

# Case Study

NAKISA  
HANELLY



## Customer Bio:

Euro Disney S.C.A., now known as Disneyland Paris, is an entertainment resort in Marne-la-Vallée, France, a new town located 32 km (20 mi) east of the centre of Paris. It encompasses two theme parks, many resort hotels, a shopping, dining, and entertainment complex as well as a golf course. On top of this there are several additional recreational and entertainment venues. With 14,500 employees, Disneyland Paris generates US \$1.8 billion per year



Nakisa reinforced our HR foundation by automating a variety of talent reporting activities and helped increase workforce engagement for more reliable succession plans.

*Eric Pingal, HRIS Manager, Euro Disney S.C.A.*



## Key Challenges

- Inaccurate data in the position hierarchy lead to suboptimal decisions in talent management processes
- Talent departures as a result of unknown and unidentified operational risks
- Lack of alignment on development and success plans which result from low visibility into talent profiles including skills and aspirations



## Project Objectives

- Automated creation and distribution of employee data and org structure reports
- Workforce data and structure validation by management via clear visualization and real-time access to the right HCM information
- Increase number of key roles identified and supported with more reliable bench
- Improved employee engagement and reduced flight risk by considering workforce aspirations and development plans in the succession planning process



## The Results

- 60% reduction in manual labor for key charts and reports, eliminated manual input and paper-based processes, allowing HR to focus on value-added tasks
- 50% increase in bench successors identified for key roles through added visibility of structure and talent data
- 100% automation of employee profile to position match-ups through automated suggestions



## The Solution

Nakisa org charting software with HR analytics and talent management reporting module.

## Why Nakisa?

Euro Disney selected Nakisa for its powerful visualization of HCM data including HR analytics and reports allowing for enhanced talent management processes and improvements to success planning and development planning.

To learn more about the Nakisa Hanelly solution and how it will be effective for your organization, visit [www.nakisa.com/hanelly](http://www.nakisa.com/hanelly) or email [info@nakisa.com](mailto:info@nakisa.com).