Aon TransAction Manager™ Strategic Organization Management

Increase and accelerate value creation during mergers, acquisitions, divestitures and restructurings, as well as business-as-usual planning through our robust organization planning and execution capabilities.

Streamlining Organization Planning and Talent Selection and Staffing Activities

Information about positions and employees are continually changing in the ordinary course of business. Supporting strategic organization planning activities using these ever-changing data sets can be challenging, especially when using traditional spreadsheet approaches where planning data is stale almost immediately. We provide unique and leading end-to-end organization planning and talent selection and staffing capabilities that utilize current data from your underlying systems of record.

Business Benefits

Business benefits of our platform include:

- Better leader visibility and accountability related to planned and actual headcount spend
- Acceleration of headcount-based run-rate cost synergies
- Alignment of roles and employees to go-forward operating model
- Improved accuracy and efficiency by planning with fresh data from HRIS systems
- Ability to support Finance and HR needs for measurement and reporting through the process
- Interim combined data source (in the context of a merger/acquisition situation)
- Ability to better scale and accelerate planning efforts through web access and role-based security

Capabilities and Business Processes Supported

1) **Organization Mapping and Design:** Map and develop future state organization design in an intuitive web interface. "Right click" modeling supports changing managers, moving incumbents, as well as adding and deleting positions. Waterfall and dashboard views reflect the impact of decisions in real time.

Learn More:

Schedule a demonstration or talk with a consultant.

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2) **Scenario Modeling and Printable Org Charts:** Model org changes in either Excel or Visio. Includes the ability to create printable/PDF org charts including strategic design metrics (span of control, layers, etc.).

3) **Position and Talent Tracking:** Track the status of positions and employees as well as attributes important during RIF activities, including last day worked (e.g., for garden leave), planned termination date, notification date, release signed and release rescinded or other attributes necessary for similar processes.

4) **Headcount-Related Synergy Tracking, Accounting and Reporting:** Measure the progress of headcount related synergies between points in time.

5) **Talent Pools, Selection and Workforce Actions:** Identify employees for the creation of selection pools for selection or deselection purposes through robust search capabilities. Document business reasons for RIF as well as reasons for selecting employees for RIF within the platform.

6) **Severance Calculations:** Our system is able to calculate formulaically derived severance amounts on a pro forma and actual basis.

7) **Generate Severance Documents**: Generate customized notification letters, release agreements, outplacement descriptions, benefits Q&A and OWBPA documents for your employees impacted by RIF. Save hundreds of hours and reduce risks.

8) **Leader Tools and Reporting**: Robust reports and tools are scoped to any leader/manager level.

9) **Clean Team Support**: In the merger and acquisition context, Aon often operates the platform in a clean team context for our clients to help accelerate planning activities well before regulatory approval and close.

10) **Process, Communication and Training Support**: We have worked on many of the largest acquisitions over the past decade. Our consultants can use our collective experience and wisdom to help accelerate your talent alignment activities and help supplement your teams during planning and execution. In addition, we can help ensure all teams are trained for the execution phase on the process, as well as on the use of the platform.

Strategic Planning Activities Supported