# Activity Analysis

Take a strategic approach to the division of work

Mastering strategic execution: Ensure the right people are spending the right time on the right activities

In today's dynamic business landscape, organizations face the critical challenge of having to consistently make changes to their workforce, while ensuring their people are spending the right time on the right activities and tasks.

But understanding the connection between individuals and the work performed across the entire business can be a complex task. The process of mapping the work and evaluating its cost, responsibility, and alignment is not always straightforward.

Leaders need a technology that will provide them with unparalleled visibility, comprehensive insights and advanced modeling capabilities, so they can strategically link work data to people data, and confidently design and plan their future organization.
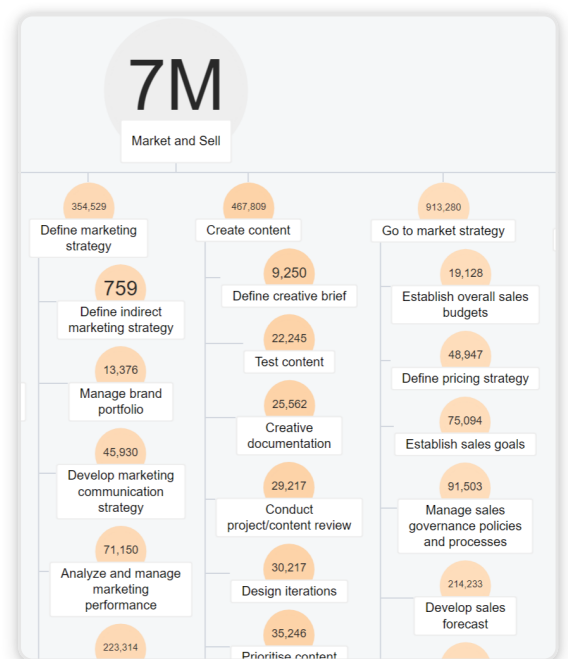
▲ **Extrapolating the cost of each activity: how much are you investing in different areas of the business?**

Why Orgvue?

Orgvue links people and finance data to activity data and enables you to dive deep into your work landscape. It gives you a holistic understanding of the activities performed, their associated costs, and the alignment of responsibilities. Ultimately, by leveraging data–driven techniques and advanced modeling capabilities, it enables you to confidently model and design your future organization while positioning yourself for long–term success.

**Understand how your business is doing in terms of:**

▶ **Fragmentation**: Are too many people focused on the same activity?

▶ **Functional alignment**: Is any team doing something they shouldn't be doing?

▶ **Overwork**: Do smaller teams work more hours than larger teams?

▶ **Focus**: Who in the organization spends the most time on operational work?

▶ **Role clarity**: Are the different roles and responsibilities clear to everyone?

▶ **Time sink**: Do some activities drive more overtime than people say they do?

How it works

1. Integrate data and visualize the work that's being done

Merge data from external sources like timesheets, HR systems, and finance systems into Orgvue, and instantly see it all through powerful visuals.

Orgvue also includes a built-in activity analysis survey, which allows you to gather additional information on how your teams spend their time, enhances your analysis, and provides deeper insights into resource allocation and productivity.
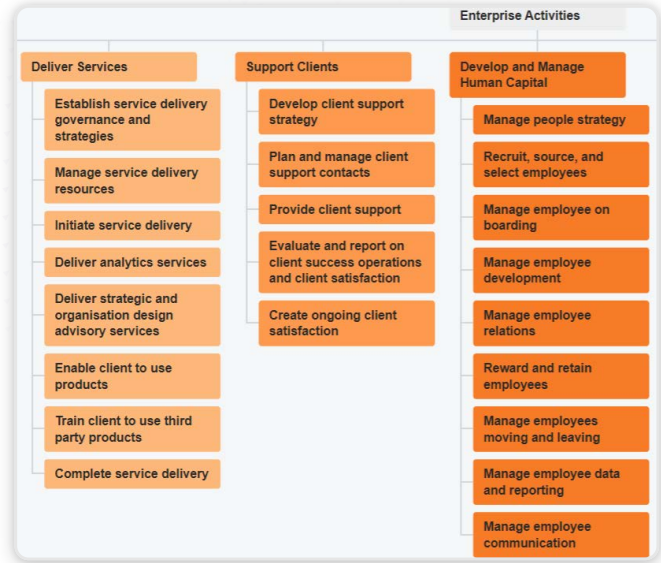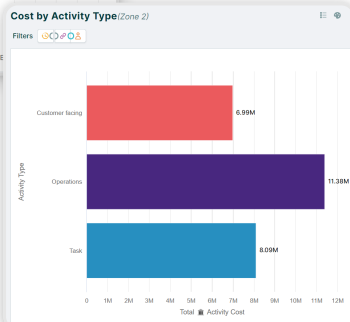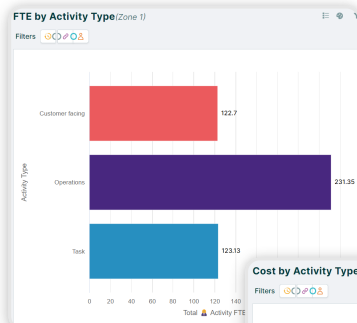

Activity taxonomy in Orgvue, showing exactly what work is getting done across the business ▲

2. Understand how activities are being done and spot areas that need your attention

Now that you can see your data in one place, extrapolate the cost of each activity. Instead of just looking at people and positions, look at activities and tasks, and analyze how effectively these are being executed.

You'll be able to understand things such as:

▶ The cost and full-time-equivalent of specific activities

▶ The job roles involved in different tasks

▶ The split between operational and strategic tasks

▶ Whether activities are fragmented, and the potential for consolidation

▲ Understanding activities fragmentation

▲ Understanding how the time and cost is split between customer facing time and tasks

▲ Drill down into the detail behind each activity

3. Model scenarios to create the future of work, and see the impact in real time

Using Orgvue's drag-and-drop functionality, make changes to activities and instantly see the financial impact of your decisions.

This includes consolidating or outsourcing activities, investing in some while stopping others, or any other action you might want to take. Go back and forth as many times as needed before committing to a course of action.

Modeling scenarios in Orgvue, and instantly seeing the cost impact of changes

Explore the detailed impact of changes to work on each employee

FTE Impact	Function	Subfunction	Fully Loaded Cost	Change FTE %	As Is FTE
⚠ Significant reduction	Sales & Marketing	Sales	25.5K	-48%	
⚠ Significant reduction	Business Operations	People & Culture	25.5K	-43%	
⚠ Significant reduction	Client Engagement …	Client Capability	25.5K	-40%	
⚠ Significant reduction	Business Operations	People & Culture	25.5K	-34%	
Reduction	Business Operations	Creative	63.7K	-24%	
Reduction	Consulting & Servic…	Consulting & Serv…	220K	-23%	
Reduction	Sales & Marketing	Leadership	545K	-18%	
Reduction	Sales & Marketing	Sales	63.7K	-18%	
Reduction	Business Operations	PMO	25.5K	-17%	
Reduction	Business Operations	PMO	25.5K	-17%	
Reduction	Business Operations	People & Culture	63.7K	-17%	
Reduction	Business Operations	Creative	220K	-16%	
Reduction	Business Operations	Creative	63.7K	-16%	
Reduction	Business Operations	People & Culture	63.7K	-16%	
Reduction	Sales & Marketing	Sales	364K	-15%	
Reduction	Sales & Marketing	Sales	364K	-14%	
Reduction	Sales & Marketing	Sales	220K	-14%	

Understand the impact of redesigning the work of your future workforce

FTE Impact

⚠ Significant r...	4
Reduction	39
Insignificant ...	108
Increase	5

Customer story
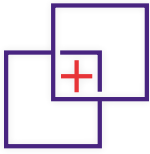
Business goal

- Develop a new global, scalable structure for resourcing over 500 stores in 17 countries

- Allocate time for each store role and assess the relationship each role has with activities

- Optimize work to understand whether employees are spending their time in the most effective way

The Orgvue solution

- Surveyed employees from 28 stores, looking at specific subsets of activities that determined actual time allocation and accountability of roles

- Revealed that time spent on administrative work outstripped expectations and individuals in smaller stores were overall less specialized

- Provided executives with actionable insights to confidently redesign their internal labor model

Gaps uncovered:

166
166 employees surveyed from 26 stores

66%
Found that 66% of total cost is spent on admin work

50%
That's 50% more hours and cost than the planned target

"Orgvue was key to uncovering previously unknown truths about how time was spent in store, and provided us with actionable insights to optimize the work."

VP of Org Design

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.

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