

How Rémy Cointreau used
ChartHop to unleash
HR's strategic power

ChartHop

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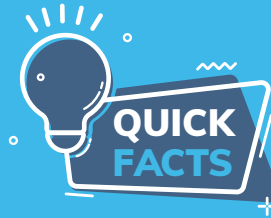


RÉMY COINTREAU



RÉMY COINTREAU

Rémy Cointreau is a French family-owned spirits group. Its main business is the production of cognacs, liqueurs and champagne.



Founded: 1990
Employees: 229



Joe Taranto is an HR Generalist & Project Manager at Rémy Cointreau.

How Rémy Cointreau used ChartHop to unleash HR's strategic power

People are a company's most important asset. And making sure that employees stay connected and engaged at work often rests on HR's shoulders.

New technologies enable HR teams to spend less time on manually-intensive administrative work. That means more time focusing on people and bringing their business closer to their strategic goals.

When Joe Taranto, HR Generalist & Project Manager at Rémy Cointreau - a French spirits group that produces cognacs, liqueurs and champagne - learned about ChartHop through an industry acquaintance, he immediately knew that it could be a tool that would help his team be "a better partner to the business," says Joe. "It enabled us to work at a higher efficiency rate and deliver quicker and more streamlined insights."

Insights hidden by manually-intensive work

When Joe joined Rémy Cointreau's HR team two years ago, he was tasked with managing the - at the time - over 200 person org chart.

And he was doing it all manually in powerpoint.

That meant manually updating minor changes like title updates and promotions. But things got hairy pretty fast when the company embarked on larger changes that resulted in new reporting lines, restructurings, and recruiting efforts.

“ChartHop allowed us to be a better partner to the business, It enabled us to work at a higher efficiency rate and deliver quicker and more streamlined insights.



Joe Taranto
HR Generalist
& Project Manager

So much time was spent dragging around boxes and shuffling people and teams across slides to be legible at meetings and presentations.

Joe reflects “sometimes manually updating the org chart on powerpoint could take hours and hours to get done. It was just very time consuming and inefficient. We needed a better solution.”

Joe was spending **4-5 hours a week** manually

updating the org chart. Beyond costing **\$15K a year in productivity losses**, it was also preventing him from sharing key people insights in a timely manner. “When a VP or director of a team needed an org chart - and if they weren’t already fully updated - we just couldn’t provide it on the spot.”

The inability to surface the most relevant and accurate information at the right time created a disjointed workforce planning process.

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Joe Taranto
HR Generalist
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It created a workflow in which “managers were working in silos on their hiring plans,” says Joe. “They would bring their plans into meetings with HR without full context into everything going on at the company. Then we’d try to make real-time changes in powerpoint or even hand-drawing sensitive information to visualize proposed changes.”

Rémy Cointreau needed a solution that enabled them to visually represent their company, keep pace with organizational changes, securely house their data, and align their teams to one source of truth for that data.

That's when ChartHop came in.

Joe (and Rémy Cointreau!) was wasting



Time



Money



Productivity

Leveraging time-savings for strategic insights

When Joe started working in ChartHop just over a year ago, he immediately experienced the benefits of the platform. He finally had a tool that allowed him to spend less time and energy on manual, administrative work and more time using the data to drive strategic insights for the business.

And Joe isn't letting any moment of his freed up time go to waste. "ChartHop allows me to focus on important projects like recruiting, workforce planning, and internal trainings. **It just allows me to do my job.**"

Powering organizational design with the org chart

ChartHop fundamentally changed the way Rémy Cointreau approaches organizational design. That starts with having all the right information at the right time.

When Joe was pouring hours of time and energy into his powerpoint org charts, he was also naturally exposing his work to manual error. Now, when Joe needs information on current team and org structure, he trusts that ChartHop will give him the most up-to-date and relevant information.

"Now with ChartHop, creating and updating our org chart is simple," Joe explains. "We go in, click on a manager and BOOM! The team is there. You want a full visualization of the organization? No problem. You click ChartHop, you have it instantly. it just makes my job easier."

Aligning teams to one source of truth for people data is easier than ever. Now when team leads reach out for org charts, Joe can

“go into ChartHop to export the relevant charts and reports and securely distribute it. And it takes a minute of my time.”



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Joe Taranto
HR Generalist
& Project Manager

‘Putting our best plans forward’

Before ChartHop, Joe’s workforce planning process involved siloed and disjointed workflows, hand drawings of proposed structural changes, and piecemeal exchanges of information over email and across ad-hoc meetings.

With ChartHop, Joe has the tool he needs to achieve his vision of being a strategic partner. That means shifting the framework of his work from reactive to proactive planning. Having access to Rémy Cointreau’s people data at his fingertips not only saves Joe time,

but it also helps him “put our best plans forward by giving us a clear outline of what different teams or the company as a whole could look like.”

Now, when Joe identifies opportunities for changes to hiring plans, he can “leverage ChartHop data to build a solid business case and move our organization forward.” He’s seen the biggest impact on Rémy Cointreau’s workforce planning process.

Rather than waiting for individual managers or team leads to propose headcount changes, ChartHop now enables Joe to proactively forecast hiring plans, get real-time collaboration and feedback from managers, and then align the team to those changes.

Ultimately, this allows him to “streamline the planning process. Now when managers see the proposed changes on ChartHop, they’re amazed by how easy it is to chart out plans for the future.” And it takes seconds to incorporate feedback.

ChartHop’s workforce planning tools not only enabled Joe’s team to save valuable time, but also led to a more intentional hiring plan. By hiring more strategically, they **saved another \$450K in reduced headcount spend.**

ChartHop allows us to streamline the planning process. Now when managers see the proposed changes on ChartHop, they're amazed by how easy it is to chart out plans for the future.



Joe Taranto
HR Generalist
& Project Manager

Finding strategic purpose in a 'digital playground'

For Joe, the role of HR in any thriving business is clear - "be a true business partner to the organization." That means proactive, data-informed workforce planning.

However, getting to that enlightened state is not easy to accomplish on your own. It requires tools that automate manually-intensive, administrative work and clear brain space. With time and clarity on your side, you can focus on delivering high-impact solutions.

"ChartHop is like a digital playground where we can come up with plans and see their impact on our business in real time," Joe

explains. "What previously would have been discussed in a back-and-forth email thread, a powerpoint, a drawing, is now presented in a way that enables our team to propose changes that propel our business forward."

Now Rémy Cointreau can



Use their org chart as a source of truth



Align teams to hiring plans



Plan more strategically



Design their company with intention

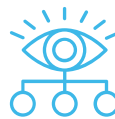
ChartHop

The first scenario planning platform that puts people first



Plan with context

Centralize current and historic data to create informed plans, without the manual work.



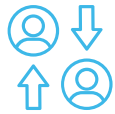
Visualize changes

Build plans visually and understand the structural implications from the get go.



Track impact

Measure how every change impacts people analytics metrics, operational KPIs & budget.



Streamline workflows

Create scalable processes for headcount approvals, compensation reviews & more.



Centralize changes

Iterate on plans with stakeholders and keep all discussions within the platform.



Save hours of time

Easily consolidate plans with the click of a button, no copy and paste needed.

The planning platform for any plan.

- ✓ Annual headcount plans
- ✓ Continuous adjustments
- ✓ Compensation plans
- ✓ Layoffs & restructures
- ✓ Promotion plans
- ✓ M&A integrations
- ✓ Contingency plans
- ✓ Succession plan

ChartHop

It's everything you need to know about your team - all in one place.



Visualize anything

See your Org Chart through any lens - from gender & ethnicity to span of control & performance.



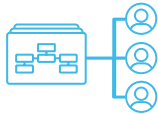
Put a face to the name

Easily sync up employee pictures, add profiles and show the person beyond the box.



Save hours of time

Watch as your Org Chart and data automatically update as your team changes.



Export to slides

Share your org chart at your team, management and board meetings, no PowerPoint skills required.



Show how work gets done

Go beyond reporting structures. Visualize matrixed organizations, teams and more.

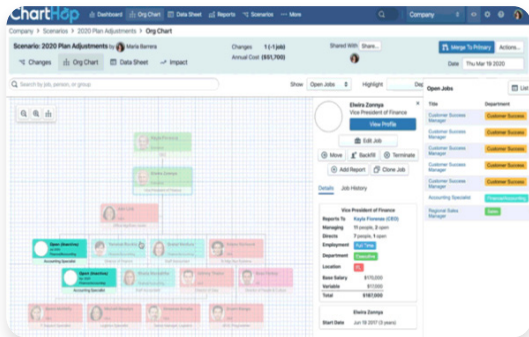


Control data access

Ensure data remains secure with robust and customizable data controls.

The best Org Chart, built for your every need.

- ✓ Onboard new employees
- ✓ Create alternative team structures
- ✓ Clarify roles & responsibilities
- ✓ Boost productivity
- ✓ Increase belonging
- ✓ Visualize diversity across
- ✓ Understand the team's evolution
- ✓ Plan for future headcount



Plan out your team

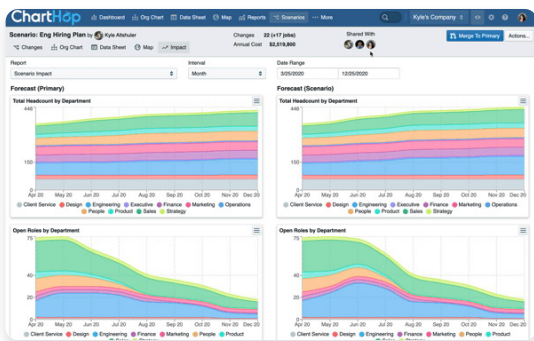
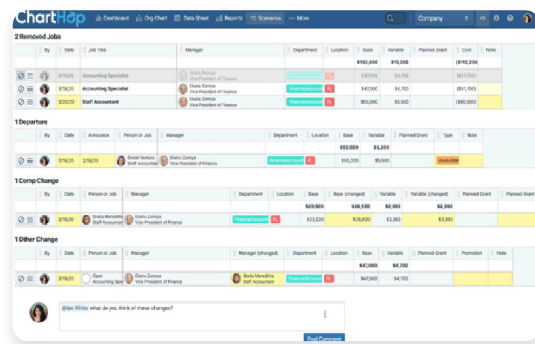
Understand the structural and budgetary impact of any change across your organization:

- Create and close open roles
- Plan departures
- Propose promotions
- Restructure teams
- Merge teams & so much more

Collaborate seamlessly

Centralize your changes and discussions in one place.

Collaborate with stakeholders all within the platform, without emailing spreadsheets and powerpoints back and forth.



Analyze impact

Forget manual spreadsheets filled with complex models.

Build your future team visually and understand the impact across all your KPIs. Finally align People, Finance, Recruiting and hiring managers.

ChartHop - everything you need in one platform



Data Centralization



Org Chart



People Analytics



Performance Reviews



Headcount Planning