easy to visualize the effects of possible scenarios. Plus, the Modeling operational data is refreshed daily and plans are securely stored in a central location ensuring that your models keep pace with organizational changes to continually reflect viable scenarios.

What if ... you had a virtual organization chart to examine multiple scenarios?

Now you do. With Modeling you can quickly create modeling environments for your latest endeavor — be it annual budget time or a complex merger. Once that's done, you can launch Modeling and begin testing your scenario in a copy of your company's org chart. An intuitive dashboard allows you to track key metrics and progress toward your goals as you refine the plan. Collaborate with other users or test out an idea individually. Each user's security settings determine just how much of the org chart they can access, allowing them to focus only on their area of responsibility within the plan; meanwhile, those individuals in charge of the initiative can view the big picture as well as all of the details. Visualizing a reorg is simple when you can drag-and-drop individuals, positions or entire departments to new locations and view the results of the proposed changes immediately in easy-to-read dashboards, comprehensive change reports, and the revised org chart itself. Efficiently test and compare multiple what-if scenarios to arrive at the best possible solution. Meanwhile, defined business rules keep changes in line with company policies.

Security is paramount — so why are you emailing sensitive documents?

Organizations must be absolutely vigilant about the security of confidential scenario planning. When your company is planning an acquisition or dealing with a RIF, the last thing you want is for rumors to fly and unauthorized plans to be leaked causing untold amounts of damage such as negatively affecting stock prices for public companies. Emailing spreadsheets or trying to keep one hard copy locked up tight is simply not sufficient.

The best way to approach this type of event is with absolute security. Aquire Modeling enables you to set appropriate security levels so that only authorized users have access to the information they should see and need to work with. By not having to keep multiple plan documents for different levels of viewing access, then attempting to integrate them cohesively, communication and decision making can happen more rapidly. For an airtight lockdown, Aquire can host Modeling on our servers — so there's no chance of a breach in your own IT department's security. The final plan will only be made public when your team deems it ready.

It's budget season — are you ready for your annual reorg?

You may not realize it, but your company does a mini (or maybe not so mini) reorganization each time budget season rolls around. Finance drives the overall plan, then it's time for the managers to analyze their span of control and determine what adjustments are necessary to respond. Those adjustments may require headcount reduction or allow for new position creation.

This year use Modeling to visualize each department's org chart — current and proposed — in minutes. Headcount analysis and tracking is vital for both position creation and fulfillment. Information surrounding the impact on salaries and headcounts is easily summarized in a Change Report that can be viewed after each individual adjustment. Immediately know how much it would cost to add those two new specialists without having to do any complex calculations outside of the system. Simply output the Change Report and present it to Finance. Use Modeling to manage and monitor if and when those positions are filled and keep a constant audit on the budget so you know whether every department is under or over their planned headcount.

How deep is your organization?

Before you analyze the marketing department's request for more people, take a look at the organization as a whole: is it too flat? Or perhaps it's too deep? Take this annual opportunity to review the terrain and evaluate whether the company could use some leveling here or there. Visualize the entire organization and use Modeling's span of control and layer analysis capabilities to identify areas that can be flattened or extended to better match the overall organizational structure. Looking at the big picture will help you address those department requests with new clarity and keep your company functioning efficiently.



Visualize Performance Metrics in a Dashboard

Compare current metrics to your goal metrics in a color-coded org chart that highlights gaps exceeding your acceptable tolerance levels.



Simplify Organizational Modeling

Drag-and-drop individuals or a manager's entire span of control to model potential changes to the business structure.

Speaking of budgets, how much is that drawn-out RIF costing you?

RIFs are a painful process in the first place. But when you're planning a RIF because you need to drastically reduce costs sooner, not later, it needs to be done as quickly and efficiently as possible. Don't let inefficient processes like emailed spreadsheets and "sticky notes" slow down a multi-million dollar RIF. In Modeling, multiple authorized users work together on the same plan in a single workspace. Dashboards display relevant metrics such as span of control and layer data, budget dollars and sales forecasts applicable to your model.

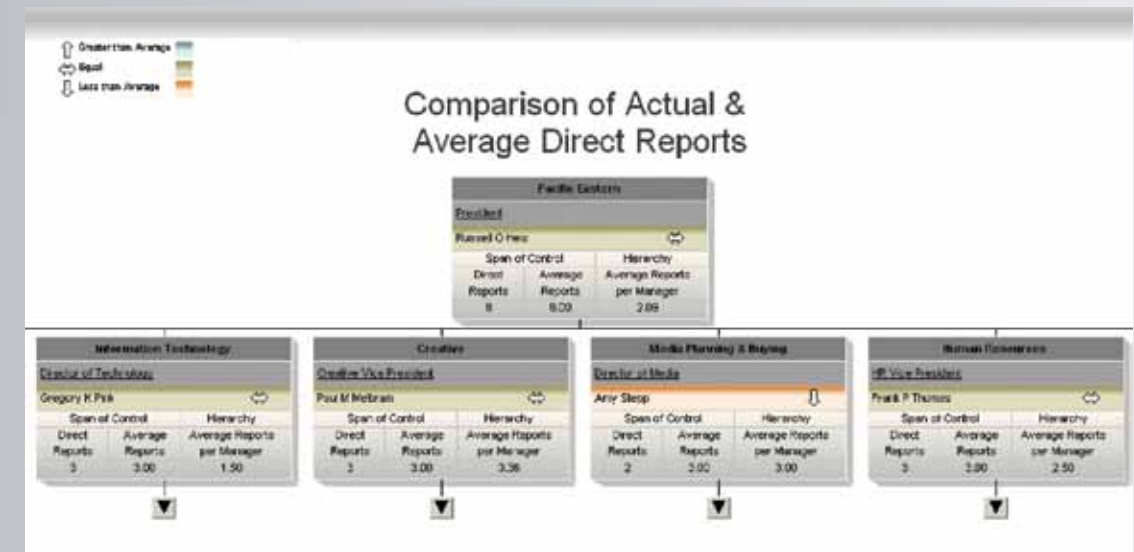
With all of this information readily available decisions get made sooner, not later. That translates to less time for water-cooler rumors to fly and productivity to falter. Besides, you can't afford to lose your best employees because they jump ship before you can tell them they still have a place in the company. In fact, in a turbulent time like this, if your ERP systems aren't plugged into your modeling solution, you may not even be keeping up with who's resigned and who's still on the team. Aquire Modeling keeps your workforce data current with daily automatic updates from whatever HRIS systems you're using.

With the visibility you'll have into the entire organization you can swiftly make even mass changes and still avoid any compliance landmines. And once all is said and done, Modeling lets you automatically prepare, distribute and track separation documents.

Company X is from Mars, Y is from Venus — how will you communicate?

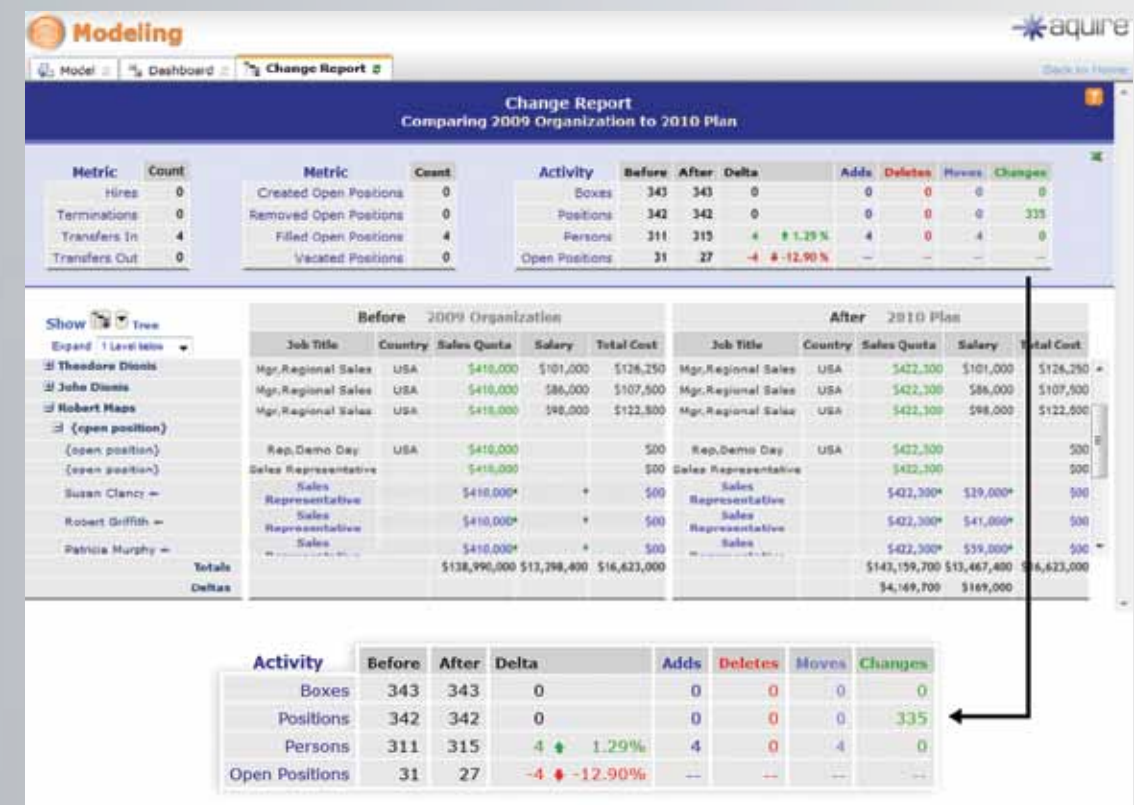
With your latest acquisition, you'll both need to speak the same language. Aquire Modeling gives you a common platform. Because Modeling uses OrgPublisher's capability of reading data from any ERP system, it doesn't matter that your new acquisition uses a different workforce database than you do — or that your data fields don't line up. As soon as the acquisition is finalized, Aquire's workforce data experts help create your detailed modeling environment — determining which specific data fields are needed from the acquired company and how to format them to match your existing practices. Their data is then translated from their HRIS and other systems or spreadsheets into your modeling environment.

Now that they're speaking your language, you can review both company's org charts side-by-side and begin absorbing new employees into your current structure, creating new business units, and realigning your workforce based on your newly combined business objectives in a single common virtual environment — no matter how many HRIS systems are in use.



View Span of Control and Layer Metrics

Get clear, concise rollups of an unlimited number of metrics such as headcount, costs and forecasts. The metrics can help identify points in the organization's hierarchy that can be modified to better match the overall organizational structure.



Analyze Positive vs. Negative Changes

Quickly visualize the impact of planned changes across a single unit or the entire organization with the interactive change report's color-coded before-and-after summary columns.

Have the freedom to get it right before you commit.

Using Modeling from Aquire you'll have the opportunity to test out Diane's latest brainchild and see if it will really produce the cost savings she's proposing. And when Andy's five managers come in with a recommendation to restructure their groups for greater efficiency, they can bring easy-to-read org charts and change reports to back up their plan. Once you've analyzed your best possible future and you're ready to commit, those changes are easily exported into your current HR system to implement the new organization structure. Modeling even allows you to create "template" org charts based on your current structure — use them for planning out new retail locations or franchise workforce plans, for example. And when you're feeling especially proactive, start formulating backup plans to prepare for future contingencies or competitive challenges.

Modeling isn't a necessary evil — it's a significant opportunity for evolution. An opportunity that can drive profitability and results. With Modeling from Aquire, you can analyze one or more possible futures before the best option is chosen.

More solutions. Better results.

In addition to Modeling, Aquire offers additional collaborative solutions. Use Aquire Succession to analyze your talent and visualize the future leadership of your workforce, and Aquire Integrity to cleanse and maintain workforce data on a continual basis.

Delve deep into your workforce initiatives.

InSight™, Aquire's hierarchy-driven workforce planning and analytics solution, allows you to analyze workforce trends within virtually any segment of your organization. Determine which segments of your organization are the most productive and analyze critical workforce trends such as growth rates, employee turnover, and quality of new hires. You can even analyze talent movement trends — including hiring, promotions, transfers and attrition — by department, position, critical role, cost center, region and more to address the most complex workforce decisions and ensure your workforce initiatives are in alignment with your strategic business plans.

Aquire's Unifi™ Platform.

Aquire solutions leverage the company's Unifi Technology Platform — an innovative and flexible technology base that enables all of Aquire's solutions to work seamlessly together. The platform is also designed so that Aquire solutions can be configured and extended to meet your specific workforce planning and analytics requirements. With the Unifi platform as the underlying technology, you can be confident Aquire solutions will meet your needs today and well into the future.

About Aquire

Aquire is a leading provider of workforce planning and analytics solutions. From organizational charting and analytics to workforce modeling, succession planning, data integrity and more — Aquire solutions increase information visibility, expedite decision making and streamline HR initiatives. More than 2,700 organizations in 125 countries rely on Aquire solutions to manage data for 10 million working professionals.

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