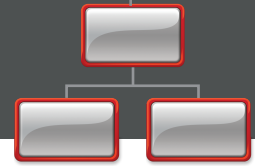


# OrgPlus® Success Story



## ► Stryker Corporation

**Stryker  
Implements  
Intelligent  
Organizational  
Charting with  
OrgPlus®  
Enterprise,  
Extracting Data  
Directly from  
Oracle E-Business  
Suite**

**Customer**  
Stryker Corporation

**Industry**  
Medical Products  
Manufacturing

**Employees**  
17,000

**Solution Focus**  
Intelligent Workforce View  
With Integrated HR Data

**OrgPlus Product**  
OrgPlus Enterprise

**CHOSEN BY OVER 400  
FORTUNE 500  
COMPANIES**

**HUMANCONCEPTS™**  
Workforce Modeling and Intelligence

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Stryker Corporation (NYSE: SYK) is a preeminent orthopedic medical products company with nearly \$5 billion in annual sales worldwide. The company continually strives to refine its management practices which have kept it healthy in the competitive medical device industry for more than 65 years. To maintain market advantage, Stryker realized that its global management team needed instant and accurate workforce information for critical decision-making. With more than 17,000 employees spanning 10 different divisions, it was essential for Stryker to centralize and communicate organizational structure and employee information to management.

### Challenge

Each division within Stryker was manually creating organization charts with Microsoft Visio and Excel, which was labor-intensive, and required 15-20 people across the corporation to maintain. Stryker sought a solution to reduce the overall number of labor hours spent on the charting process in order to cut costs associated with gathering information, and creating and maintaining the charts. Stryker needed to visualize the workforce at all times, and sought a solution that would not only automate the organization charting process, but keep them current.

Stryker's HRMS Technical Analyst admits that they were creating only one organization chart per year because of the labor expense. Additionally, the information in the charts about the workforce was out-of-date as soon as the project was completed. The analyst estimates that the time spent compiling the charts at the corporate level, and the lag time between creating and publishing the charts, made more than 25 percent of the information in the chart inaccurate.

Stryker realized that it needed to be able to automate this process in order to reduce costs and to keep the information relevant. The company knew organization charting automation was the key to making better business decisions at the management and executive level.

### Solution

Stryker implemented OrgPlus® Enterprise company-wide to address the problems and expenses of manual charting. OrgPlus integrated seamlessly with the company's Oracle 11i HRMS system. OrgPlus retrieved HR data directly from the Oracle database for all of the divisions and centralized it into one location. Each division's organization chart is now created and updated using OrgPlus, and is accessible to management throughout the company.

With OrgPlus Enterprise, Stryker's organization charts literally build themselves. As employees are added into the company's Oracle HRMS system, the charts are updated in real-time.

Stryker employees became familiar with the software quickly, and training time was minimal. The employees using OrgPlus learned to use it with ease and could immediately begin manipulating data, such as adding open positions. OrgPlus allowed Stryker to get away from the plain white box and line organization chart by using OrgPlus chart templates or by manually adding color, box styles and highlighting certain people.

# OrgPlus® Success Story



## Results

Using OrgPlus Enterprise, Stryker reduced the number of employees creating organization charts from 15-20 to 2-3, effectively decreasing the amount of labor spent on the task by approximately 80 percent. Accuracy and currency of the org charts has improved by 25 percent, keeping decision-makers up-to-date on resources and employees current on roles and responsibilities.

Stryker also found unexpected return-on-investment. The training period for new employees has been significantly reduced as the OrgPlus-generated organization charts help them understand reporting procedures quickly. New hires now have a clear understanding of the company hierarchy, and know where to find answers without taking away from the productivity of their colleagues.

Stryker's decision-making power has also been impacted by using OrgPlus because managers now have up-to-date and relevant information about company resources.

With OrgPlus Enterprise, Stryker has realized the benefits of intelligent organization charting and automation using HR data from Oracle E-Business Suite. The company has built on its best management practices and uses organization charts to its advantage to keep it ahead in a competitive global market space.

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