



**visual organizational
management.**

**Effectively manage the
structure and composition
of your workforce.**



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Obstacles to effectively structuring a workforce.

In today's global economy, organizations face a wealth of workforce management challenges. Due to the sheer size of many workforces, along with the fluid nature of organizational changes, creating and maintaining accurate reporting relationships and cost center structures can be a significant burden. Additionally, modeling future organizational changes can require a large amount of time and resources unless the appropriate tools and information are readily available. To complicate matters further, most enterprise organizations have multiple HR and ERP systems containing dated and inaccurate reporting relationships, highly distributed workforces, silos of workforce data, ad-hoc organizational reporting processes, and other issues that create barriers to workforce visibility. With this being the case, when managers try to leverage workforce information they end up surfacing additional questions ... not answers.

Gaining access, visibility and control of critical workforce information.

Many companies are turning to visual organizational management solutions to help managers and executives easily visualize, analyze, model, and optimize workforce structures. These solutions allow individuals to see detailed workforce information within the context of the organizational structure. Visual organizational management solutions can be used to collaboratively create and maintain workforce structure, model major restructuring initiatives, and manage day-to-day organizational changes. Additionally, these solutions enable companies to manage multiple hierarchies across disparate HR systems. By combining a graphical representation of the workforce with critical employee information, managers have the insight and context required to make well-informed organizational changes.

Best practices for managing the structure and composition of your workforce.

Aquire has spent more than 15 years helping executives and HR professionals optimize the structure of their workforce. American Airlines, Barclays Bank PLC, Braun Gillette, Colgate-Palmolive, Nestle UK, Shell Oil, Verizon, and many other companies rely on the intellectual capital Aquire has assembled by implementing thousands of visual organizational management solutions. This extensive experience has enabled Aquire to develop and refine a proven process for visualizing, modeling, and managing critical workforce information.

Enterprise workforce management challenges:

- > Undefined or inaccurate employee reporting relationships
- > Cumbersome tools to maintain reporting relationships
- > High training costs and error rates with existing HR systems
- > Multiple, disparate HR and ERP solutions
- > Inability to analyze and model future organizational changes
- > Ad-hoc, manual and time-consuming HR reports
- > Disjointed, dated organizational charts
- > Limited integration of critical HR and financial data
- > Back-log of HR data change requests

Visual organizational management solutions provide you with:

- > Easy-to-use tools to visually create, model and maintain workforce structures
- > Unified, accurate workforce data
- > Hierarchy management across multiple HR systems
- > Extensive enterprise workforce reporting and organizational charts
- > Integrated HR and financial data
- > Manager self-service functionality for distributed organizational management
- > Automated workforce move, add, change workflow processes
- > Robust Web-services capabilities to easily manage and distribute workforce information

The benefits of deploying a visual organizational management solution.



Quickly visualize and manage organizational structures.

Aquire's visual organizational management solutions provide a secure, user-friendly environment where organizational structures and workforce information can be analyzed and managed. Routine day-to-day organizational changes are simplified using graphical tools that enable users to visually manage and manipulate organizational structures and underlying workforce information. Powerful workflow capabilities help streamline processes when changes are initiated and automated notifications help improve communication. All changes can be synchronized with existing HR and ERP systems, and custom business rules can be used to enforce compliance and data integrity. Manager self-service functionality is also available which enables organizations to securely delegate and decentralize organizational management tasks to thousands of managers throughout the enterprise.



Easily conduct workforce modeling and planning.

Once individuals have proper visibility to accurate and timely enterprise workforce information, they can manage and optimize the structure and composition of the workforce. In addition to making daily organizational changes, managers can also model and plan the future structure of the workforce. This is accomplished by testing "What if?" scenarios within the visual organizational management solution. During the modeling and planning process, managers can see the economic impact specific changes will have on the business. The collaborative nature of the solution significantly reduces the time and resources required to implement critical workforce changes.



Instantly access and analyze consolidated workforce information.

Individuals across the enterprise will have improved access to workforce information which will ultimately help information visibility and decision making. Powerful search and analytics capabilities enable users to easily find and evaluate the information they need instead of requesting the information from IT. Additionally, robust Web-services capabilities enable seamless integration with enterprise applications and on-demand workforce information.

Why visual organizational management is right for your company.

Companies are spending a significant amount of time, money and resources trying to solve enterprise workforce management problems by using antiquated and disjointed applications. This time and money is better spent on a visual organizational management solution that can reduce workforce management costs, improve decision-making processes, and increase business performance across the enterprise. Contact Aquire to learn how visual organizational management solutions can help you effectively manage the structure and composition of your workforce.

Join more than 2,700 organizations in 125 countries that have selected Aquire solutions to manage workforce information.

About Aquire

Aquire gives companies the wisdom that can only be derived from visualizing and deeply understanding the trends and future needs of their organization. Through a team of dedicated people, and a host of innovative solutions, a strategic partnership with Aquire helps companies make evidence-based decisions about their workforce investments. With Aquire solutions in hand, companies can build and communicate plans that differentiate their workforces to maximize their productivity and profits. More than 15 years of workforce insight gained from serving thousands of customers has helped Aquire grow from an industry pioneer into a recognized innovator with a portfolio of software solutions that support today's vital workforce planning and talent management challenges.

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11-AQU-240 / 08.15.11

