

Success Story

Hunt Consolidated



Company:

Hunt Consolidated

Industry:

Energy, Refining,
Real Estate Investment,
Private Equity
Investment

Product:

OrgPlus Enterprise

“ With OrgPlus Enterprise we’ve been able to integrate to our SAP HR database with minimal configuration. Whenever we choose to view or publish org charts, we can now do so with additional metrics and KPIs that transform our HR data into actionable information for management.”

Clint Nolen

Manager of HR Systems & Analytics

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▶ Hunt Consolidated

Hunt Consolidated is a privately held organization with businesses covering oil & gas, real estate investment, power transmission, refining, private equity investment, and ranching. One of its holdings, Hunt Oil Company has successfully conducted petroleum operations for 75 years. With offices and employees spread across the globe, the company is one of the world’s leading independent energy companies.

Business Challenges

Until 2007, Hunt manually created and maintained their organizational charts using Visio. The HR manpower required to manually fulfill manager’s weekly and monthly requests for updated org charts was staggering. In addition, changes to departmental organizations were administered via regular phone calls to HR along with paper-based discussions, consuming even more of HR’s time.

The Solution

OrgPlus Enterprise allowed Hunt’s HR department to fully automate with information-rich organizational charts. The initial implementation connected its SAP HR system to the OrgPlus Enterprise Portal to produce online, always-accurate org charts for management at the click of a button. With the connection to the source SAP data, org charts were updated in “near real-time” fashion.

A key element in Hunt Oil’s decision to select OrgPlus was the relative ease when implementing and deploying the solution. The seamless integration with SAP with minimal configuration meant that HR could

Up to eight hours per week was spent manually updating the org charts to reflect changes made in the HR database along with changes initiated by management. Issuing an absolutely accurate org chart, even with minimal data, was nearly impossible.

Hunt needed an org chart solution that could be maintained efficiently, and that could deliver accurate HR data in a “near real-time” manner.

be using it quickly, the charts could automatically reflect any changes in the database, and generation of charts for executives became completely automated.

The OrgPlus user interface was user friendly, enabling maximum adoption and usage by the executives with minimal training. Hunt’s HR team was able to integrate all the key compensation metrics required by the executives for workforce planning right into the org charts. OrgPlus also received top honors from the executive users for integration with other tools such as Excel spreadsheets and PowerPoint.

The Results

- ▶ Organization charts are now available to executives on demand. With a five-minute training session, they are able to view key metrics such as compensation, service anniversaries and retirement dates.
- ▶ Hunt Oil HR saw an immediate quantum leap in the quality of the HR data. With more eyes on more data, managers throughout the organization can help verify and correct data.
- ▶ Integration with the SAP HR system allows automatic updating of online org charts as changes are made in the system, and supplies management with additional HR data for workforce planning.
- ▶ Hunt’s HR department, with OrgPlus as a planning tool, now focuses their time and resources on more strategic functions such as talent development and succession planning. OrgPlus charts identify employees nearing retirement and allows HR to proactively collaborate with managers to develop plans for backfilling those positions.