orgvue

Workforce planning

Align your workforce to
your organization's goals

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Continuous change is driving businesses to be more agile

Whether driven by digital disruption, pandemic or evolving customer expectations, for today's businesses, change is constant and unpredictable.

Resilient organizations have become more agile, adaptable and proficient in managing change quickly.

But changing your business also implies changing your workforce which increasingly demands the building of a workforce planning muscle into the organization. You can no longer leave the resourcing of your organization up to chance.

Mitigate the risk with regular workforce planning to get the right workforce capacity and skills focused on the right work at the right cost to fulfil business needs.

Diversity · Location · Costs · Capacity · Skills · Workforce
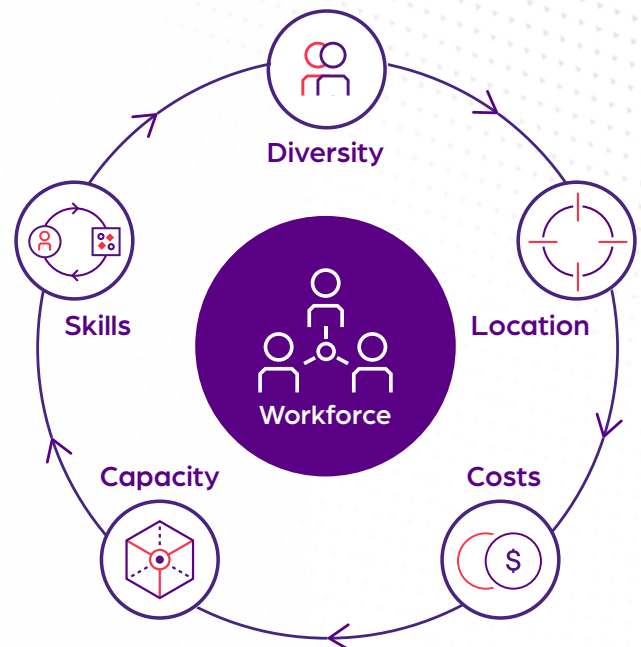
Top challenges businesses face with workforce planning

Disconnected workstreams

Misalignment between the needs of Finance, HR and business units causes friction and delay. Businesses need a **single end–to–end platform** to collaborate on one environment which aligns communication, data and reporting across the various functional teams involved. It would also give HR teams a strategic impact to present plans in terms wanted and understood by Finance.

Disjointed data

HRIS, HCM, finance systems and Excel all contain relevant data but were not designed for workforce planning and none deliver a solution end–to–end, resulting in errors and a slow and manual planning process. Building a **planning baseline** would bring together data from disparate systems into a secure and aligned SaaS platform designed for workforce planning end–to–end.

Accelerating cycles

Reaching the goal of continuous workforce planning is hampered by lack of technology and in–house expertise. Organizations need a platform to take the heavy lifting out of Workforce planning and can follow the process end–to–end so that the business can operate continuous planning and review. This way they can become more agile and responsive to faster shifting markets.

Orgvue's end–to–end platform gives your business a single source of data, collaboration and reporting tools to accommodate all workforce planning needs. Orgvue's track record in helping organizations manage their workforce supply and demand is built on creating a planning baseline from disparate data on a global scale, as well as addressing data governance, and the complexities of cost and personnel data with unparalleled reporting visualizations.

Understanding the different aspects of your business is key to making informed and data-driven decisions.

It might sound like a given, but it can often be a challenge, especially when done at scale.

Orgvue was purposely built to present your data in an incredibly powerful way, allowing you to see your organization like you've never seen it before. You can make the necessary decisions and confidently design the organization you need to realize your business goals.

1. Create a reliable data foundation

Overcome disjointed systems and data by bringing it together into a single planning baseline you can use throughout the process.

- Use Orgvue to gather your data into one place, whether from your HR information system, your financial systems or regional Excel files.

- Clean, align and prepare the data by mapping it into standard workforce planning inputs like cost and FTE.

- Segment your workforce by key dimensions such as business unit, location, and role clusters.

- Promote collaboration by delegating your position plans across key dimensions while comparing them to your business target.

- Visualize the current state of your organization to inform assumptions around future supply and demand and identify areas for attention or workforce investment.
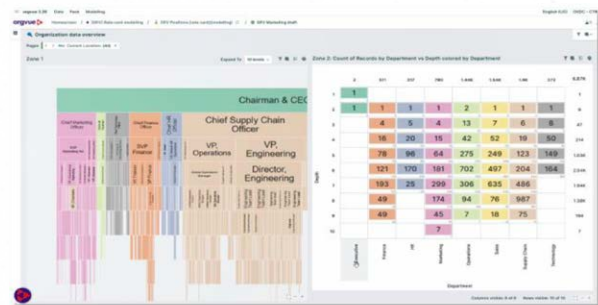
> Do I have the complete scope of position records for planning?
>
> Are my baseline cost values up-to-date and complete; and do they represent the fully loaded cost?
>
> Which key dimensions have blank or incorrect values?
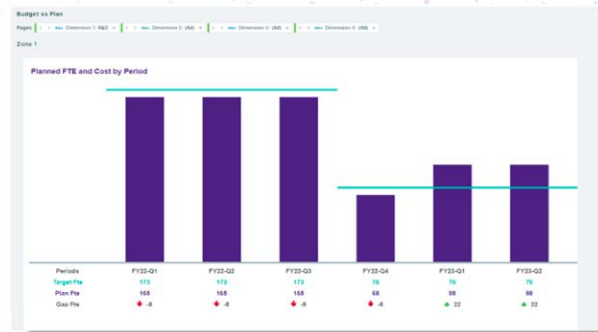
Viewing planned FTE vs target FTE for each month, and comparing where we're on and off plan

Viewing the org split by department on the left, and understanding the count of employees by the same departments on the right

2. Strategic workforce planning

Align workforce plans with business strategy and bring Finance and HR assumptions together into data-driven planning.

- Model strategic business demand drivers by selecting from different demand planning methods and applying growth assumptions from the business strategy.

- Translate assumptions about the future of the workforce into a supply forecast.

- Simulate demand and supply scenarios to reveal future gaps based on business assumptions and market drivers.

- Understand workforce related risks and opportunities over time.

- Model Gap management scenarios to show the impact of different talent strategy options on the future business plan.

> How do our business objectives relate and align with our future demand?
>
> Which functions and geographies have the most supply change over time and what are the cost implications?

3. Operational workforce planning

Define how you adjust positions in your workforce plan, so you have the right people aligned with demand targets and cost.

- Add or remove positions to the plan with drag and drop simplicity, assign dates and use visualizations to show where and when changes are due to happen.

- Delegate planning tasks across key dimensions with simplified interface for easy collaboration and data security.

- Highlight critical gaps to prioritize planning efforts.

- Use calculated demand to set an FTE target for position planning.

- Finalize budget and cost plan and manage approvals with clear visibility of any deviation between targets and plan.

> Where are the largest demand gaps between the top down budget and our current state?
>
> Where have I increased or decreased my team's cost?

Performing modelling actions in Orgvue and making changes to position, and seeing the implications of those changes
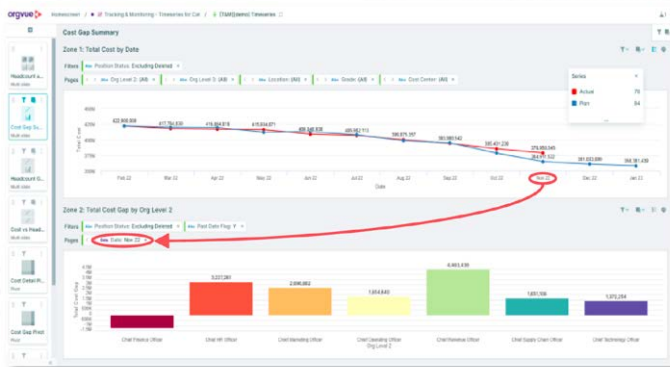
4. Tracking and monitoring

Track KPIs and monitor organizational changes.

- Report on cost FTE trends over time, see how they vary from your workforce plan.

- Monitor actuals down to position level and review your plan accordingly.

> Am I achieving my planned headcount and cost?
>
> Where do I need to adjust my plan due to unknown events?
>
> Are my planned adjustments happening when they were planned or are they behind schedule?
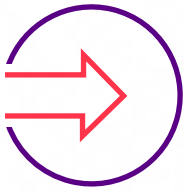

Viewing the progress between plan and actuals (top chart), and wherever there's a gap, understanding where it comes from and who's accountable

Customer story

Business goal

Adopt a 5–year supply and demand forecast, shift the workforce competencies based on industry needs and improve internal workforce mobility.
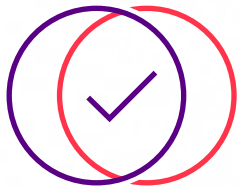
Orgvue solution

- Transferred existing strategic workforce planning model into Orgvue, giving visibility to business leaders on their current state.

- Imported the skills taxonomy into Orgvue, uncovering gaps and areas that required attention.

- Improved planning accuracy by forecasting FTEs required for the next 5 years, by department, location and job roles.

- Redistributed tasks in order to keep the workforce engaged, efficient and productive.

Orgvue fundamentally changed the way our business worked — we've gained so much maturity since this project, and we're now on a strategic journey to improve the way we manage our workforce

Workforce Planning Specialist

Orgvue, the leading organizational planning and design SaaS platform, harnesses the power of data visualization and modelling to build more adaptable, better performing organizations in an era of constantly changing market dynamics. HR, finance and business leaders use the platform to take control of their business and make faster, more confident data driven decisions to fearlessly build the organizations they want tomorrow, today.

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See tomorrow's business today **orgvue**