

## The World's Leading Organizational Charting Solution

As the pioneer of the enterprise organizational charting market, Aquire has spent more than a decade helping organizations visually analyze, manage and model vital workforce information. Thousands of companies across the globe rely on OrgPublisher™ software to improve information visibility and simplify access to workforce data.

- Easy, automatic org chart creation and speedy deployment
- Integrates with Microsoft® PowerPoint, Microsoft Excel, Adobe® Acrobat®, etc.
- Customize charting options and designs
- Improved metrics with charts and graphs
- Flexible printing options



## New: OrgPublisher 9 Premier for succession planning, organizational planning and all the robust charting power you expect from OrgPublisher

If your organization needs to track its talent to ensure its future leadership and wants the capability to model and add efficiency to organizational changes, your choice is OrgPublisher 9 Premier. Offering all the robust charting capabilities of OrgPublisher, Premier also provides succession planning and organizational planning capabilities at the individual manager's level. Managers don't have to wait for corporate wide succession planning projects, they can work with their own team's leadership to develop their individual plans by analyzing and leveraging critical workforce information.

### Reporting and Analytics

- Access and combine workforce information from multiple data sources
- Produce reports with powerful search capabilities
- Create multiple views using the same source data (by cost center, org unit, geography, etc.)
- View matrix reports, open positions and contractors
- Roll-up and analyze data automatically to summarize head counts, salaries, etc.
- Innovative tabbed company visualization based on multiple chart and graph views
- Pie charts and bar graphs to analyze data metrics

### Effective HR Compliancy

- Quickly identify HR data errors and broken hierarchies
- OrgHistory™ feature stores archived charts
- Automated, scheduled archiving system
- Organizational change comparison reports
- Maintain accurate documentation for audits

### More Power and Simplicity

- Express publishing to quickly and easily deploy charts
- Style wizard delivers professionally designed chart templates
- Switching chart layouts is only a single click away
- Tab-based interface allows easy navigation through charts and employee profile information
- Remote web-based administration provides easy access anywhere, at anytime

### Integration and Security

- Integration with SAP®, PeopleSoft®, Oracle®, and other systems streamlines data access
- Single sign-on support and granular Data Access controls
- Role-based toolbars and chart views for added security
- Easily transfer data from OrgPublisher to Microsoft PowerPoint, Microsoft Excel and Adobe PDF

### New Succession Planning

- Build and review succession plans
- Single-click access to talent data
- 9-Box Matrices — evaluate your organizations' leadership and talent pool by viewing employee performance vs. potential data to track rising stars and high potential employees
- Side-by-Side Profile View: — easily compare employee information to assess key similarities and differences
- Succession Planning Modeler — visually drag-and-drop successors to model and analyze future succession planning scenarios and determine where gaps may exist

### Improved Organisational Structure

- OrgPlan™ — simplify organizational planning activities in a secure, Web-based modeling environment
- Drag-and-drop people and positions — make changes to an existing chart using simple drag-and-drop editing tools
- Flexible change reporting — customized change reporting options provide greater flexibility and control to simplify the analysis of before-and-after changes
- Data export — easily export organizational changes to Excel, HTML, or PDF for further analysis and processing
- Chart layouts — expanded chart support now includes advanced box layout for better looking charts

## Access more robust succession planning and organizational modeling with the new OrgPublisher Module Series.

For more powerful succession and planning capabilities, add our new Succession and Modeling Modules. Easy-to-deploy and use, and offering more powerful tools than those built into OrgPublisher 9 Premier, the Modules integrate seamlessly with OrgPublisher to help you cost-effectively collaborate and solve your most pressing HR challenges.



## OrgPublisher Succession Module

Ensure the future leadership of your organization

The Succession Module is ideal for organizations seeking a centralized, simple-to-use system of record to capture, analyze and track talent management and succession data, including the modeling and analysis of succession-plan scenarios and the identification of gaps. It implements quickly, is easy to learn, and provides a secure environment for making faster, more informed decisions.

Deployed with OrgPublisher, the Succession Module delivers:

- The ability to visualize and collaborate with multiple users on the same succession plan
- Quick access to performance vs. potential with 9-Box matrix reports
- Quick, simple access to employee and performance data such as ranking, readiness, high potentials, flight risk, etc.
- Collaborative capabilities allowing groups to create, share and analyze plans
- Analytic views of succession plans that easily help identify bench strength, summary of positions in need of successors and other key metrics
- Ability to easily view successor candidates for all positions in the hierarchy
- 9-Box matrices that update on the fly — evaluate your organizations' leadership and talent pool by viewing employee performance vs. potential data to track high-potential employees and help those who need it
- Side-by-side profile views — easily compare employee information to assess key similarities and differences
- Dashboard view for establishing succession plan goals and evaluating any gaps
- Company-defined business rules that must be followed while executing a succession plan
- A best practice approach with more than 80 predefined succession planning data fields to choose from
- A succession planning modeler — visually drag-and-drop successors to analyze scenarios and identify gaps
- Centralized, collaborative data access
- Enhanced security
- Powerful search features and summaries to simplify analysis
- Seamless integration with OrgPublisher
- The ability to easily export plans and associated data to Adobe® PDF, Microsoft® PowerPoint, Excel, Outlook, etc.



Quickly view and adjust employee groups in a 9 Box matrix (performance vs. potential).

### The Aquire Modeling Module:

#### A new, powerful tool for organizational planning and modeling

The optional, Web-based Aquire Modeling Module, available as a powerful addition to enhance OrgPublisher 9, is an easy-to-use visual tool that will enable your organization to easily and collaboratively model organizational restructuring, reorganization, reductions in force, and other workforce transitions along with delivering decision-support capabilities for recurring personnel management activities.



## OrgPublisher Modeling Module

Automate and accelerate organizational change

The optional, Web-based Aquire Modeling Module, available as a powerful addition to enhance OrgPublisher 9, is an easy-to-use visual tool that will enable your organization to easily and collaboratively model organizational restructuring, reorganization, reductions in force, and other workforce transitions along with delivering decision-support capabilities for recurring personnel management activities. Get the information you need to make vital decisions such as headcount changes, salary impacts, diversity ramifications and other vital information — all displayed in easy-to-understand formats.



Org Modeling Dashboard View Provides powerful what-if analysis comparing the current state of the organization to the planned state. Key metrics such as headcount, open positions, diversity and salary costs are automatically calculated and displayed in a familiar org chart paradigm.

Deployed with OrgPublisher, the Modeling Module delivers:

- Collaborative planning — multiple users can easily access and work on the same plan which ensures plans stay up-to-date and accurate
- Collection of missing data — your company can enhance its modeling process with more complete data than currently available across systems
- Centralized capture and storing of plans — use this module as the system of record or as a repository for further processing
- Enhanced change reporting — giving you greater flexibility and control to simplify the analysis of before-and-after changes
- The elimination for the need to manually compile multiple organizational plans into a single spreadsheet or document
- Data refresh of organizational data within the plan — as plans are being developed, the day-to-day changes of terminations, promotions, etc. will be reflected within the plan
- The ability to enforce business rules that must be followed while executing a plan
- Mass updates and deletions — when data changes or actions need to be applied to many records, the system can allow for updates to be completed on a per-batch basis
- Separation management to notify individuals and their managers of their new status and to track acceptance or receipt of communication
- Adverse impact assessment for organizational plans
- Analytical dashboard for tracking overall modeling plans and goals
- Simple export of organizational data and changes in a manageable format for further analysis or to update your HR system
- An extensible architecture to allow workflow or further customization as workflow can be added to the scope of work to allow changes in data to execute other processes or to route information to someone for approval, etc.
- Centralized, collaborative data access
- Enhanced security with numerous access control options
- Powerful search features and summaries to simplify analysis
- Seamless integration with OrgPublisher
- The ability to easily export plans and associated data to Adobe® PDF, Microsoft® PowerPoint, Excel, Outlook, etc.

*\* Optional for SAP® users: an SAP module can be included to automate the entry of organizational changes back into SAP HR*

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