



### Case Study

**Industry:** Healthcare

**Active Users:** 29,000

**Use Case:** Organizational Planning

Novo Nordisk is a global healthcare company with 87 years of innovation and leadership in diabetes care. The company also has leading market positions in hemophilia care, growth hormone therapy, and hormone replacement therapy. Headquartered in Denmark, Novo Nordisk employs more than 29,000 employees in 76 countries, and markets its products in 179 countries.

### Business Challenges

With employees located in Europe, the Far East, and the United States, keeping up-to-date records and displaying the most recent organization structure at Novo Nordisk can be challenging for the HR department. The team has recently implemented Saba's Planning@Work, an organization charting solution, to enable all staff to view current information.

### Business Solution

According to Morten Rossing, people systems manager at Novo Nordisk, "We evaluated several competitive solutions and found that Saba's Planning@Work\* provides exactly what we need to display up-to-the-minute, easy-to-view charts of our organizational design."

Saba's Planning@Work was selected for its ability to integrate easily with Novo Nordisk's enterprise SAP system. HR data is taken from the system and displayed in presentation-quality chart formats on the company intranet, enabling all personnel to view job title and departmental information for any individual in the company. Employees can drill down or up into the organization to see department reporting structures across all geographies worldwide.

### Business Results

The automated system has saved the HR team many hours in preparing and updating organizational charts. "Prior to implementing Saba's Planning@Work, we had managed our organizational charts manually. Creating and updating our charts saves us time equivalent to one full-time employee — time that we can now spend on more value-adding activities," said Rossing. "We can also easily prepare an up-to-date chart and save it as a PowerPoint or PDF, to send externally to customers or suppliers."

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**Morten Rossing**  
People Systems Manager  
Novo Nordisk

Another key benefit of having Saba's Planning@Work interface directly with the SAP system is the overall improvement of data accuracy. Rossing said, "As well as the cost savings in chart production, we are able to ensure more accurate HR data. With greater visibility of the information across the organization worldwide, people are more likely to let us know if there are any incorrect details. This has significantly improved our data quality and, consequently, has enhanced the value of dependent systems.

\* Saba's Planning@Work is formerly known as HumanConcepts Organizational Planning Suite.



Saba delivers a cloud-based Intelligent Talent Management™ solution used by leading organizations worldwide to hire, develop, engage, and inspire their people. Intelligent Talent Management uses machine learning to offer proactive, personalized recommendations on candidates, connections, and content to help your employees and organization lead and succeed.

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