Organizational and Personnel Change

The Operational Sustainability, LLC® (OS), OESuite™ Organizational Change (OC) Module enables you to identify an organizational structure and better plan for and manage both organizational and personnel change. The OC Module assists the company’s document contractor in managing employee and organizational changes and includes integration with contractor management solutions such as ISNetworld. As staffing needs are identified, key roles can be filled without exposure to unacceptable risks. Plan for new hires, retirements, promotions, and complex interactions such as mergers and acquisitions and staffing during capital projects. Employee credentials, employment history, training history, performance reviews, potential job fit, role distribution, succession planning, and potential candidate status are all tracked.

Additional functionality covers organizational chart, evaluation information (risks / concerns, pay requirements, location constraints), candidate scoring based on roles required, replacement process for personnel changes, and selected candidate and new roles. This module integrates seamlessly with the Training Module and our Competency Module to provide a real-time, mobile-enabled holistic view of your people and their potential.

Figure 1 – OS Visual Operations
Business Impact

**Organizational Change** allows companies to ensure that key positions are filled when staffing needs are identified. Clients can use “what-if” scenarios to look at impacts of anchor positions going unfilled and to make complex organizational movements. Companies can leverage an anchor hire model to illuminate key staff that are mission critical to operating a sustainable plant and organization.

**Extended OESuite™ Modules**

- Training Management / LMS
- Competency Management
- Document Management / Redlining

For more information email us at info@DrivingOE.com or call (713) 355-2900.