



Case Study

Industry: Life Sciences, Medical Devices

Employees: 17,000

Use Case: Organizational Planning

Stryker is one of the world's leading medical technology companies and is dedicated to helping healthcare professionals perform their jobs more efficiently while enhancing patient care. As a preeminent orthopedic medical products company with nearly \$5 billion in annual sales worldwide, Stryker has more than 17,000 employees spanning 10 different divisions.

Business Challenges

Each division within Stryker was manually creating organization charts with Microsoft Visio and Excel, which was labor-intensive, and required 15–20 people across the corporation to maintain. Stryker sought a solution to reduce the overall number of labor hours spent on the charting process in order to cut costs associated with gathering information, and creating and maintaining the charts. Stryker needed to visualize the workforce at all times, and sought a solution that would not only automate the organization charting process, but keep them current.

Stryker's HRMS technical analyst admits that they were creating only one organization chart per year because of the labor expense. Additionally, the information in the charts about the workforce was out of date as soon as the project was completed. The analyst estimates that the time spent compiling the charts at the corporate level, and the lag time between creating and publishing the charts, made more than 25% of the information in the charts inaccurate.

Stryker realized that it needed to be able to automate this process in order to reduce costs and to keep the information relevant. The company knew organization charting automation was the key to making better business decisions at the management and executive level.

Business Solution

Stryker implemented Saba's Planning@Work* company-wide to address the problems and expenses of manual charting. Saba's Planning@Work integrated seamlessly with the company's Oracle11i HRMS system. Saba's Planning@Work retrieved HR data directly from the Oracle database for all of the divisions and centralized it into one location. Each division's organization chart is now created and updated using Saba's Planning@Work, and is accessible to management through-out the company.

With Saba's Planning@Work, Stryker's organization charts literally build themselves. As employees are added into the company's Oracle HRMS system, the charts are updated in real time.

Using Saba's Planning@Work, Stryker reduced the number of employees creating organization charts from 15–20 to 2–3, effectively decreasing the amount of labor spent on the task by approximately 80%.

Stryker employees became familiar with the software quickly, and training time was minimal. The employees using Saba's Planning@Work learned to use it with ease and could immediately begin manipulating data, such as adding open positions. Saba's Planning@Work allowed Stryker to get away from the plain white box-and-line organization chart by using Saba's Planning@Work chart templates or by manually adding color, box styles, and highlighting certain people.

Business Results

Using Saba's Planning@Work, Stryker reduced the number of employees creating organization charts from 15–20 to 2–3, effectively decreasing the amount of labor spent on the task by approximately 80%. Accuracy and currency of the org charts has improved by 25%, keeping decision-makers up to date on resources and employees current on roles and responsibilities. Stryker also found unexpected return-on-investment. The training period for new employees has been significantly reduced as the Saba's Planning@Work generated organization charts help them understand reporting procedures quickly. New hires now have a clear understanding of the company hierarchy, and know where to find answers without taking away from the productivity of their colleagues.

Stryker's decision-making power has also been impacted by using Saba's Planning@Work because managers now have up-to-date and relevant information about company resources.

With Saba's Planning@Work, Stryker has realized the benefits of intelligent organization charting and automation using HR data from Oracle E-Business Suite. The company has built on its best management practices and uses organization charts to its advantage to keep it ahead in a competitive global market space.

* 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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