What is visibility? The World English Dictionary defines visibility as “clarity of vision or relative possibility of seeing.” But for your workforce, visibility means much more. Not only is workforce visibility the ability to see the breadth, depth and make-up of your organization, it also extends to your ability to draw insights based on what you see. Having true visibility of your organization’s workforce means having both a basic vision and a deeper knowledge of what — or who — you need.
The Value of Visibility

A recent Aberdeen Group study showed that the number one trait among companies with best-in-class human capital management practices was “the ability to define the talent required by business needs in terms of skills, behaviors, and attributes.” This ability to see where you stand in terms of talent demonstrates the value of workforce visibility. Clearly seeing the talent pool, along with talent gaps and headcount metrics, allows organizations to position and mobilize the right people and strategically align talent with business goals while also controlling workforce costs. It not only lets companies put the right talent in place for new business and growth initiatives, but also allows for strategic succession planning for critical roles, thus enabling smart planning for an organization’s future.

A better view of your workforce also empowers better decision-making by allowing HR professionals and leaders to share indicative data about the workforce with stakeholders and hiring managers, solidifying HR’s ability to deliver on its evolving role in overall business strategy.

Visibility Challenges

Attaining an accurate picture of your workforce is not without challenges. Often, the manual processes many companies use to generate organizational charts and span-of-control reporting require time and resources that could be better used on strategic workforce initiatives. This is especially true when the data required to build reports and offer insights comes from multiple, disparate data sources or is — even worse — inaccurate.

To make workforce visibility even more challenging, many organizations face an inability to decipher complex workforce metrics once data has been aggregated. And once analytics are compiled, how do you share the most important information with the right people?

OrgPublisher, the next-generation automated org charting solution, solves for all of these visibility challenges and simplifies an organization’s ability to both see and use workforce reports. It empowers better workforce analysis and planning by providing both basic and strategic workforce visibility.

“Once we started putting all of our data into an org chart we could see how much of our data was broken. Employees were missing from groups, organizational hierarchies were broken, we had organizations that were reporting to themselves...we never realized all of these problems existed until we had a way to visualize them in an org chart.”

Roy Lee
HRIS Specialist, NASA
To download the full case study, click here
Basic Visibility

Simply being able to visualize the breadth and depth of your organization requires a robust tool that allows you to instantly access and generate accurate org charts. OrgPublisher’s automation does just that, gathering input from multiple data sources and HRIS applications and presenting metrics that are easy to understand for the everyday HR user and line managers. The intuitive interface is easy to use, and data is presented with such clarity that organizations can quickly identify any errors in source data.

For basic visibility needs, OrgPublisher lets you produce enterprise-wide and departmental org charts, plus charts and reports showing managers’ span of control, headcount and open positions. Reports can be filtered by a number of criteria from performance rating to department. In addition, the employee search functionality means being able to find employees by name, skill set and more.
Strategic Visibility

Effective organizational planning requires tools that let you look forward and engage in strategic planning. One area where this is critical is succession planning. OrgPublisher allows you not only to see where critical roles exist within your organization, but also to evaluate potential successors for those roles to avoid talent gaps and stalls in important business initiatives. Within OrgPublisher’s succession planning report, for example, users can quickly see which roles are critical and whether or not a succession plan is in place, plus lists of potential successors. The ability to search by key skill coverage and sort successors by performance rating also simplifies succession planning processes.

For even more visibility into the future of your organization, OrgPublisher has innovative modeling capabilities. Users can use the tool to model “what-if” scenarios and see the impact of organizational change. This strategic visibility is invaluable to companies who are truly looking to align talent with business goals.

9-box reports show critical roles and potential successors with performance ratings.
Sharing the Visibility

For socializing reports with hiring managers and C-level executives, OrgPublisher’s extensive chart printing and exporting capabilities enable quick, accurate access to information in whatever format is most suitable for your audience, from presentation decks to booklets. For even faster access, OrgPublisher Executive is the mobile companion product for the iPad that places workforce intelligence directly into the hands of mobile executives.

There are a number of org charting solutions on the market. But only OrgPublisher provides workforce visibility via charts and reporting that are automated, accurate and easy to use. It’s an enterprise-wide solution for seeing your workforce — and seeing its impact.

Learn More About the Visibility OrgPublisher Can Provide

Get 30 days of workforce visibility at no cost. Sign up for a free trial today!
About PeopleFluent

PeopleFluent, the leading total workforce HCM technology company, redefines Talent Management with an innovative Talent Engagement Cloud that is built around people and not HR processes. By deeply integrating pervasive video, strategic analytics and collaborative social technologies into its complete suite of Talent Management applications, PeopleFluent redefines employee engagement to address productivity loss and diminished financial results due to an increasingly disengaged workforce. With PeopleFluent, companies can change at the speed of business without costly IT interventions through intuitive, highly configurable software that is built upon the right data. Spanning across an organization’s entire global workforce with one talent cloud, PeopleFluent equips leaders with the meaningful talent data and strategic analytics necessary to make better business decisions.

PeopleFluent has worked with over 5,100 organizations in 214 countries and territories to engage employees to drive better business results. Today, 80% of the Fortune 100 relies on PeopleFluent as part of their talent management delivery strategy, helping them successfully achieve their talent aspirations.