

OrgPlus® Success Story



Real-time Visibility into the Organization with OrgPlus Enterprise

Customer

Lear Corporation is the world's largest automotive and interior systems supplier

Industry

Automobile Manufacturer

Headquarters

Southfield, Michigan

Employees

28,000

Solution Focus

PeopleSoft Integration
Global Scalability

Product

OrgPlus Enterprise
OrgPlus Professional

CHOSEN BY OVER 400
FORTUNE 500
COMPANIES

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▶ Lear Corporation

Founded in 1917, Lear Corporation has grown to become the world's largest automotive interior systems supplier. As a fast growing company, Lear Corporation struggled to convey a timely picture of the organization to more than 28,000 employees around the world. Finding a solution for communicating the organizational structure that would not only scale on a global level but would also integrate with their PeopleSoft® HRMS was a challenge.

As Lear Corporation began to explore their options for resolving this challenge, they discovered OrgPlus Enterprise, a server-based solution for communicating organizational charts and directories in real-time over the web. Today OrgPlus Enterprise is giving all Lear Corporation employees a window into the organizational data helping everyone better understand who is who and each individual's place in the company on a global level.

The Challenge

With offices around the world, Lear Corporation required a visual and dynamic organizational tool to present a consistent internal global picture of the organization to more than 28,000 employees. Managers wanted to put a solution in place that could be accessed anytime, anywhere and allow them to quickly identify any employee, business unit or global office. The challenge was to find a solution that was flexible enough to integrate with PeopleSoft and user-friendly enough to encourage adoption by more than 28,000 global users.

Lear Corporation required a solution that would deliver the following:

- A unified presentation of the organizational structure easily assessable by all employees
- Seamless integration with existing internal systems
- Ability to scale to support global users
- Dynamic presentation and real-time visualization of the organization

The Solution

After a comprehensive evaluation, Lear Corporation selected OrgPlus Enterprise as the primary organizational charting solution for internal global communications. OrgPlus Enterprise is a server-based solution that is ideal for organizations, such as Lear Corporation, that are charting thousands of employees and need to securely and dynamically present the organizational structure.

Org Charts Communicated Enterprise-wide

Lear Corporation sought to unify the communication of organizational information internally. OrgPlus Enterprise provides a cohesive picture of the organization allowing Lear Corporation employees to securely access organizational charts, directories and employee profiles over the company intranet. When Lear Corporation executives travel to other plants, they are able to quickly learn about the plant they are visiting, its structural make up and the people they are meeting beforehand. With OrgPlus Enterprise, they can access employee photos and profile views anytime, anyplace simply using a web browser.

Integration with PeopleSoft

Key to the decision to select OrgPlus Enterprise was the seamless integration with PeopleSoft. Lear Corporation uses PeopleSoft for capturing, maintaining and updating all workforce data. OrgPlus Enterprise connects with PeopleSoft to pull organizational information that is always current.