

Organization modeling

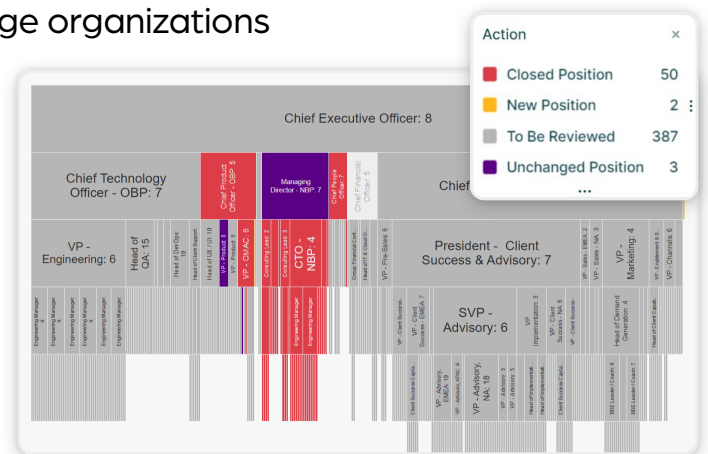
Model the future and get your business where it needs to be

Designing your business with precision: The role of modeling organizational changes in driving growth and adaptability

Designing and implementing changes to large organizations can be a complex and challenging task.

The abundance of data scattered across different systems can lead to a slow and manual modeling process, making it hard for leaders to pivot their organization quickly, see the financial implications of decisions and compare potential outcomes.

To address this challenge, organizations are increasingly looking for a data-driven technology that enables them to model the future of their workforce, so they can become more agile, make quick and informed decisions, and implement changes with confidence.



▲ Using Orgvue to show the status of changes across the entire business

Why Orgvue?

Orgvue is an organizational design and workforce planning platform, purpose-built to assimilate and handle complex data from various sources. Through powerful visuals and advanced modeling capabilities, it enables you to strategically model the future of your organization with unparalleled speed and confidence.



Take a data-driven approach

Integrate data from various sources, such as finance, HR, skills or activity, into Orgvue. Use the platform to visualize your organization and create a reliable data foundation to guide your strategic decisions



Design and model multiple scenarios

Connect decision making to data across the organization. Use Orgvue's drag-and-drop functionality to make changes to people and positions, instantly see the financial impact of these changes, and compare, discard or confirm scenarios



Engage stakeholders

Enable people from different parts of the business to simultaneously model scenarios on parallel workstreams. Once you know what your future state will look like, export powerful visuals to tell your story and share them with stakeholders



Monitor and track progress

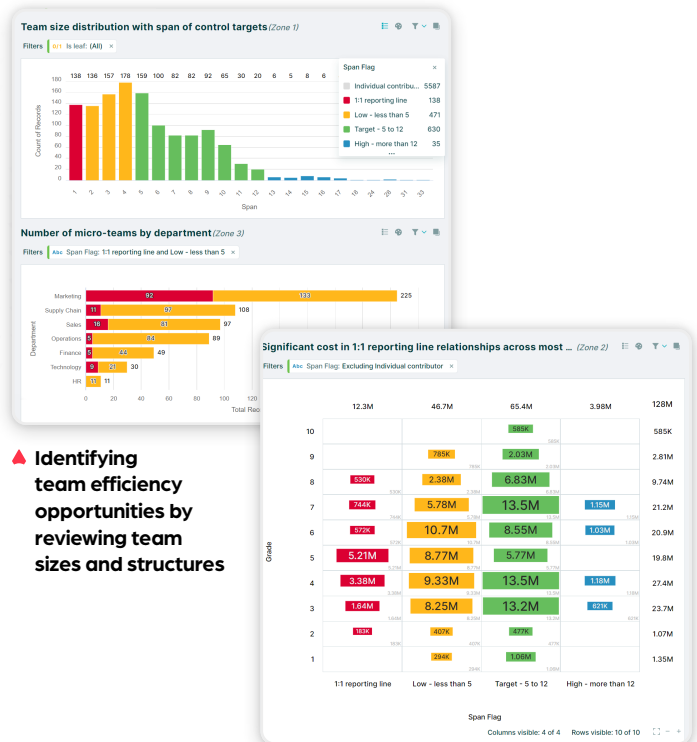
Once you start implementing your plan, continuously monitor progress against that plan, and course-correct where needed

How it works

1. Visualize your current state and identify areas that need attention

Use Orgvue's pre-built visuals to view and understand the effectiveness of your organization, align with your strategic goals and decide which areas need your attention.

Look at information such as spans and layers, the shape of your organization at a high level, as well as at a detailed level for individual positions.

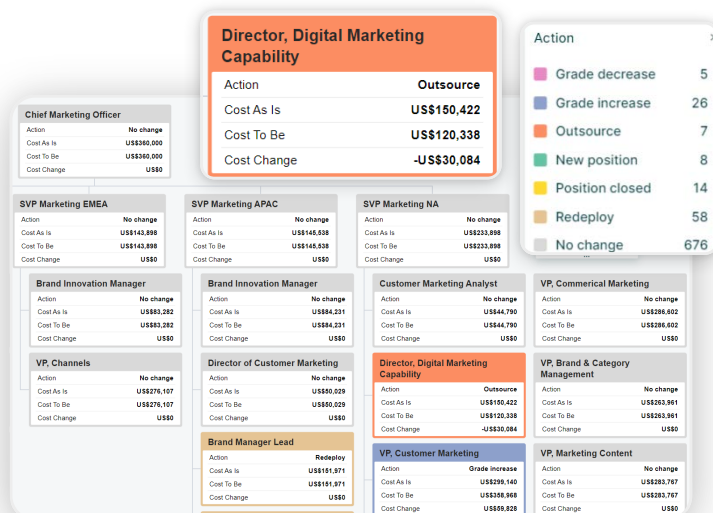


Identifying team efficiency opportunities by reviewing team sizes and structures

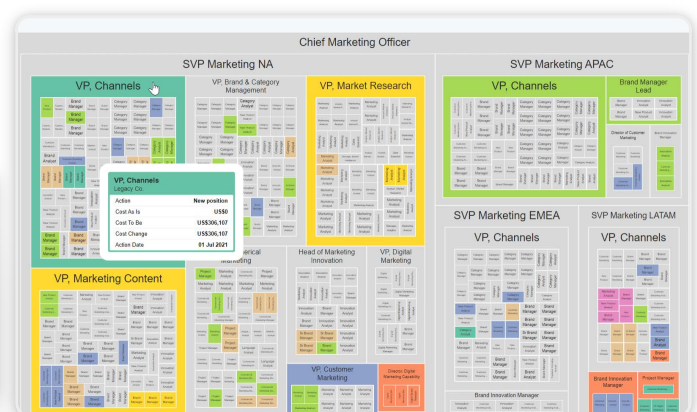
2. Model different scenarios and instantly see their financial impact

Make changes by simply dragging and dropping people and positions, and instantly see the financial impact of these changes on metrics such as full-time-equivalent (FTE), cost, depth or spans of control.

You'll be able to manage multiple workstreams based on the structure and scale of your project. Then compare, discard and remodel scenarios in a safe, risk-free environment.



Seeing the financial impact of changes made on the marketing team



Making changes by dragging and dropping positions into the legend (grade increase, decrease, outsourcing, new position, etc)

Review the impact of your future-state design on your organization, whether at an individual or enterprise level, and compare your 'as-is' organization with your 'to-be' organization.

The screenshot displays a dashboard with three charts. The top chart is a waterfall chart titled 'Total Cost Change' showing the impact of various actions on the total cost. The bottom left chart is a horizontal bar chart titled 'Total Cost As Is by Department (Zone 1)'. The bottom right chart is a horizontal bar chart titled 'Total Cost To Be by Department (Zone 2)'. Both bottom charts include filters and a legend.

Total Cost Change

Action	Total Cost Change
Position closed	US\$1,215,349
Work remotely	US\$496,152
Outsource	US\$182,624
Grade decrease	US\$60,175
Other	US\$375,936
Total	US\$941,329

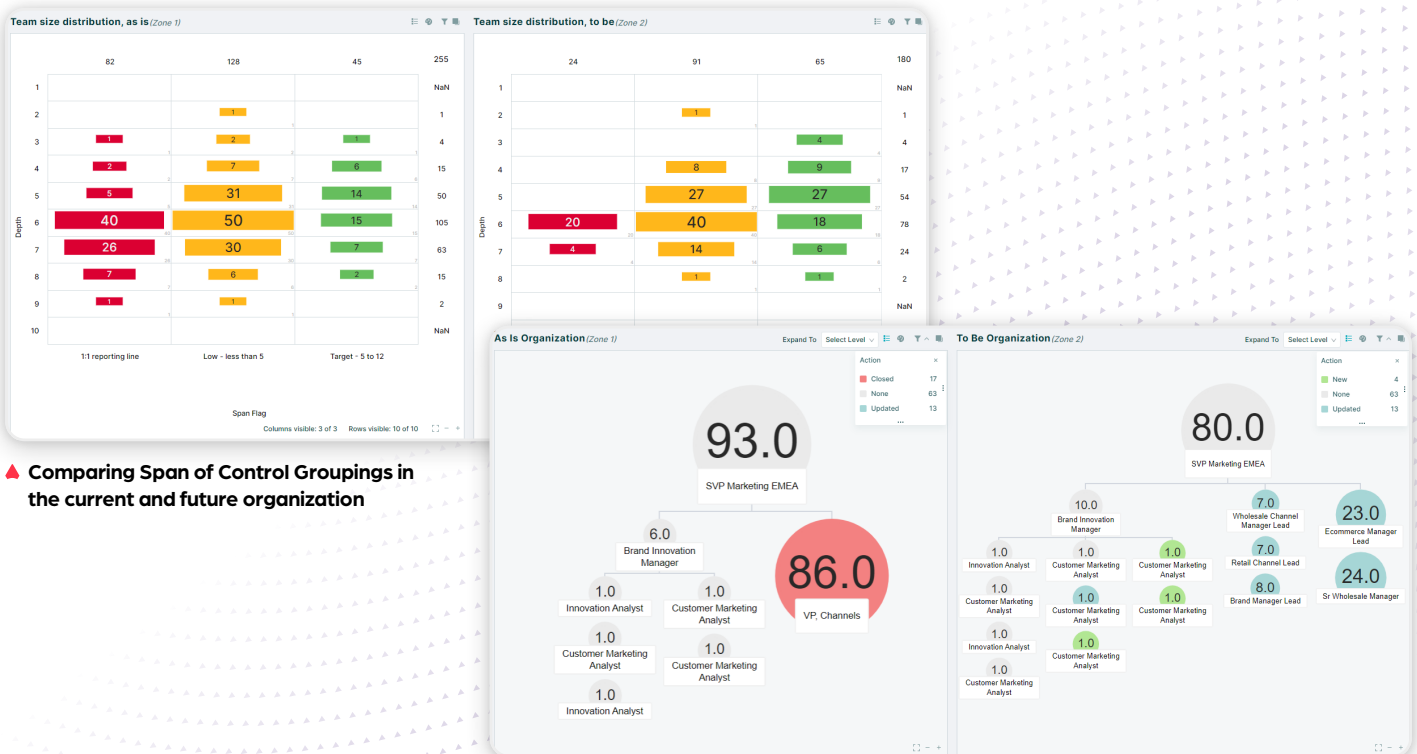
Total Cost As Is by Department (Zone 1)

Department	Total Cost As Is
Executive	US\$670,000
Finance	US\$35,240,315
HR	US\$27,430,257
Marketing	US\$64,214,441
Operations	US\$65,840,878
Sales	US\$113,627,750
Supply Chain	US\$77,193,223
Technology	US\$30,560,178

Total Cost To Be by Department (Zone 2)

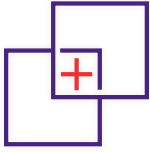
Department	Total Cost To Be
Executive	US\$670,000
Finance	US\$34,822,974
HR	US\$26,961,488
Marketing	US\$63,974,279
Operations	US\$65,455,551
Sales	US\$113,534,445
Supply Chain	US\$77,188,098
Technology	US\$30,626,056

▲ A side-by-side view of the current organization cost by department, with future organization cost by department



Organization modeling

Customer story



Business goal

- ▶ Shift from an operating model designed around sports to one designed around gender, and increase collaboration across 50,000 employees
- ▶ Map out a multi-stage transformation approach that's repeatable and scalable across 70 countries



The Orgvue solution

- ▶ Developed a standardized data architecture, modeling environment, and reporting suite
- ▶ Simultaneously redesigned six support functions to align with the new model
- ▶ Trained 150+ HR and business partners, enabling a decentralized and sustainable program of work

Gaps uncovered:

150+

Upskilled OD practitioners

6

Global workstreams managed simultaneously in Orgvue

170

Countries impacted by the new operating model

"Orgvue allowed us to expand the scope to include six different workstreams to our original plan, each with their own baseline, data and users, and manage them simultaneously."

Head of Transformation, global retailer

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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