

## CASE STUDY



**OrthoTexas** Physicians and Surgeons, PLLC is a regional orthopedic practice comprised of orthopedic surgeons, physicians, physical and occupational therapists. The organization has seven locations in the North Texas area, dedicated to a positive patient journey from start of treatment through to full attainment of recovery goals.

### THE CHALLENGE

In the highly competitive healthcare field, OrthoTexas is constantly battling to hire and retain healthcare and administrative talent. The HR and Finance teams needed an easy way to monitor and affect employee churn and rate of hiring. The company uses ExponentHR for its HRIS and Newton as its recruiting system.

OrthoTexas' top reasons for choosing TrenData were:

- The ability to show historic trends for hiring and retention
- Visualization of tenure and location of key talent
- Easy import of data from existing systems
- Free trial provided thorough testing of the solution before a dollar was spent

### THE SOLUTION

The TrenData Analytics solution quickly provided the necessary visualization that allowed OrthoTexas to get a handle on their distributed workforce. Management was also able to use the solution to marry finance data with HR data to show revenue versus cost per employee and to see the effects of monthly hires and terminations.

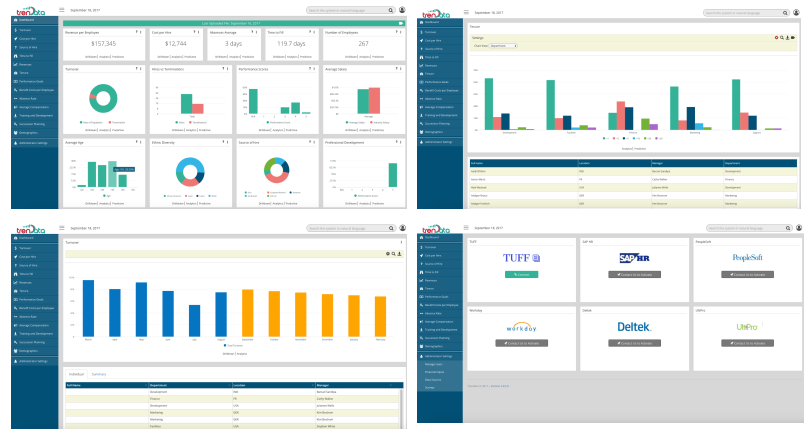
The implementation delivered to OrthoTexas contained a dashboard with their 15 most standard and useful metrics, the ability to drilldown on each metric by department, location, or demographic, and

trended analytics for the last 1-year, 3-Year, and 5-Year periods. The dedicated TrenData support team quickly answered what few questions the OrthoTexas users had.

The real keys for success at OrthoTexas were being able to provide focus on the company's hiring and retention trends and to tie financial data to people data. The ability of the TrenData team to speak numbers directly to OrthoTexas' management demonstrated the real ROI of the solution that was undeniable.

*"The implementation of TrenData instantly gave us a leg up on managing our workforce. The clearly rendered metrics and analytics provided the insights to make the right people decisions to affect our bottom line. The support TrenData provided was terrific."*

**Leonard Ratley**  
Chief Executive Officer  
OrthoTexas



## THE RESULTS

- Better visibility and insights to plan people decisions
- Ability to tie people data to financial data
- Centralized metric and analytics dashboard for one stop action

The next step for OrthoTexas is to directly integrate their ExponentHR HRIS system for real time updates with TrenData. They expect to complete this in 2018.

## ABOUT TRENDATA

TrenData is a cloud based platform company that provides organizations the ability to generate advanced and predictive analytics by unifying and trending metrics from multiple HR software applications.



4975 Preston Park Blvd, Suite 780  
Plano TX 75093  
1-800-684-9383  
trendata.com