Streamline Organization Design:
Reorganization Use Case
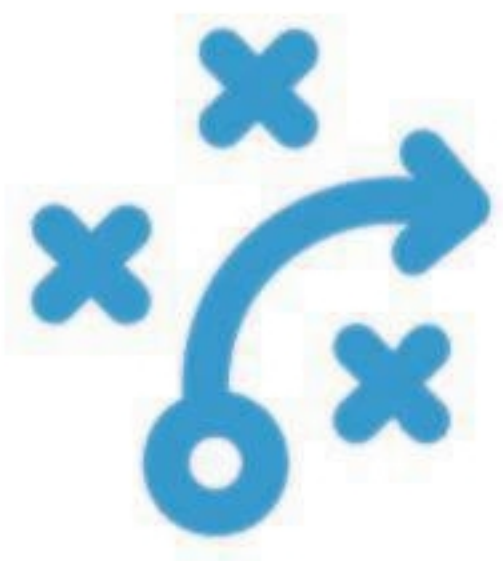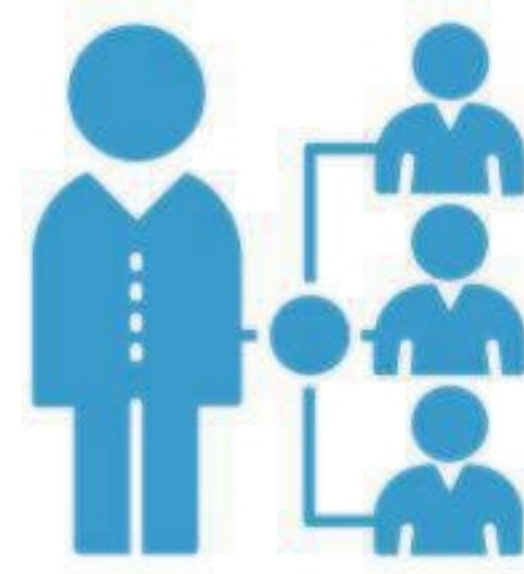
The Business Case

We often refer to business changes for business growth, but what do we mean when we talk about a restructure or reorganization (reorg)? These terms can cover a multitude of business changes. Some forms of reorg include:

Business Strategy Change

Restructuring with a new Leadership

Financial Realignment

However, implementing a reorg for organizational growth, and then seeing the growth through successful implementation is not always a given. Consistent with every reorganization or restructuring, and essential to the desired effect, is the importance of data-based decision making. From local to global level, data accuracy is paramount to effectively plan and implement key changes and meet KPIs.
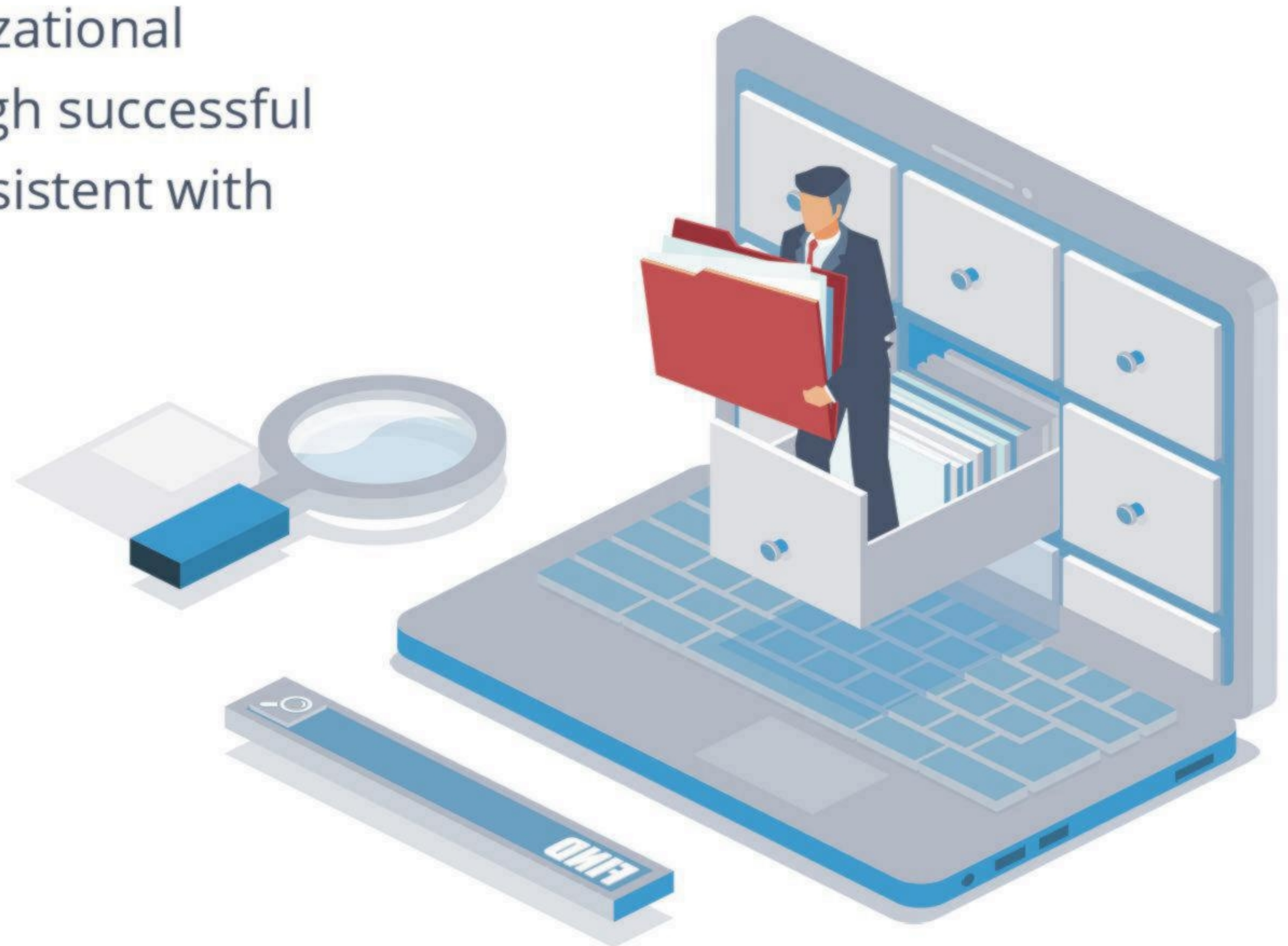
> According to McKinsey's research, less than a quarter of organizational-redesign efforts succeed. Forty-four percent run out of steam after getting under way, while a third fail to meet objectives or improve performance after implementation.
>
> McKinsey & Company, Getting organizational redesign right

The Challenges

Understand Reality for Successful Planning

Having multiple sources of employee data across conflicting solutions makes understanding where the business is now, and trying to plan for the future, incredibly difficult.

Clear Communication Between Stakeholders

Keeping active and accurate communication of ongoing developments, while aligning with stakeholder expectations to get approval is a challenge.
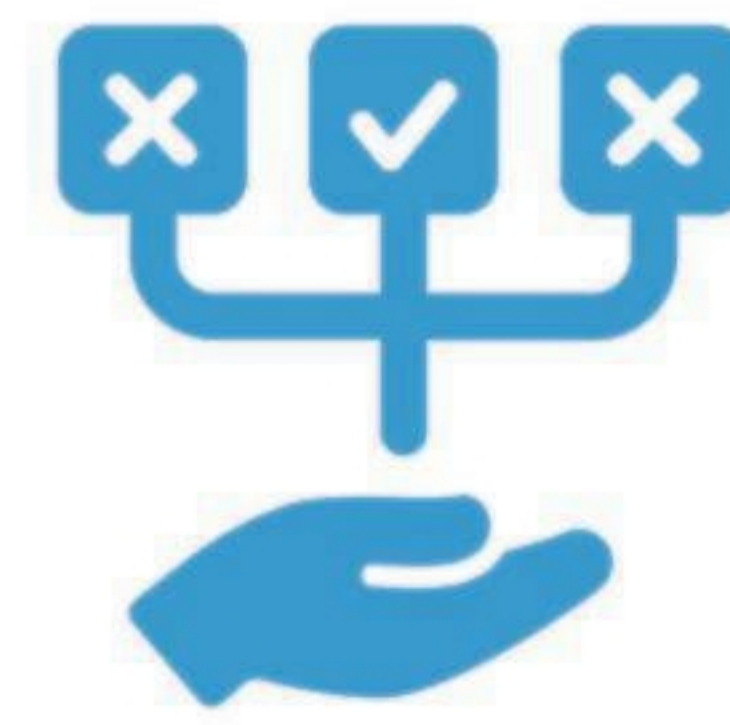
Informed Decision Making

Making decisions based on insufficient information and inaccurate data is detrimental to any reorganization initiative, and an unfortunate reality in times of change.

The Solution
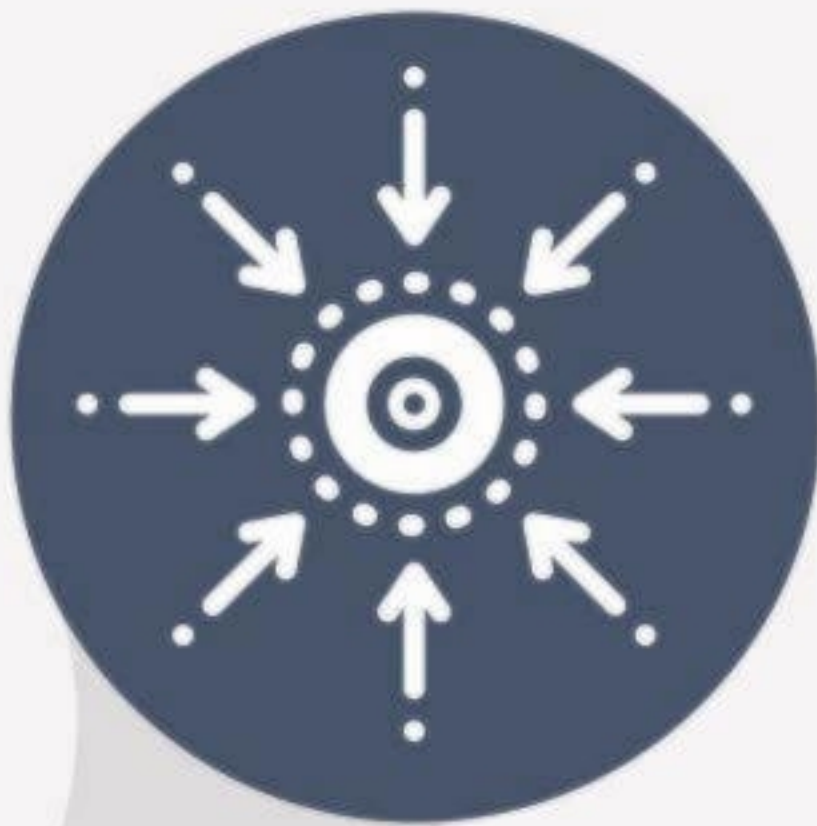
A Single Source
Utilize a tool with integration to multiple ERP solutions at a time to facilitate understanding of the whole organization in real-time.
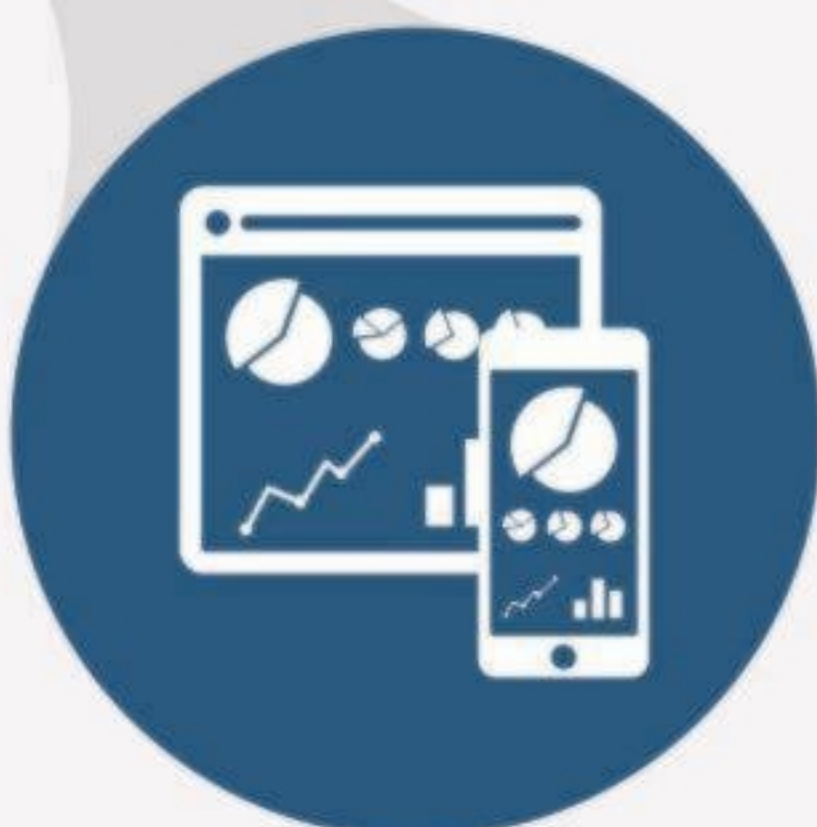
Secure Sharing
Optimize communication with your stakeholders by sharing scenarios and options directly within the program to elevate the decision-making process.

Advanced Analytics
Align with KPI's using advanced out-of-the-box analytics leveraging you HCM data, from planning through to conclusion of your reorg, and beyond.

The Right Tools

Understanding the current structure of your organization at the earliest stage of a reorganization process is surprisingly difficult to achieve, and successfully planning the final structure starts with this understanding. Consistent and coherent information, secure data sharing and detailed planning throughout the process enables success.

Nakisa Hanelly organizational design is a complete, and unique solution for the full cycle of a business reorganization. With technology developed to leverage multiple HCM solutions simultaneously, Hanelly will consolidate your data, visualize current and future states and allow for secure sharing within the solution. Understand, plan and execute on any scale of reorganization.

Side by Side comparison for deployment on a specific date.
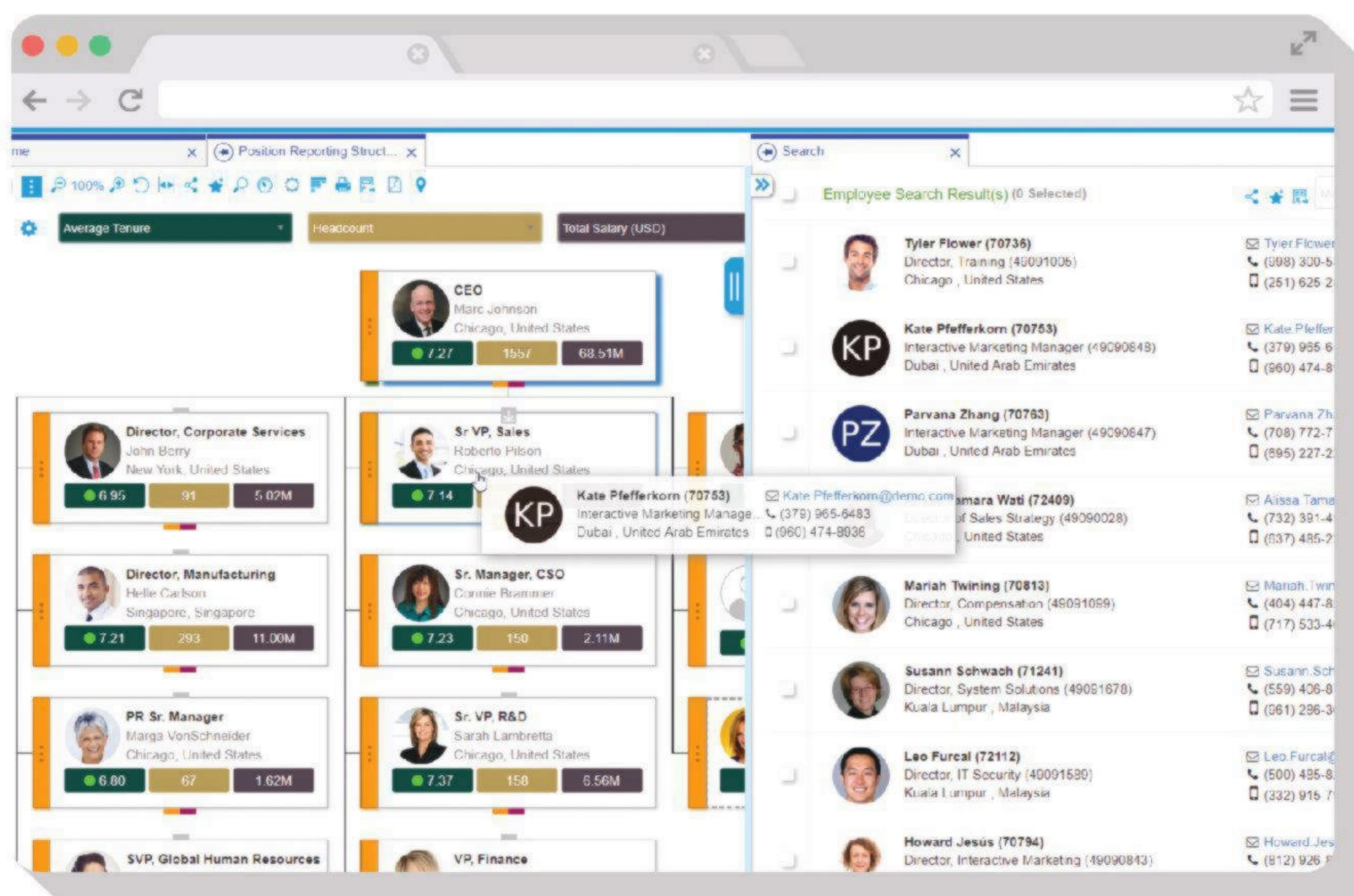
Easy drag and drop functionality within search view.

Performance based dashboards to prioritize top talent in reorganizations

" Hanelly was exactly what we needed to support re-organization initiatives. With visibility into key metrics and native integration to SAP/SF, it's helping us make the organization of the future a reality.

Ralph Schneider, Business Information Officer, SAP

Achieving Efficiencies

Any major reorganization has many moving parts to be considered, managed and implemented. Nakisa Hanelly organizational design solution is created for HR and business leaders to streamline processes to save time during implementation whilst maintaining and exceeding success criteria.

Hanelly automates organizational design and provides features such as viewing employees by location on an interactive map, side-by-side with org chart analytics and advanced analytic dashboards. It includes collaboration functionality for large design teams and a guided approval processes to reduce the time taken to complete your reorganization successfully.

NAKISA®

About Us

A global leader in cloud business solutions for Organization Design and Accounting & Compliance, Nakisa delivers innovative, forward-thinking and robust human resource and financial management solutions that advance your business strategies.

Nakisa serves 800+ enterprise customers and over 4 million subscribers in 24 industries. Nakisa is proud to work with some of the world's most renowned brands.

Contact Us

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