

# Organization analysis

Visualize and understand your organizational effectiveness

## Visualizing and understanding your organization

Understanding what's going on in your business is essential to achieving strategic objectives.

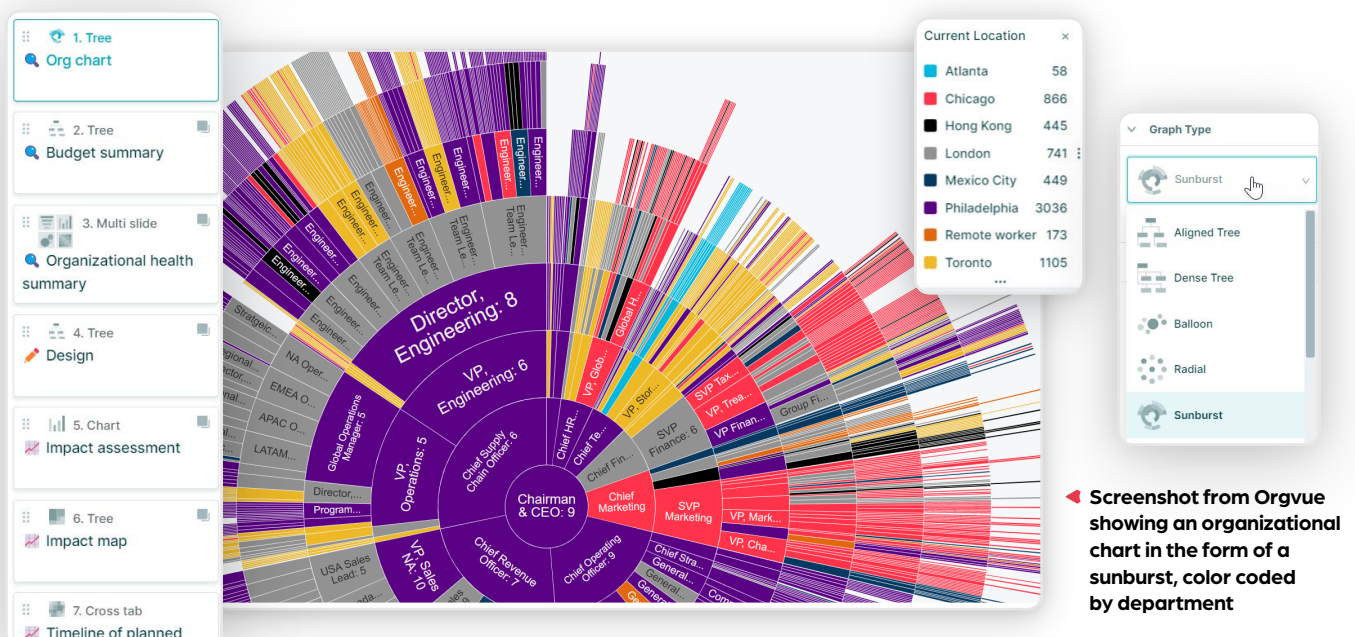
Whether it's part of your regular organization design process or in preparation for a significant transformation, making sense of your organizational effectiveness at all levels of the business is the first step toward a successful and sustainable workforce plan.

However, the complexity of managing people data can pose challenges, particularly when it is dispersed across multiple systems, markets, and regions. So how can you visualize and assess your main organizational metrics and reveal insights into your business to make data-driven decision?

### Why Orgvue?

Orgvue is an organizational design and workforce planning platform which provides a holistic and comprehensive view of your organizational data, allowing you to see the big picture. It consolidates data from various sources and systems, giving you a unified view of your organization's structure, people, roles, and relationships. Ultimately, it empowers you to make informed decisions, drive performance improvements, and optimize your workforce effectively.

- ▶ Have one source of consolidated and aligned data
- ▶ Use pre-built packs to tell your story
- ▶ Choose between different graph types to view your data
- ▶ Add your brand colors to your visuals
- ▶ Share your visuals and findings with stakeholders through PowerPoint exports

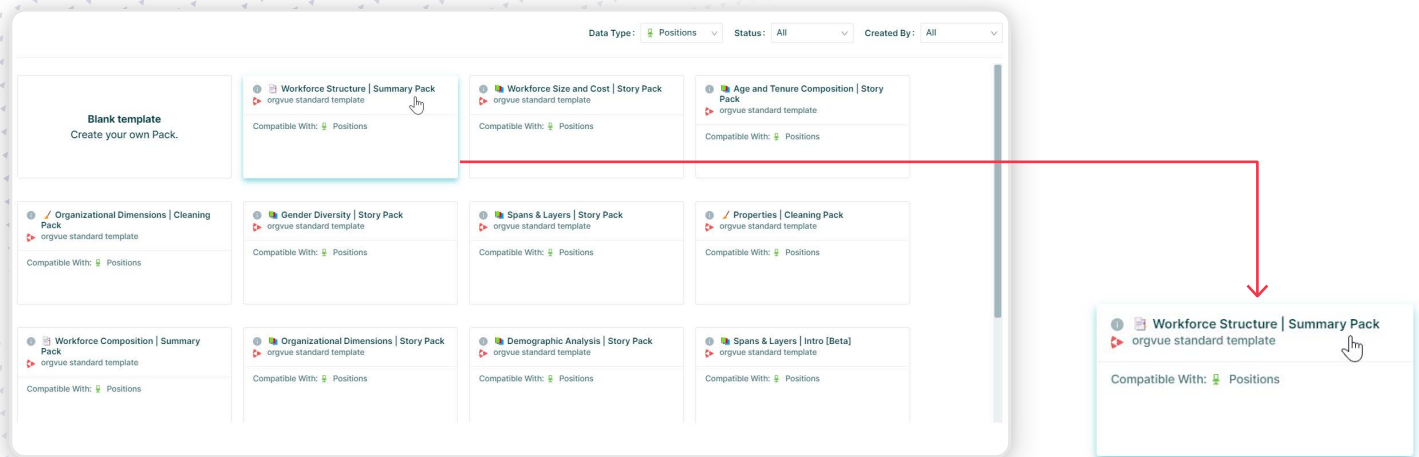


# How it works

## Deep dive into different areas of your business

Pick from a number of pre-built packs (sets of slides) that you can refer to throughout your journey. They'll enable you to explore specific areas of your business, as a whole and at a granular level.

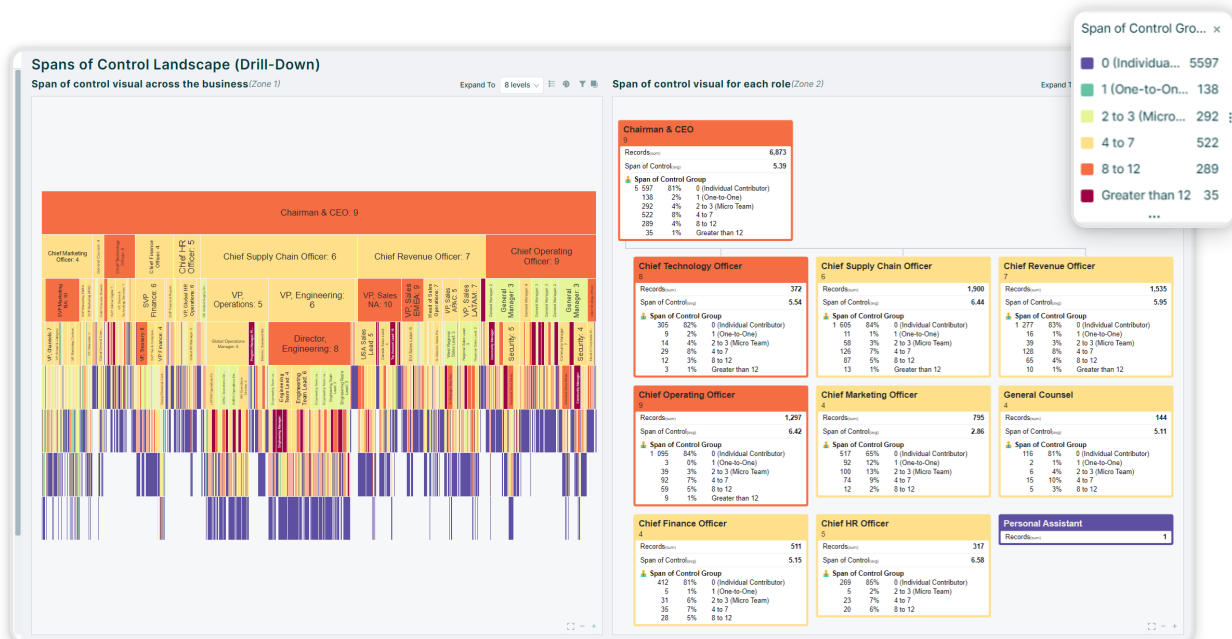
On each visual, hover over the charts, look closer at numbers, zoom in and out and explore the data to answer your most pressing questions.



## Workforce structure summary pack



Viewing spans and layers summary across the business ▲

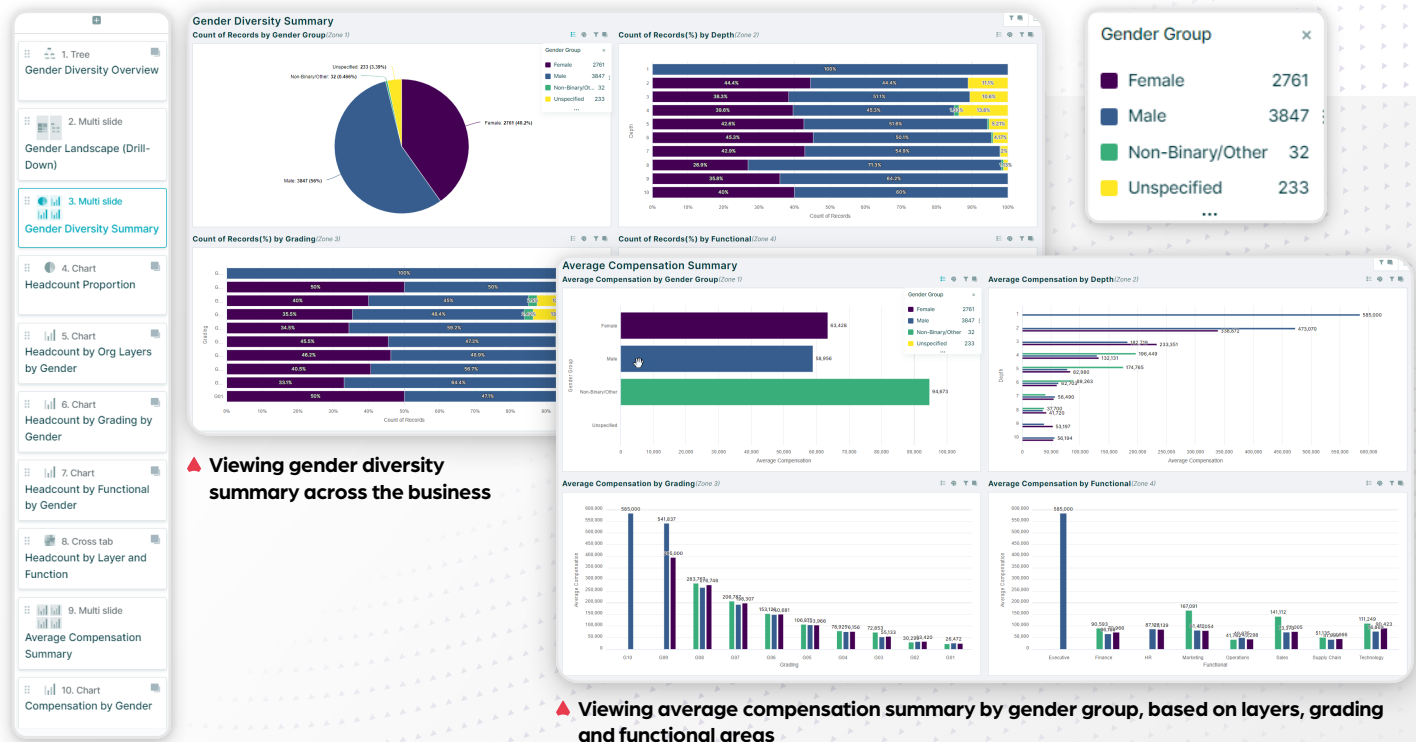


▲ Drilling down into the spans of control landscape

The workforce structure summary pack can help you answer questions such as:

- ▶ How many layers do I have in my organization?
- ▶ Are my teams the size I want them to be?
- ▶ Where am I spending more and where could I be spending less?

## Gender diversity pack



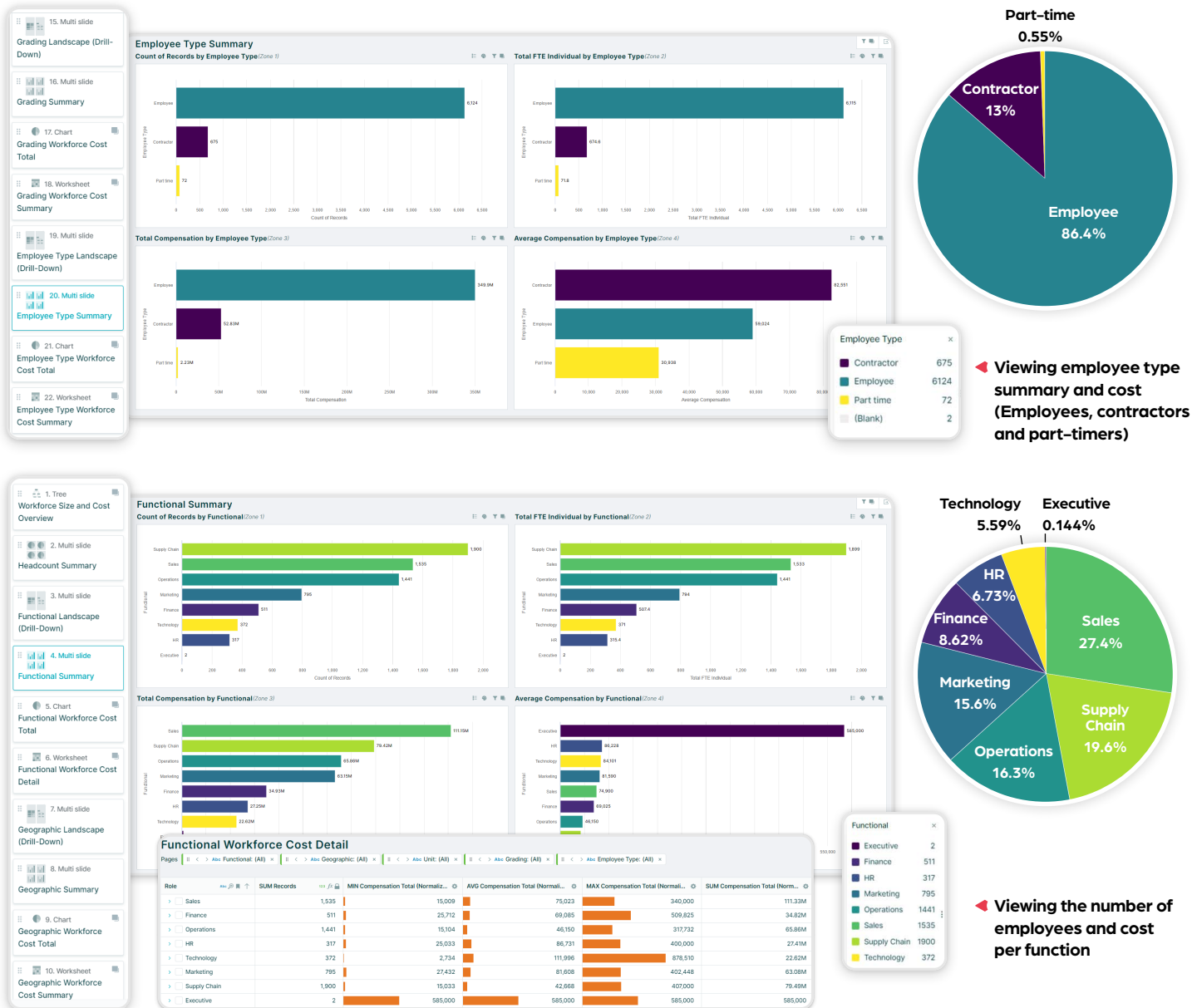
The diversity summary pack can help you answer questions such as:

- ▶ What's the gender split by grade? Do I have an imbalance in the top layers?
- ▶ Is there a major gender imbalance in one of my departments?
- ▶ What does the gender split look like overall in my organization?
- ▶ Is our compensation strategy fair across different areas of the business?

# Workforce size and cost pack

The workforce structure summary pack can help you answer questions such as:

- ▶ What is our employee split, by function, employee type, location, grading, etc.
- ▶ Should we increase our spend on contractors, and reduce full-timers?
- ▶ Are we remunerating one part of the organization more than the other? And if yes, does that make sense?
- ▶ What's our location split? And how does the remuneration across locations differs?



**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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