



Discover the Talent Within.



## ENTERPRISE ORGANIZATIONAL CHARTING

To effectively manage the talent within an organization, it is essential to identify talent gaps, individuals ready for promotion and potential successors. Being able to visually depict this information not only makes this data more readily apparent but it also provides a clear, succinct manner of communicating this information internally as well as to the board of directors. The viaPeople Enterprise Organizational Charting solution is a highly flexible, role-based system which allows Human Resources and other business leaders to view the organization from a multitude of perspectives. Leaders can view talent gaps, individuals ready to move into another role, diversity concerns, potential successors, performance history of key contributors and virtually any other employee attribute, all in real-time.

### The viaPeople Organizational Charting solution is part of our integrated suite of products and facilitates:

- Talent Gap Identification
- Promotion Scenario Modeling
- Successor Identification for Key Roles
- Diversity Initiative Progress

### Organizational Charting Product Features

**View Talent Gaps** – Identify areas of the organization which may lack critical competencies, individuals filling key roles, future successors or potentially “at risk” employee groups.

**Model Promotion Scenarios** – Determine the resulting structure within various functions if certain individuals are promoted or moved from one department to another.

**Identify Future Leaders** – Discover which individual contributors can assume leadership roles by easy color-coded identification in the organizational chart that links directly to the individual’s talent profile.

**Support Diversity Initiatives** – Identify a diverse pool of potential successors by employee attributes in the organizational chart (NOTE: As with all of the organizational chart functionality, certain variables can be displayed for a restricted group of leaders, as determined by the access rights in the system).

**Easy Navigation and Display** – Easily “drill-down” to all levels within the organization as well as from one business unit to another; alternate between chart view and list view for a streamlined display of reporting relationships; easily access additional talent data on specific employees by clicking on individuals within the organizational chart (NOTE: As in all of the viaPeople products, access to employee information is controlled by secure access rights).





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### Organizational Charting Product Features (continued)

**Powerful Reporting** – Any metric can be displayed in the organizational chart to tailor the presentation for a specific purpose; data and all reports can be downloaded to PDF, Visio, Microsoft Excel, PowerPoint and Word.

**Full Integration** – Integrate with HRIS/ERP and the viaPeople Succession Planning, Performance Management or 360 Feedback systems for real-time data; attach photos and other files of various formats (e.g., PDF, Microsoft Word, Excel, etc.) as well as links to specific employee talent data, all from within the organizational chart.

