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Global Farming and Industrial Equipment Company Seeds Efficiency With Deployment of Organizational Charting Solutions by Aquire

Summary

Deere & Company may be rooted in an age-old activity – farming – but when it comes to sowing the seeds of efficiency, it never stops looking for more fertile ground. Its organizational charting solution is a good example. With a highly distributed global business, it needed a better way for managers to quickly and easily access and use information about its workforce. That's exactly what it's getting with Aquire's OrgPublisher. Deere enjoys faster access to more complete workforce information. As a result it is saving time and money and making better workforce decisions.

About Deere & Company

Deere & Company (NYSE: DE) is a global leader in the production and sales of agricultural, industrial and consumer equipment.

The Challenge: More Actionable Information To Better Utilize A Globally Disbursed Workforce

With 46,000 employees distributed across more than 160 countries, Deere's HR managers needed a simple, easy, fast and efficient way to leverage administrative/professional workforce information.

For too long, various departments had manually built their own charts via PowerPoint and/or Visio. It was an inefficient system plagued by the kinds of problems that typically accompany manual systems: The creation of charts took far too long, and too many mistakes were occurring. The company needed a solution that would save it time and effort – and, therefore, money.

Compounding the challenge was the need for integration with the company's SAP system. Any org charting solution the company selected would have to seamlessly work with SAP, so data could flow automatically.

The Solution: OrgPublisher by Aquire

Deere originally chose OrgPublisher four years ago for its organizational charting solution. Because the deployment was so successful, it recently upgraded to version 7.1. OrgPublisher dramatically increases information visibility and access, using employee data from Human Resource systems, payroll systems and other enterprise data sources. Organizational charts, visual reports and corporate directories can be automatically created and viewed using a standard Web browser. With OrgPublisher, the analysis and communication of all data, including information in SAP, becomes much easier to integrate into daily human resource functions, as well as into strategic planning.

Sector
Farming and heavy equipment

Product Deployed
OrgPublisher™

Challenges
- No SAP® integration
- Inconsistent, decentralized chart production
- Too much wasted time and money
- Charts quickly became out of date
- Existing charts failed to support HR objectives such as career planning

Requirements
- SAP integration
- Support strategic workforce strategies such as planning and organizational restructuring.
- Give non-HR managers faster access to more complete data
- Improve workflow
- Simplicity and ease of management
- Synchronize data

Results
- Faster, easier org chart creation
- Quicker, better workforce decisions
- Simple SAP integration and enhanced SAP capabilities
- Increased employee self service
- Data corrected more quickly
- Improved workflow
- Easier reporting of key HR data
- Faster, easier workforce planning

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Easy Integration, Time and Money Saved

Just as the original OrgPublisher deployment was successful, the upgrade was a hit from the moment it was announced. That's because users knew 7.1 would offer all the benefits they were used to enjoying with the former version of OrgPublisher, along with significant enhancements.

"The response from our HR community has been fantastic," said Christina Ryner, Lead OM Analyst. "I sent the announcement on a Monday evening announcing the Tuesday go-live and provided meeting dates/times for demos of the new features. I received 49 responses for the demo in less than 24 hours. That never happens here, especially since this is a very busy time of the year for our HR folks. So people are very interested."

So far, the new Aquire version is working a lot like the old one. That's a good thing. "OrgPublisher has always worked quite well for us," said Ryner. The company is charting 22,086 administrative/professional positions and 4,359 open positions for a total of 26,445.

One of the most anticipated new features is the Enterprise Support Center (helpdesk), which Deere is supporting globally. This will be particularly helpful, since the company will get monthly reports on the types of questions asked/problems encountered. Org Planning and Export to PowerPoint are two features that had been frequently requested – so users are very happy about the addition of in the new version.

The online org charts are used frequently, and with the new version that usage is expected to increase. The company is training HR and department managers on the new version's features, including its ability to assist in reorganizations and the global job evaluation process. The company is also making sure managers are aware of the reporting capabilities of List View and Summary View. It also expects that requests for SAP maintenance will happen in a more timely manner since the structure is visible to everyone to view.

Future

Previously in the global job evaluation process, Deere's job analysts frequently requested org charts to accompany analysis questionnaires – but this didn't go smoothly because the process often had to stop while somebody took the time to create PowerPoint or Visio documents. The new version will save department managers and others the effort of starting from scratch. This in turn will help the whole process go more smoothly and quickly. The company also expects to see improvements in the way managers do their what-if planning, along with significant enhancements in their ability to share information with unit HR managers – both leading to increased efficiency and better use of the global workforce.

"The response from our HR community has been fantastic."

~ **Lead OM Analyst,** GJE & Org Management, Deere & Company

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