

Data management and integration

Laying and maintaining the groundwork for your work

Organizational data: Mastering the challenge and embracing change

Organizational data plays a central role in running successful organizational design, transformations, M&As, and workforce planning. However, business leaders often face challenges in establishing reliable source of truth due to various factors, including:

1. Unstructured data confined within functional silos
2. Lack of integrations between different systems across teams and locations
3. Insufficient data interpretation, insights, and understanding
4. Data quickly becoming outdated

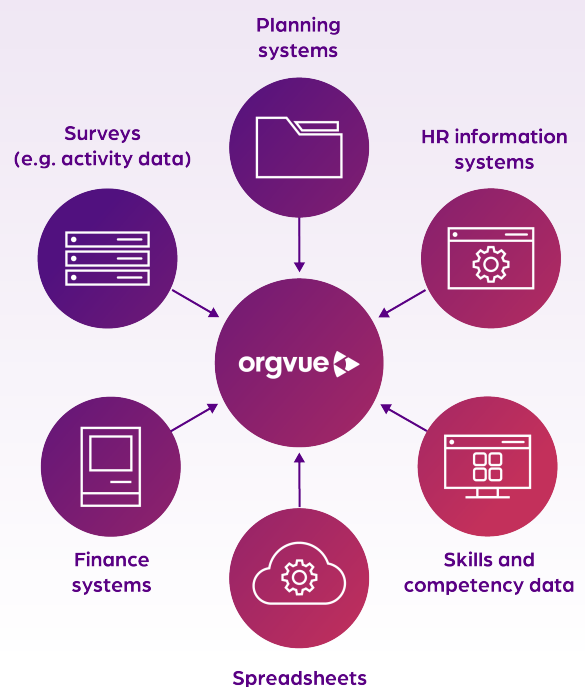
Given the significance of data in organizational design and workforce planning, how can business leaders ensure the implementation of effective processes that bring together workforce, financial and business data? How can they link all elements of the organization system, so they can actively support their growth?

Why Orgvue?

Orgvue offers a range of options to consolidate your workforce data from various systems into a single, reliable source.

You can achieve this through manual or scheduled uploads, built-in surveys, or via APIs. Once your data is centralized, you can view it from multiple perspectives, whether drilling into detail or zooming out for a holistic insight. It also allows you to align the data and address any inconsistencies that may exist, whether through de-duplication, label renaming, or category merging.

This will create the structure and foundation for any analysis or action you might want to take within your organization.



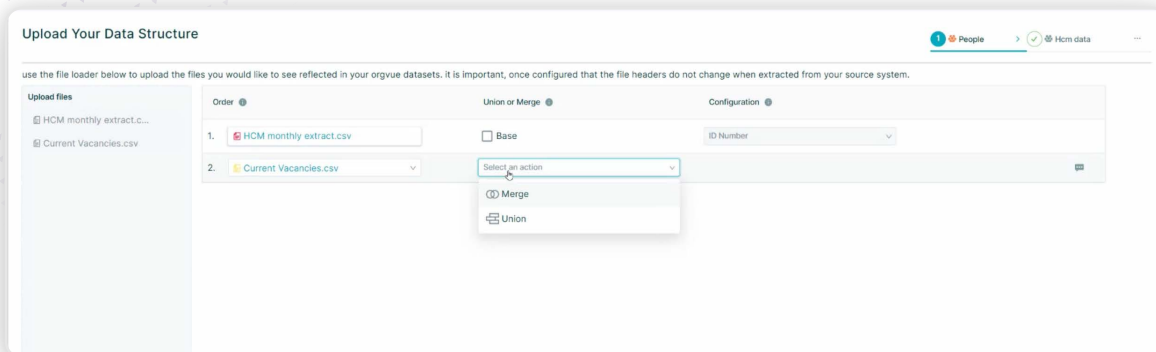
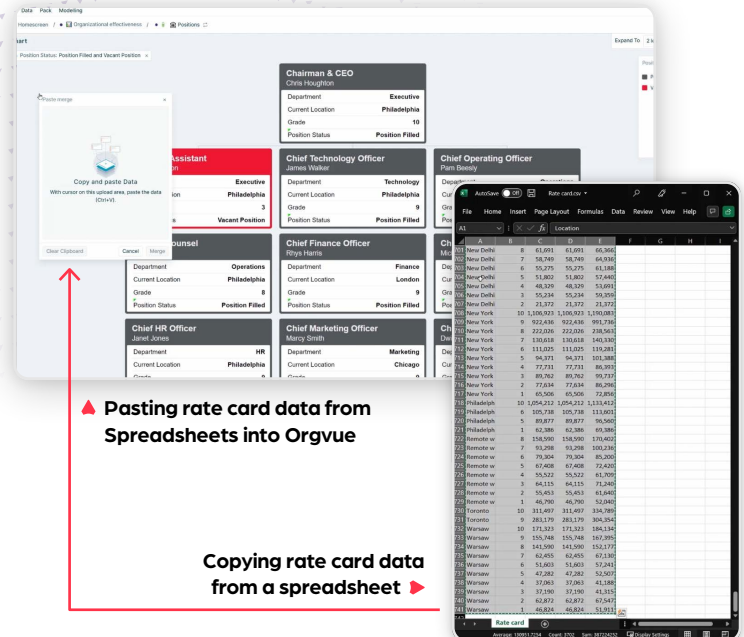
How it works

1. Bring your data together into one single source of truth

Ingest data from multiple systems into Orgvue using 4 potential ways:

- ▶ Manual data drop (CVS/Spreadsheets)
- ▶ Scheduled data upload (CVS/Spreadsheets)
- ▶ Orgvue built-in surveys
- ▶ Orgvue APIs*

This not only includes people data, but also finance data, skills, activity, diversity, location, or any other data you might need.



▶ Orgvue's implementation hub, showing the user merging HCM data with current vacancies data

*About APIs

Software developers and IT teams can leverage APIs to connect Orgvue to your other platforms, therefore ensuring your whole ecosystem is constantly aligned and integrated.

As you use APIs to connect Orgvue to your other systems (such as HR systems, finance platforms, talent marketplace, etc.), you will be able to have fast and automated movements of data between these platforms, guaranteeing you and your team have access to the latest, most updated information at all times.

Please refer to **Orgvue's public API documentation** for more information.

2. Accelerate data cleaning for high quality data foundation

As you start visualizing your data, you may notice some inconsistencies, such as duplicated labels, different naming conventions, missing information, or other types of errors.

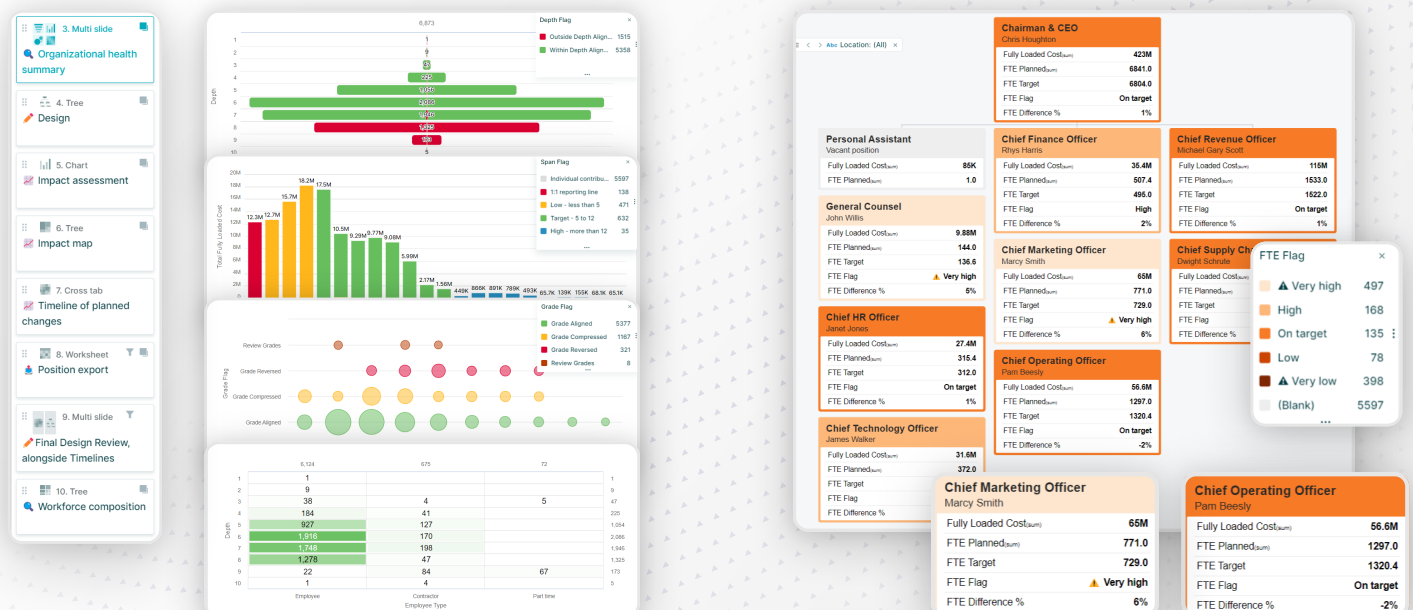
This often happens when data is brought in from different sources. Use Orgvue's drag-and-drop functionality to quickly perform actions such as merging data types with different labels like gender, region and job title, and remove inconsistencies to create one version of the truth.

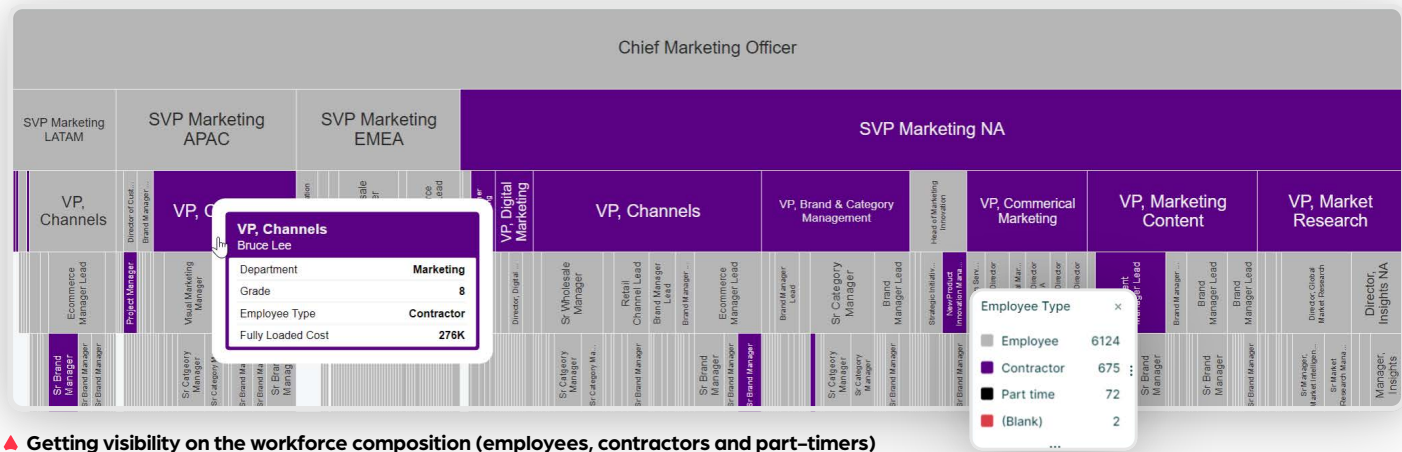


3. Visualize the data and understand your organizational effectiveness

Once you've loaded your data into the platform, you can draw insights instantly using Orgvue's prebuilt packs of visuals.

Dig into different areas of your organization – such as your organizational effectiveness, diversity metrics, spans and layers, critical skill and roles, retirement risks – and identify opportunities, risks, and areas that need your attention.





▲ Getting visibility on the workforce composition (employees, contractors and part-timers)

World-class security and data privacy

Orgvue is built with standardized security and data provisions, as well as defined service levels for all clients.

By default Orgvue employees have no access to Orgvue customer data, with our customers exclusively responsible for managing access control to their Orgvue environments. Orgvue enables access control at multiple levels with support for both Role (RBAC) and Attribute based Access control (ABAC) and Single Sign-On (SSO). Orgvue is a web-based application with browser compatibility supported by the latest releases of Microsoft Edge and Google Chrome.

- ▶ Annual SOC 2 Type 2 report
- ▶ ISO 27001, ISO 27018 accredited
- ▶ CSA STAR (Cloud Security Alliance) certified
- ▶ Hosted on AWS platform
- ▶ Compliant with all international data protection legislation
- ▶ Customer data encrypted both in transit and at rest with AES encryption

Please refer to **Orgvue's security documentation** for more information.

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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