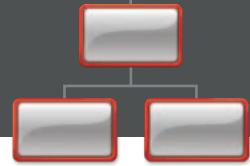


# OrgPlus® Success Story



## Peoples Energy

For Peoples Energy, tracking employee roles, responsibilities and their overall employee reporting structure was a fundamental business requirement. However, because of IT resource constraints, the company was not prepared to install and maintain another enterprise application.

### Peoples Energy Meets Employee and Executive Expectations for Organizational Information

**Customer**  
Peoples Energy

**Industry**  
Energy

**Headquarters**  
Chicago, IL

**Employees**  
2,200

**Solution Focus**  
PeopleSoft® Integration

**Product**  
OrgPlus Professional  
OrgPlus Online

CHOSEN BY OVER 400  
**FORTUNE 500**  
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That's when their HR team looked to OrgPlus Online, a hosted version of OrgPlus Enterprise, to provide Peoples Energy employees with access to organizational charts online and give managers secure, summarized analytics for improved workforce planning.

#### The Challenge

Founded in the 1850s, Peoples Energy delivers natural gas to one million homes and businesses in the Chicago metropolitan area. A smaller organization with advanced technology systems, Peoples Energy required an organizational charting solution that could be managed with minimal effort, and provide secure, online access to charts and the confidential information they contain.

Peoples Energy required a solution that would:

- Seamlessly integrate with their PeopleSoft HRMS
- Provide secure employee record access by role
- Provide workforce summary profiles and analytics

#### The Solution

After evaluating several alternatives, Peoples Energy selected OrgPlus Online. OrgPlus Online is a hosted version of OrgPlus Enterprise, developed for companies that want to maintain organizational charts without the overhead of managing software. It is an ideal solution for smaller companies, or outsource-driven organizations that are charting employees from an HR system and need to securely and dynamically present their organizational structure online.

#### Organizational Chart Set-Up

Initially Peoples Energy used OrgPlus Professional to help organize, arrange and track their reporting relationships across the entire company. The drag and drop functionality of OrgPlus allowed them to easily document these relationships and export them to a file that was fed directly to PeopleSoft. They needed to organize reporting

relationships for performance management and learning applications that had to be implemented quickly. OrgPlus helped them accomplish the rollout and provided organizational charts needed to manage organizational change.

#### Charts Online Tied to PeopleSoft

Once the reporting structure was established and validated, it was integrated with OrgPlus Online so Peoples Energy employees could display their organizational charts online and launch charts from their company intranet. The OrgPlus interface ported PeopleSoft data direct to their charts, providing current employee profiles. This job and department information would be helpful for management to know, especially when considering reorganizations and workforce change in general. Salary information and summary analytics were also added so managers could begin to create HR dashboards that support budgeting, planning and recruiting activities.

#### Security

Because of the privacy laws governing employee information and the sensitivity companies have about access to privileged information, it was absolutely critical that Peoples Energy could be assured that the right employees had access to the right information and management-level data was accessible only by role. OrgPlus Online met the company's security requirements, and Peoples Energy has been impressed with the ease in which they can manage roles and authorized-only access rules.

#### Charts Online

What began as a quest to document their reporting structure for new HR applications became a critical business tool for Peoples Energy, providing much more than simple organizational charting data. Now with OrgPlus Online, employees can access org charts online, see reporting structures and better understand company strategy. And managers can consistently and accurately assess the organization as it is currently structured and quickly respond to changing market conditions.