orgvue

Orgvue Solutions

Workforce Transformation

Constantly redefining the work and skills for your business to thrive

A new way to look at the workforce...

In today's business environment, economic pressure, increased competition, talent scarcity and technological advances continue to change the nature of work.

In order to thrive, many organizations need to move beyond traditional organization design and cost management, and continuously rethink the work performed by the workforce to ensure they're delivering value to their customer.

What happens when you ask yourself:

▶ **What work do you need to perform?**

▶ **Which work can be streamlined?**

▶ **How should work be performed?**

▶ **Who are the people you need?**

▶ **When do you need them?**

▶ **Where do you need work performed?**

97m
New jobs due to AI by 2025*

25%
Skill sets for jobs have changed by around 25% since 2015 — expected to double by 2027**

44%
Executives plan to hire specific skill sets in the next 2 years***

* World Economic Forum   ** LinkedIn   ***PWC

Workforce transformations can be disjointed and complex

Disconnected data and frameworks

▶ Misaligned data and frameworks, making analysis and modelling of large data difficult to manage

▶ Inability to connect multiple data sources (such as activities, roles and competencies)
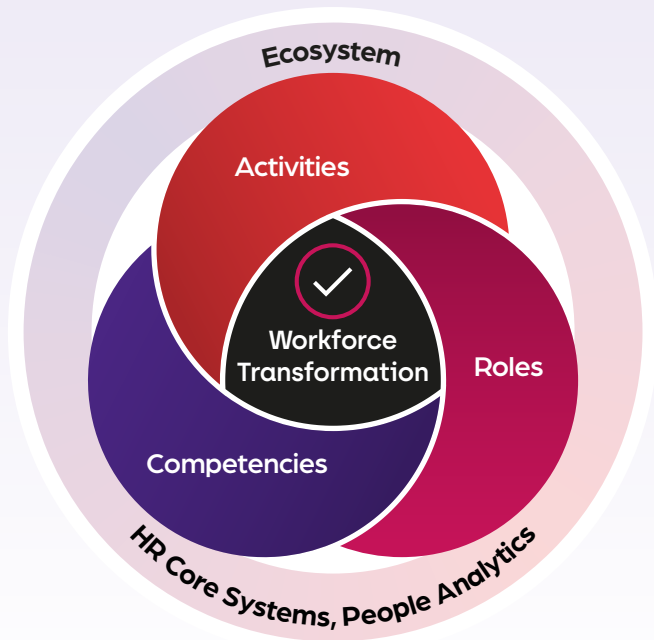
Evolving skills and changing nature of work

▶ Difficulties adapting to evolving skills needs and changing nature of work fast enough

▶ Lack of ongoing strategic approach

Lack of actionable insights

▶ Lack of ability to quickly diagnose opportunities and model impact of planned changes

▶ Need to quickly identify risks and monitor progress

Introducing Orgvue

Orgvue is an organization design and planning platform which empowers businesses to continuously redefine the work performed and skills needed by their workforce, in order to thrive in the constantly changing world of work.

The platform's data driven approach to Workforce Transformation consists of three main pillars, providing you with the foundations to systematically design, plan and adapt to the future of work.

Delivering success using activities, competencies and roles

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1. Role design

Define the roles and jobs needed to adapt to the changing nature of work, so you can plan with confidence.

Answer questions such as:

▶ What actions need to be performed to deliver the planned activities?

▶ What competencies need to be performed to deliver the planned activities?

▶ Are roles being performed as intended? (i.e. do incumbents have the desired skills and are they performing the right work?)

▶ Which roles are in demand today, and which ones are needed in the future?

Role Fit Flag ✕

⚠ Poor		23
● Okay		87
✓ Great		332

ⓘ Understanding the role fit for each employee

Building relationships
Innovation

🔥 **Over target**
Building external networks

John Willis
General Counsel

Role Fit Flag	✓ Great
Role Fit %	89%

⚠ **Areas to develop**
Risk management
Team work
Inspirational leadership
Corporate legal services management
Self development
Innovation

✅ **On target**
Dealing with change
Share scheme management
Resilience and tenacity
Legal knowledge

Marcy Smith
Chief Marketing Officer

Role Fit Flag	⚠ Poor
Role Fit %	59%

⚠ **Areas to develop**
Dealing with change
Marketing management
Brand management
Managing people
Planning and organising
Team work
Agile thinking (thinking on your feet)
Inspirational leadership
Self development
Building relationships
Building external networks
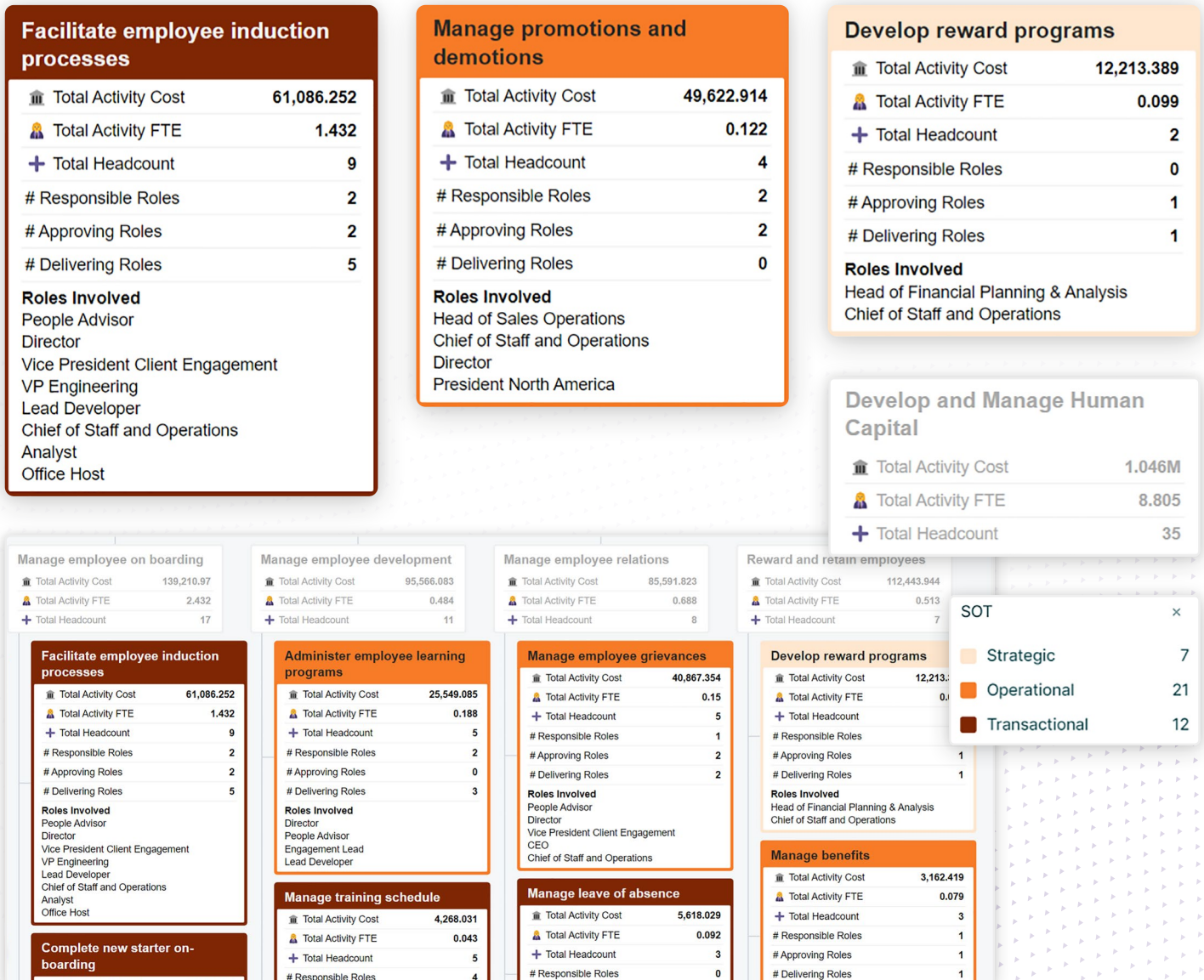
🔺 **Understanding the role fit for each employee**

Workforce Transformation

2. Activities analysis & design

Understand what activities are being performed, how, and the cost of the work. Then model changes and assess the impact of your designs so you can confidently plan and implement change.

Answer questions such as:

▶ Are we doing the right work to deliver our strategy? (mapping the work)

▶ Are we spending the right amount of time? (cost of work)

▶ Is the work done by the right people? (responsibility and alignments)

Facilitate employee induction processes

🏛 Total Activity Cost	61,086.252
👤 Total Activity FTE	1.432
➕ Total Headcount	9
# Responsible Roles	2
# Approving Roles	2
# Delivering Roles	5

Roles Involved
People Advisor
Director
Vice President Client Engagement
VP Engineering
Lead Developer
Chief of Staff and Operations
Analyst
Office Host

Manage promotions and demotions

🏛 Total Activity Cost	49,622.914
👤 Total Activity FTE	0.122
➕ Total Headcount	4
# Responsible Roles	2
# Approving Roles	2
# Delivering Roles	0

Roles Involved
Head of Sales Operations
Chief of Staff and Operations
Director
President North America

Develop reward programs

🏛 Total Activity Cost	12,213.389
👤 Total Activity FTE	0.099
➕ Total Headcount	2
# Responsible Roles	0
# Approving Roles	1
# Delivering Roles	1

Roles Involved
Head of Financial Planning & Analysis
Chief of Staff and Operations

Develop and Manage Human Capital

🏛 Total Activity Cost	1.046M
👤 Total Activity FTE	8.805
➕ Total Headcount	35

Manage employee on boarding

🏛 Total Activity Cost	139,210.97
👤 Total Activity FTE	2.432
➕ Total Headcount	17

Manage employee development

🏛 Total Activity Cost	95,566.083
👤 Total Activity FTE	0.484
➕ Total Headcount	11

Manage employee relations

🏛 Total Activity Cost	85,591.823
👤 Total Activity FTE	0.688
➕ Total Headcount	8

Reward and retain employees

🏛 Total Activity Cost	112,443.944
👤 Total Activity FTE	0.513
➕ Total Headcount	7

SOT ✕

🟧 Strategic	7
🟧 Operational	21
🟫 Transactional	12

Facilitate employee induction processes

🏛 Total Activity Cost	61,086.252
👤 Total Activity FTE	1.432
➕ Total Headcount	9
# Responsible Roles	2
# Approving Roles	2
# Delivering Roles	5

Roles Involved
People Advisor
Director
Vice President Client Engagement
VP Engineering
Lead Developer
Chief of Staff and Operations
Analyst
Office Host

Complete new starter on-boarding

Administer employee learning programs

🏛 Total Activity Cost	25,549.085
👤 Total Activity FTE	0.188
➕ Total Headcount	5
# Responsible Roles	2
# Approving Roles	0
# Delivering Roles	3

Roles Involved
Director
People Advisor
Engagement Lead
Lead Developer

Manage training schedule

🏛 Total Activity Cost	4,268.031
👤 Total Activity FTE	0.043
➕ Total Headcount	5
# Responsible Roles	4

Manage employee grievances

🏛 Total Activity Cost	40,867.354
👤 Total Activity FTE	0.15
➕ Total Headcount	5
# Responsible Roles	1
# Approving Roles	2
# Delivering Roles	2

Roles Involved
People Advisor
Director
Vice President Client Engagement
CEO
Chief of Staff and Operations

Manage leave of absence

🏛 Total Activity Cost	5,618.029
👤 Total Activity FTE	0.092
➕ Total Headcount	3
# Responsible Roles	0

Develop reward programs

🏛 Total Activity Cost	12,213.:
👤 Total Activity FTE	0.(
➕ Total Headcount	
# Responsible Roles	
# Approving Roles	1
# Delivering Roles	1

Roles Involved
Head of Financial Planning & Analysis
Chief of Staff and Operations

Manage benefits

🏛 Total Activity Cost	3,162.419
👤 Total Activity FTE	0.079
➕ Total Headcount	3
# Responsible Roles	1
# Approving Roles	1
# Delivering Roles	1

🔺 **See who is impacted by changes you've made at the activity level, and the additional capacity created at the employee/ role level**

ℹ **Drill down into the detail of each activity such as their cost, FTE, or roles involved**

"Using Orgvue we quickly identified that 66% of activities were spent on admin work, which gave us immediate actionable insight to boost productivity."

VP of Org Design, Global retail organization

3. Skills & competency analysis

Set the target competencies you need to achieve your objectives, understand your current workforce skills data, analyze the gap between the two and develop targeted intervention plans.

Answer questions such as:

▶ What competencies do I need in a specific team in order to improve performance?

▶ Which teams have average high proficiency levels across all or specified competencies?

▶ Do we have the supply of talent to meet demand?

▶ In which area should you upskill your talent?

Role Fit Flag

⚠ Poor		23
● Okay		87
✓ Great		331

VP - Engineering
Sean Hufford

Role Fit Flag	● Okay
Role Fit %	72%

⚠ Areas to develop
Software design (Digital)
IT capacity planning
Coding
DevOps knowledge
Managing people
Problem solving and reasoning
Inspirational leadership
Self development
Building relationships
Building external networks
Information architecture
Dealing with change
Team work
AGILE work methods (Product Owners)
Working in agile teams
Planning and organising
Innovation
Digital strategy and innovative thinking

Highlighting role fit across the business

Robbie Black
Senior Writer

● **Proficiency Gap Summary - Above Target** ●
1 [👤 4 - 🎯 3] ➤ Team work
1 [👤 4 - 🎯 3] ➤ Communication
1 [👤 4 - 🎯 3] ➤ Self development
2 [👤 5 - 🎯 3] ➤ Dealing with change
2 [👤 5 - 🎯 3] ➤ Innovation
2 [👤 5 - 🎯 3] ➤ Building relationships

● **Proficiency Gap Summary - On Target** ●
0 [👤 3 - 🎯 3] ➤ Building external networks

● **Proficiency Gap Summary - Below Target** ●
(Blank)

! **Competencies Not Held by Person** !
🎯 3 ➤ Corporate communications
🎯 4 ➤ Content development
🎯 3 ➤ Influencing - selling ideas
🎯 3 ➤ Planning and organising
🎯 3 ➤ Product marketing
🎯 3 ➤ Working with detail.

Additional Competencies Not Set For Current Role
👤 4 ➤ Inspirational leadership
👤 5 ➤ Managing people
👤 4 ➤ IT capacity planning
👤 3 ➤ Information architecture
👤 3 ➤ Digital product ownership

▲ **Competency gaps for Robbie Black**

Learning performance development

# Current People Available	400
# Target Roles Required	358
# Availability Gap to Target	42
Target roles & required headcount	

Learning and Development

# Availability Gap to Target	0
Target roles & required headcount	

People professional development

Critical Gap	⚠ Critical skill missing
# Current People Available	60
# Target Roles Required	150
# Availability Gap to Target	-90
Target roles & required headcount	

Critical

■ No		7
■ Not applicable		1
■ Yes		5

Visualizing skills gaps, whether critical or not, and required full-time-equivalent for each

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Orgvue, the organizational design and workforce planning software platform, captures the power of data visualization and modeling to build more adaptable, better performing organizations. HR, finance, and business leaders rely on Orgvue for actionable insight and analysis that helps them make faster workforce decisions in a constantly changing world.

Orgvue is used by the world's largest and best-known enterprises and management consulting firms to confidently build the businesses they want tomorrow, today. The company works with many Fortune 500 companies and is headquartered in London, with offices in Philadelphia, The Hague, Toronto and Sydney.

For more information please contact:

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