

Inspiring Business Performance[™]

OrgPlus RealTime: Workspace & Plan

Topics Covered

- Workspace & Plan
 - Access and navigate the chart
 - Use the tree view and search panel
 - Change the look of your chart
 - Understand Views and how to select them
 - Export the chart as displayed
 - Start a new plan
 - Track Changes
 - Manage Plan





Dashboard The dashboard will be displayed at sign on.

There are three sections of the dashboard. The first section, Notifications, will display items that have changed since your last access of OrgPlus RealTime. The second section, Common Tasks, provides quick access to screens of OrgPlus RealTime. The third section, Statistics, displays information about how many users and boxes are being utilized, and when the last refresh of data was.

Common Tasks

All users will see the workspace icon to take the user into the charting space.

Only users who have been granted access to add new users will see this icon that will take the user to the administration screen.

Only users who have been granted access to refresh chart data will see this icon. This icon will take the user to the administration screen.

Only users who have the role of administrator will see this icon. This icon will allow you to upload photos into the charting space.

All users will see the feedback icon. This will take the user to the Feedback screen where they can provide suggestions about OrgPlus RealTime.

All users will see the What's New icon. This will take the user to the What's New page which will show information about the most recent changes to OrgPlus RealTime.

NOTIFICATIONS		
Employee da	ta was refreshed on 5/18/15 1:41 PM	
COMMON TASK	5	
	👤 🕘 🖬 🛒)
STATISTICS		
_	Unlimited boxes Using 28 of Unlimited full a	
-	ave been uploadedCompany logo(s) not uploa ogy Inc. Ty Weaver last refreshed 5/18/15 1:41 l	

If you do not want to see the dashboard when you sign on, check this box.



When the user clicks on the Real chart icon on the Dashboard, or if the user has chosen to hide the dashboard when they log into OrgPlus RealTime the screen below will display. This is the Workspace area of OrgPlus RealTime where the user can view their organization in a chart view, tree view, or advanced search view.





You can zoom in and out on your charting space by using the scroll wheel on your mouse. You can also use the zoom icons at the bottom right hand side of your charting space.

This icon is the Fit to Window icon. If you have zoomed in on your chart and want to reset the chart where you can see all of the boxes for the displayed levels, click on this icon.



On each employee's box when there are levels below that employee not currently being displayed there will be a down arrow at the bottom of their box. Clicking on that down arrow will display the next level below that employee.



On each employee's box when there are levels above that employee not currently being displayed there will be an up arrow at the top of their box. Clicking on that up arrow will display the next level above that employee.





At the top left of the employee's box there will be a minus sign displayed if there are subordinate levels displayed below that employee. If you click on

the minus sign, all subordinates below that employee will be hidden.

The profile icon is at the top right of each employee's box. Click on that icon to view that employee's Baseball Card which is a profile header and one or more profile bodies. The Baseball card is shown below.



At the top left of the employee's box there will be a plus sign displayed if there are subordinates that have been hidden. If click on the plus sign, the hidden subordinates will be displayed.





At the top right hand side of the screen above your charting space are several icons to assist you with navigation of your chart, and provide you with additional information about your chart.

- This icon will return you to your starting point. If you drill down several levels in your organization, and want to return to your starting point when you signed in you can click on this icon.
- This icon will make an individual the top of your organization. For example, in our chart below if you would like Zoe Spalding to be the top box in your organization instead of the CEO Todd Rogers when you click on Zoe's box, and then press this icon the chart would change to the chart on the right.



the other branches for his supervisor would be displayed.









Sub-Chart -Options -Views 🕶

This icon will display the Control Panel on the right hand side of your screen in your charting space. =



The first tab of the control panel, Legends, will provide information about this view. Each of the box types will be displayed with their titles. Below that the highlights being shown in the charting space will be explained.

> The second tab of the control panel, Filter, will provide filters that can be utilized in your chart. When a filter is applied, it will by default mute all of the boxes that do not meet the filter criteria, and maintain the hierarchy. At the bottom of the filter panel, you can choose to hide others instead. This will apply the filter, and hide any boxes that do not meet the criteria, and the organizational hierarchy will not be maintained.



Filter

No Filter

San Francisco

Todd Rogers

Orphans

Low Performance

Fields

The third tab of the control panel, Fields, will display the fields being shown in the organizational chart. You can uncheck the box in front of the field name if you do not want that field displayed on your chart. You can recheck the box to add the fields back to the boxes in the organizational chart. If you deselect several boxes and want to quickly redisplay them, you can click on Reset at the bottom left. This will put all of the fields back into the boxes in the organizational chart.

To hide the control panel from view once it is displayed, click on the same Control Panel icon 🧮 again.



<u>.</u>			icon will allow you to choose how you would like your		•	•	•	f tha
Auto			Iropdown arrow on the on the right side of the icon, t		li be uis	playet		i the
✔ Wide	C	.11010	es to display your organization with that branch style.					
Two-Column								
Two-Column T	ree							
Four-Column								
Four-Column T	ree							
Sub-Chai		dro Or on To	sed on the number of levels or any field that is part of opdown arrow, you will see the options of using levels ce you select the number of levels, or the field to be u Insert. Your chart will now reflect your selection. remove the sub-chart breaks come back to the Sub-Ch d select Remove All.	or fields. Jsed click			y 3 V Levels	
Sub-Chart 👻	Optio	ns 🔻				Inse	ert Remove All	
Zoom		•	There are several items under the Options icon. Whe	en vou clio	ck on th	e dror	pdown menu vou will se	e
Chain of C	omman	d 🕨	Zoom, Chain of Command and Show.	,				
Show		•		Zoom In	Zoom	•		
				Zoom Out	Chain of Cou	mmand b		

When you select Zoom, the following choices will be displayed. ¬You can use this zoom functionality instead of the zoom icons. Also, the same fit to window functionality as can be accessed with the icon at the bottom right hand side of your screen is available here.



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- etc.

Sub-Chart 👻

Options 👻

Views -



When you select Chain of Command, the following choices will be displayed. This is useful to show the direct chain of command when you have drilled down into your organization in your charting space. Choosing 1 level up will show the supervisor's box of the person you are currently positioned on. The difference between this and the Up One Level icon is that this function will only show the direct hierarchy. None of the other branches under the supervisor will be displayed. On the right is an example of this. In the first image Ned is displayed as the top of our organization. Then we select 2 Levels Up, and the second image shows how now we are seeing that direct hierarchy of 2 additional levels above Ned without any of the other branches under those supervisors. Once you have applied this to remove that hierarchy above Ned from being displayed, select Off.

✓ Zoom Tool	Show	•
Matrix Managers		
✓ Show Logo		

When you select Show on the Options dropdown menu, you will see the Zoom Tool, Matrix Managers and Show Logo options displayed. If you do not want to display the zoom tool icons on the bottom right hand side of the screen in your chart space, you can deselect it by clicking on Zoom Tool. To put the zoom tool icons back on your screen you would come to Zoom Tool and click on it again.



Options - Views -

Insperity



Sub-Chart -

The next option here is to Show Matrix Managers. If you have employees who report to more than one supervisor in your organization that will be shown in your organizational chart with an arrow at the bottom right of the employee's box as is shown to the right. To see the other manager's name, you will click on that arrow at the bottom right. When you publish your charts the other supervisor's name will not be shown on the report.

To see the other supervisor's information as part of the employee's box which will then be displayed on your published charts, you would select it here by clicking on Show Matrix Managers. Once you have selected Show Matrix Managers the employee's box with more than one supervisor would appear with both supervisor's information as is shown to the right. If you would like to revert back to the additional supervisor being shown using the arrow instead of being displayed in the box, you would come back to Show Matrix Managers and click on Matrix Managers to deselect it.

The last option here is to Show Logo. If a company logo has been uploaded by the administrator in the domain, the log will be displayed at the top left hand side of the charting space, and at the top left hand side of all of your published charts. If you do not want the logo to be displayed on your on screen charting space and your exported charts, deselect Show Log by clicking on the option under Show. If you would like the logo to be displayed at a later time, come back to Options, Show and Show Logo and click on Show Logo to select it.

Workspace – Chart

✓	Zoom Tool	Show
	Matrix Managers	
~	Show Logo	

Lance Milnes Marketing Intern Also reports to: Glenn Spencer





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Views -

Classic Name, Title

Workforce Planning

Name, Title, Key Emp, Tenure, Last Promo, Loc w/in Salary Grade, Perf Score

Compensation

Name, Title, Salary, Salary Grade, Loc w/in Salary Grade, SOC, Headcount, Bud Salary, Total Salary,

EE/Management Ratio

Category Counts

Name, Title, Emp Type, FT Roll Up, PT Roll Up

Contact Plus

Name, Title, Emp ID, Work Location, Work Phone, Email

FLSA Counts

Name, Title, FLSA Status and Counts

HR Details

Name, Title, Employee ID, Hire Date, Gender, Ethnicity, Employee Status, Employee Type,

Open Count

Name, Title, Count of Filled Positions, Count of Open Positions

Perf & Potential

Name, Title, Performance Score, Potential Rating

soc

Name, Title, SOC, Headcount, Layer

SOC Average

Name, Title, SOC, Layer, Average SOC Subs

SOC Bounds

Name, Title, Headcount, SOC, Layer, Average SOC Subs, highlights

SOC Cost to Manage

Name, Title, SOC, Cost to Manage

When you click on the Views dropdown a list of all of the available views for your charting space will be displayed. Views will decide what information is being shown in the boxes in your organization's chart. To select a new view, click on the view name.





Needs Coaching

Highly Eligible

🖌 👻 Promotion Potential

Ø Reset

To better understand the information shown in a view refer to the legend tab of the control panel. This legend will show the different box types for the view as well as explain any highlights being shown in your organization's chart.

Each view will have one profile header, and one or more profile bodies associated with it. That profile information is displayed on the right hand side of the chart if you click on the Profile icon.

To see a different employee's information in the Profile panel, click on that

employee's box in the organization chart. When more than one profile body is associated with a view they will stack on one another as is displayed on the right hand side with the Contact Info and Salary Info profile bodies. The profile header and bodies displayed

at the top right hand side of the screen are the same as the baseball card of the employee displayed by clicking on the Profile icon on the top right of each employee's box.

What views are available to each user in OrgPlus RealTime is controlled by the access granted to that user in their user role by their administrator.



Contact Info	Salary Info
Work Phone:	415- <mark>3</mark> 71-1919
Extension:	x14490
Work Email:	zoe.spalding@marin
Personal Phone:	510-354-9012
Street:	121 Kearny Street, St
City:	San Francisco
State:	CA
Zip Code:	94.109



Workspace – Chart – Publishing Options

At the top right hand side of the screen above your charting space is a share icon. 🛐	This share dropdown is where you will be able to
publish your chart in different formats.	•

I	PDF	
	PowerPoint	
	Excel	
	HTML	

When you click on the Share dropdown arrow, you will see the four publishing options displayed: PDF, PowerPoint, Excel, and HTML. When utilizing the PDF, PowerPoint and Excel publishing options there are publishing menus that allow you to make choices about how to format the chart when printed as well as which boxes to include when publishing.

Note: The page breaks for your published charts will be based on the Sub-chart options that are currently selected in your onscreen charting space.

Publish to PDF	×
Chart Book Page	
Chart Contents	
Entire Chart	
Displayed Chart	
Displayed Top Box + I I	
Box Size	
Autofit	
Consistent	
✓ Expand Collapsed Branches	
✓ Include Sub-Chart Arrows	
✓ Include Legend	
Ø Reset to defaults	
PUBLISH CANCEL	

The PDF, PowerPoint and Excel publishing menus allow you to decide whether to publish the entire chart, just the chart currently displayed on your screen, or the displayed top box on your screen and however many additional levels you would like published.

The Book tab on the PDF and PowerPoint publishing menus allows you to make decisions about a cover page, table of contents, and index page.

The Page tab allows you to make decisions about margins and paper size.

In the PowerPoint publishing menu on the Page tab, you have the opportunity to upload a template to be used when publishing your chart.

In the Excel publishing menu, you have the opportunity to choose which fields from the chart view will be included on your published spreadsheet.





At the top right hand side of the screen to the right of the publishing options is the Show Dashboard icon [25], and the Quick Search field.

Clicking on the dashboard icon

will show the same dashboard that was displayed at log in.

OrgPlus™ Dashboard	×
NOTIFICATIONS	
Employee data was refreshed on 5/18/15 2:37 PM	
COMMON TASKS	
R 1 A R 1	
STATISTICS	
Using 55 of 2500 boxes Using 2 of Unlimited full and 2 of 2 standard users	
51 images have been uploaded Company logo(s) not uploaded	
Position Based last refreshed 5/18/15 2:37 PM	
Hide dashboard at startup CLOSE	

Quick Search...

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This quick search field will allow you to find a particular employee in your chart.



Workspace – Tree View



Workspace – Search View

To access the Search view of your organization, click on the up arrow at the bottom center of your charting space. Then click on the Search icon at the left hand side of the bottom half of your screen.





To create a new plan, select the New Plan icon that is shown at the top right of your chart workspace.





Your chart will now be displayed in a planning mode. You will know that you are in a planning mode because of the blue background behind your chart, and the checkerboard background around your organizational chart.





In the planning mode, you will have several additional buttons on each of the employee's boxes to allow you to make modifications to their information as well as add new boxes in your organization.



On the top right hand side of each box there will be two new buttons: one to edit the user's information, and the other to delete the box from the chart.

Edit Box	×
Full Name	
Glenn Spencer	
Position Title	
Sales Director	

OK CANCEL

When you click on the edit button it will bring up the information displayed in the employee's box and allow you to make changes. Once you have made the necessary changes, you will click on OK.

At the bottom of the employee's box there will be three icons. The first icon will create an assistant box. The middle icon will create a manager box. The third icon will create a subordinate box.





In the planning mode, there will be a staging area at the bottom of your screen. Rather than deleting an employee from your chart, you can click, drag and drop them to move them to the staging area. This will remove them from the chart and allow you to make decisions about whether to permanently delete them, or move them to a different supervisor within your chart. To access the Staging area click on the arrow at the bottom center of your screen.

There will be two new icons at the bottom left hand side of your screen.

Click on this icon to display the staging area. This is where you can move employees when they are going to be deleted from the planned organization, or when you would like to move them to a different supervisor.

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Track changes is he icon below the staging area at the bottom left hand side of the bottom half of your screen. When you click on this icon, the screen below will be displayed showing all of the changes that you have made in your plan.

Q,								
6		ACTION	FULL NAME	JOB TITLE	PERSON ID	EFFECTIVE DATE	LAST MODIFIED	LAST MODIFIED BY
	•	Terminate	Gayle Guenther	Product Specialist	10		6/12/15 1:43 PM	admin7@insperity.com
	•	Terminate	Ned Gorman	Product Manager	4		6/12/15 1:43 PM	admin7@insperity.com
	9	Terminate	Lance Milnes	Marketing Intern	16		6/12/15 1:43 PM	admin7@ir
	•			oduct Specialist	11		6/12/15 1:43 PM	admin7@ir To create a report of
	•		the plus sign to	oduct Specialist	12		6/12/15 1:43 PM	admin7@ir the changes made in
	0		of any change				6/12/15 1:43 PM	admin7@ir this plan, click on the
			ack changes					View Change Report
		panel to	see the details					icon.
		of that c	hange.					

Inspe



When you are in any view that has calculated fields and you move, add or delete employees you will need to click on the recalculate icon to recalculate the formulas found in the employee's box. For example, the Compensation view includes calculate fields.



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Plan – Closing the New Plan

When you are finished with planning, and want to return to your permanent charting space, close out of planning by clicking on the Close icon 🔞 at the top right hand side of your charting space.



Plan – Managing Plans



Once you have created and saved a plan, you can manage this plan by choosing the Manage Plans icon on the right side of your charting space. The screen below will be displayed. It will list out any plans created by you, owned by you, or shared with you. On the left hand side of the screen you will see the options to organize and locate your plans.

anage Plans							New	Edit	Properties	Rename	Duplicate	Del
+	•	PLAN NAME	OWNER	GROUP	SHARED WITH	STATUS	LAST MOD	IFIED	CREATOR			
Groups Gayle's Plans Glen's Plans		Glen's Name Change admin7@insperity.com Glen's Plans glenn.spencer@		glenn.spencer@marincorp1.com	Active	6/12/15 2:03 PM			admin7@insperity.com			
		Gayle's Promotion	admin7@insperity.com	Gayle's Plans		Active	Active 6/12/15 1:48 PM admin7@		min7@inspe	rity.com		
My Plans		Ned's Succession	admin7@insperity.com	Gayle's Plans		Active	6/3/15 1:57 PI	N	ad	min7@inspe	rity.com	
Filters												
All Plans												
Created by me												
Owned by me												
Shared with me												



Plan – Managing Plans

To organize your plans, you can create Groups. To create a Group click on the plus sign. This will open up the Add Group panel to add a group as shown below. You would type in your group name, and then click on Save.

Add Group		×
Group Name		
SAVE	CANCEL	

Then you can begin putting plans into this group. To add existing plans to this group, you can click on the plan, then click on Properties. The screen to the right will be displayed, and you will click on the Group Dropdown to select the new group name, and then click on Save.

Glen's No	me Change
ommen	s (optional)
Dian (roperties
	·
Group	Glen's Plans 🔻 Plan Status Active 🔻 Owner Training Adm 🔻
Shared	With:
Select	a User
	Spencer - glenn.spencer@marincorp1.com



Plan – Managing Plans

To delete a group you can highlight that group name, and then click on the trash can icon. When you delete a group, all plans under that group will be deleted.

anage Plans						New	Edit	Properties	Rename	Duplicate	Delete
+ 🕯	PLAN NAME	OWNER	SHARED WITH	STATUS	LAST MODIFIED			CREATOR			
Groups	Gayle's Promotion	admin7@insperity.com		Active	6/12/15 1:48 PM			admin7@ins	perity.com		
Gayle's Plans Glen's Plans	Ned's Succession	admin7@insperity.com		Active	6/3/15 1:57 PM			admin7@ins	perity.com		
My Plans											
Filters All Plans											
Created by me											
Owned by me Shared with me											

To locate your plans, you can use the different filter capabilities on the left hand side of the Manage Plans screen.

On the Manage Plans screen you can create a new plan, by clicking on New. This will give you the same functionality as starting a new plan from the charting space.

To edit an existing plan, highlight the plan, and click on Edit. This will allow you to continue working in an existing plan with all of the functionality detailed in the Create a New Plan slides.



Plan – Managing Plans

To change any of the properties such as the plan status, plan owner, or share the plan with additional users, highlight the plan and click on Properties. That will display the screen below which has all of the same options as you see when you create a new plan.

Plan Properties	×
Plan Name Gayle's Promotion	
Comments (optional)	
	hange the plan status to approved, if longer want the plan to be editable.
Select a User	•
SAVE CANCEL	

Also, on the Manage Plans screen you also have the ability to Rename, Duplicate or Delete any of your plans.

Manage Plans							1	New Edit	Properties	Rename	Duplicate	Delet
	+ 🗊	PLAN NAME	OWNER	GROUP	SHARED WITH	STATUS	▼ LAST	MODIFIED	С	REATOR		
Groups Gayle's Plans Glen's Plans My Plans		Glen's Name Change	admin7@insperity.com	Glen's Plans	glenn.spencer@marincorp1.com	Active	6/12/15	2:03 PM	ac	lmin7@inspe	rity.com	
		Gayle's Promotion	admin7@insperity.com	Gayle's Plans		Active	6/12/15	1:48 PM	ac	lmin7@inspe	rity.com	
		Ned's Succession	admin7@insperity.com	Gayle's Plans		Active	6/3/15 1	57 PM	ac	lmin7@inspe	rity.com	
Filters												
All Plans												
Created by me												
Owned by me												
All Plans Created by me												



