

The XLerant NewsPak

News from Client Services - July 2012

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Did You Know...

* On the salary increases screen, by default, new hires are included in raises. You can change that by selecting in Step 2 *Give 'everyone except' the same raise* *

* On the salary increases screen, by default, departing employees are excluded from raises. You can change that by de-selecting *Do not allow raise for departing employees.* *

Our Perspective

In the Missing Link: Budgeting and Execution -Organizations budget to ensure that what's important gets done.

[Go to the blog to read on](#)

Welcome Back!

Hello Christine ,

I hope you enjoy this edition of the XLerant NewsPak where you can find out about new features, learn a clever way to do something, and find out what's happening in the XLerant community.



Happy Summer!
-Joanne E. Brunn, VP Client Services

Check out our new home page video!

We are proud of our new home page design. It features clips from you, our clients, our latest blog and webinar, recent news, and our video **"Welcome to the XLerant Revolution!"**

If you want to share highlights of XLerant and BudgetPak to someone inside or external to your organization, our video is an entertaining and informative introduction to who we are and what we stand for. [Take a look.](#)



Stay tuned for additional changes to our website.

How do I...?

Q. I have some employees that are allocated across different departments. How do I allocate their salary and associated benefits?



A. In the latest release, you can allocate employees in the master set of employees or you can authorize your budgetholders to allocate new hires.

From the administrator perspective:

If you are allocating employees in the master set of employees, you need to:

1. Determine the **'home' unit** of allocated employee, which is the unit that owns and controls the employee's budget.
2. Assign a percentage of that employee to multiple **'target' units**.
3. Allocate each employee exactly 100%.

You can do this manually by clicking the "Allocate" button on the Review/Edit Employee Data screen or in bulk via the new 'Employee Allocations' section of the Import Data Configuration screen.

From the budgetholder perspective:

Within the home unit, the budgetholder will be able to determine salary increases and bonus, make termination decisions, and effect any other compensation amount for an allocated employee.

Budgetholders must have the new CHG_HCALLOC login role in order to create or change an allocation for a new hire.

Within the target unit, the budgetholder will see the allocated employee but will not be able to edit any compensation data.

*Note that changes to allocated headcount can and will affect all target units regardless of whether they are reviewed, signed-off, approved, or not.

For more information:

Please see **Section 3.8.5 Allocating employees**, **Section 3.17.2 Capabilities and what they mean** (new user role for allocating employees) and **Section 5.2.5 How to import employee allocations** in the BudgetPak Configuration and Reference manual, for more information.

25,000 working days defining budgets?

According to a 2006 Accenture report titled, **Budgeting and Forecasting: Issues and Leading Practices**, 'companies worth \$1 billion or more will spend, on average, 25,000 working days defining budgets.' The same report suggests that 'many companies will take up to six months or longer to finalize their budgets.'

"Accenture's ongoing research into the characteristics of high-performance businesses reveals a **strong correlation between those companies that achieve finance mastery and those that surpass their peers in overall business performance.**"
[Read the study here.](#)



Thinking differently

We know that you, our clients, think differently than the masses about the importance

of ownership and participation in the budgeting process.



To help you **keep that edge**, here's a lateral thinking puzzle:

There are six eggs in the basket. Six people each take one of the eggs. How can it be that one egg is left in the basket?

[Give up?](#)

Talk to us!

- Do you have a BudgetPak question?
- Is there a feature that you would love to see in an upcoming release?
- Do you need a training refresher or consulting help?
- Are you thinking about rolling out to more users?

Send an email to:

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