

stryker®

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.

Industry: Life Sciences, Medical Devices

Employees: 17,000

Use Case: Organizational Planning



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. Using Saba Planning, 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 percent.

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 Additionally, the information in the charts about the workforce was out of date as soon as the project was completed.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 percent 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 Planning* company-wide to address the problems and expenses of manual charting. Saba Planning integrated seamlessly with the company's Oracle 11i HRMS system. Saba Planning 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 Planning, and is accessible to management through-out the company.

With Saba Planning, 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.

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



BUSINESS RESULTS

Using Saba Planning, 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 percent. Accuracy and currency of the org charts has improved by 25 percent, 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 Saba Planning 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 Planning because managers now have up-to-date and relevant information about company resources.

With Saba Planning, 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 Planning is formerly known as HumanConcepts Organizational Planning Suite.

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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