



Northern Health delivers healthcare to more than 300,000 people in a half-million-square-mile area in northern British Columbia, Canada. The organization is made up of more than two dozen acute care facilities, 14 long-term care facilities, public health units and offices providing specialized services.

Industry: Healthcare

Active Users: 7,000

Use Case: Organizational Planning

As soon as Saba Planning was linked to Northern Health's NOW Solutions emPath HR system, problems with the accuracy of their HR data were immediately identified.

BUSINESS CHALLENGES

Northern Health was formed by merging together 40 independent healthcare facilities to provide these locations with central governance, planning and communication. The desired structure also allowed individual facilities to maintain local operating and decision-making autonomy. As a newly formed public healthcare organization with more than 7,000 employees and an annual budget of \$521 million, it had to ensure effective management of its converged workforce instituting an efficient organizational structure.

BUSINESS SOLUTION

The management of Northern Health understood that an intelligent organizational charting system would serve the company as a platform for workforce and structural planning.

Key decision makers from across the organization collaborated on a list of functional requirements for a solution. After a lengthy comparison of Saba Planning to other products, Northern Health selected HumanConcepts based on overall look and feel of the user interface, the clean-looking charts for presentations, and its competitive price. Saba Planning also outperformed competitive offerings in security, conditional formatting, integration

with Microsoft Office, and exporting capabilities to PowerPoint and Adobe Acrobat. Saba Planning dynamic organizational charts mapped the entire hierarchy of 7,000 employees for communicating the new structure, geographical locations and reporting relationships. The new chart allowed management to view the organization as a whole, as well as by its separate business units and allocated resources. Problems with the hierarchy were easily pinpointed and corrected in order to reflect accurate reporting relationships and budgeting needs.

BUSINESS RESULTS

As soon as Saba Planning was linked to Northern Health's NOW Solutions emPath HR system, problems with the accuracy of their HR data were immediately identified. The HR department and approximately 300 department managers at various geographic locations were given secure access to edit charts, validate data and correct inaccuracies. With Saba Planning, the organizational structure now keeps pace with change. Changes are automated, eliminating the need for constant maintenance and correction by management. Problems with data or structure are easily identified and corrected in minutes in the emPath HR system. Beyond improved data and structural accuracy, the intelligent organization charts dramatically improved communication across the organization.









Saba Planning functions as a self-service directory where employees get answers quickly about reporting relationships, employee locations, and contact information. Detailed profiles of each employee provide email addresses, phone numbers and addresses. The directory is linked to Microsoft Outlook, allowing employees to locate the proper person to contact and email them with a single click.

With the successful rollout of Saba Planning completed, Northern Health's human resource department is beginning to pull HR metrics from emPath into Saba Planning and is planning to perform workforce modeling, salary rollups and other key metrics to prepare for future changes.

With Saba Planning, Northern Health has achieved effective central governance, planning and communication of its new organizational structure. Additionally within Saba Planning, it has a platform for workforce planning to help management make informed business decisions and plan change with confidence.

Your success starts here!

The Saba Experience:

-  24/7 customer support
-  Collaborative online customer community
-  Value-added strategic services
-  Regular user group meetings
-  Standard or customized implementation services
-  Dedicated customer success rep

Learning

Performance

Engagement

Recruiting

Workforce Planning



Every company says they want to engage, motivate and inspire their people. As we see it, the problem is not that they can't – it's that they don't have the environment that really enables their top talent to thrive. Saba creates that environment, with talent development solutions that put people and teams in the driver's seat of their own experience, while staying aligned to your business goals. And delivering deep performance insights that connect people to business success, like no one else can. [Saba. The Talent Development Company.](#)

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