Orgvue Data Sheet

Skills and Competency Analysis

Link skills and competency to the workforce ecosystem

A new way of planning the future

From potential recession to talent shortages, today's business environment is disruptive, unpredictable, and full of surprises.

To achieve business goals, such as organizational effectiveness, agility, growth, innovation, and positive workforce experiences, leaders need to move beyond organizing their workforce based solely on headcount and roles. Instead, the focus should include different elements of the workforce ecosystem, such as skills and the nature of work being performed.

However, success doesn't come from isolating roles, activities, cost, or skills individually. The key lies in visualizing a connected and holistic workforce ecosystem, recognizing the interdependencies and interconnectedness throughout the entire organizational framework.

So when bringing all these elements together, what exactly is the role of skills and competencies? How can you make sure you have the right processes in place to use skills data not only as part of your strategy, but also as part of the wider ecosystem?
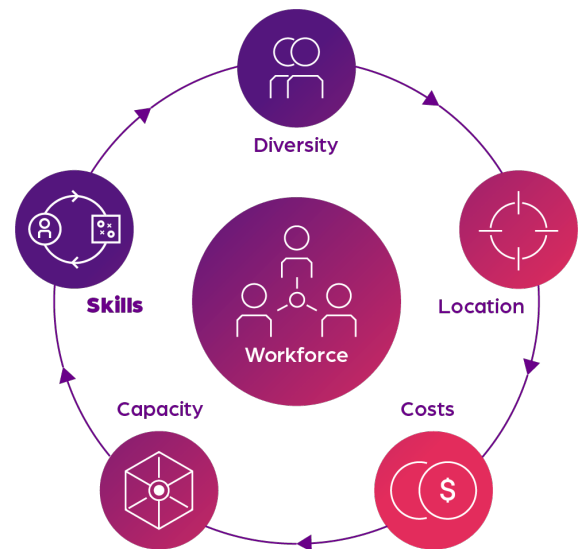
Why Orgvue?

Orgvue is an organization design and planning platform, which shows the entire ecosystem in one place. As part of that ecosystem, it allows you to analyze the skills and competencies your workforce has today, the ones you need to achieve your business strategy and the gap between the two, so you can inform your people strategy and manage risk.

Confidently base decisions on data

Align your data in Orgvue, creating a single source of truth to support decisions

Optimize organizational effectiveness

Look beyond job descriptions to hire and move talent around (build, buy and borrow talent)

Empower your workforce

Get the right talent in the right place, develop internal career paths and inform your strategy

Build a connected internal capability

Build the capability to visualize your skills data and leverage it to build a more effective organization

How it works

1. Set competency targets: what do you need to achieve business success?

Understand what skills you need for each employee and with each proficiency, in order to deliver on your strategy.

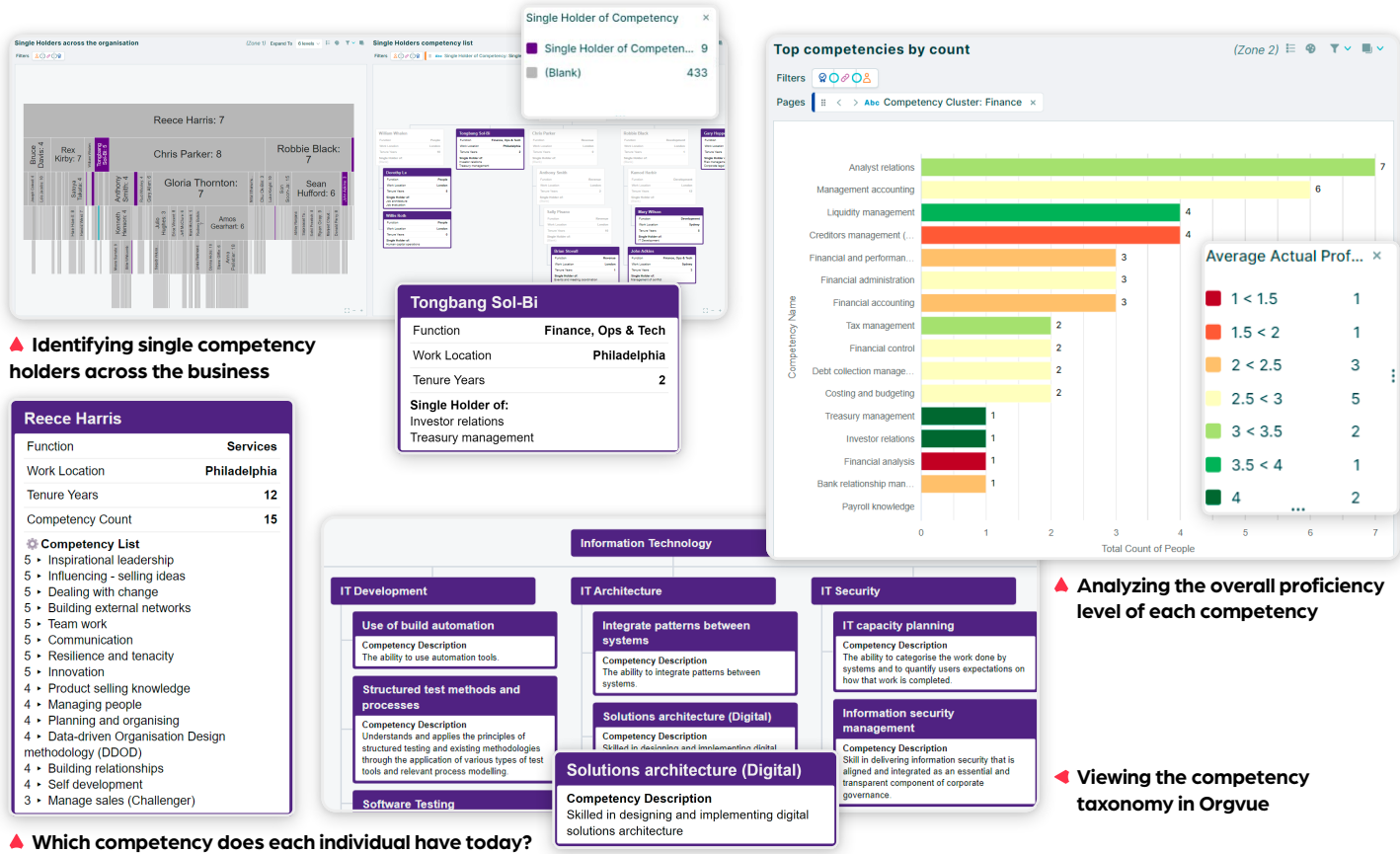Set competency targets and levels for each team, individuals, and areas of the business.
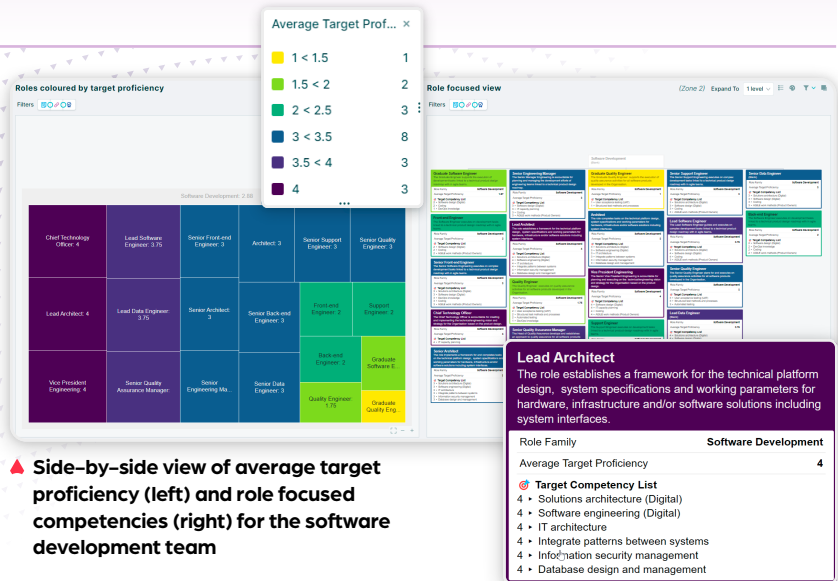
▲ Side–by–side view of average target proficiency (left) and role focused competencies (right) for the software development team

2. Analyze actuals: what competencies does your workforce have today?

Bring your skills and competency data into Orgvue so you can visualize where you are today. This can be from external sources, such as your HR system, spreadsheets, or any other system, or using Orgvue's built–in competency survey.

From there, assess the skills your employees have today, the different proficiency levels for each individual, function or work location, and understand where you have risks of single competency holders.

▲ Identifying single competency holders across the business

▲ Analyzing the overall proficiency level of each competency

▲ Which competency does each individual have today?

◀ Viewing the competency taxonomy in Orgvue

Skills and Competency Analysis

3. Assess the gap between the skills you need and the ones you have

Now that you know the competencies you need to achieve your business strategy, and the ones you have, it's time to visualize the gap between the two.

You'll be able to understand things like individual role fit (competency + proficiency), competencies that you lack as a whole or in specific divisions, which roles are lacking proficiency across the organization, or in which area you should hire people or upskill existing talent.

▲ Viewing each role separately, and how strong they are in the organization

▲ Understand the competency gaps for each individual, whether they're off target and where

▼ Visualizing the overall role fit (%) for entire teams
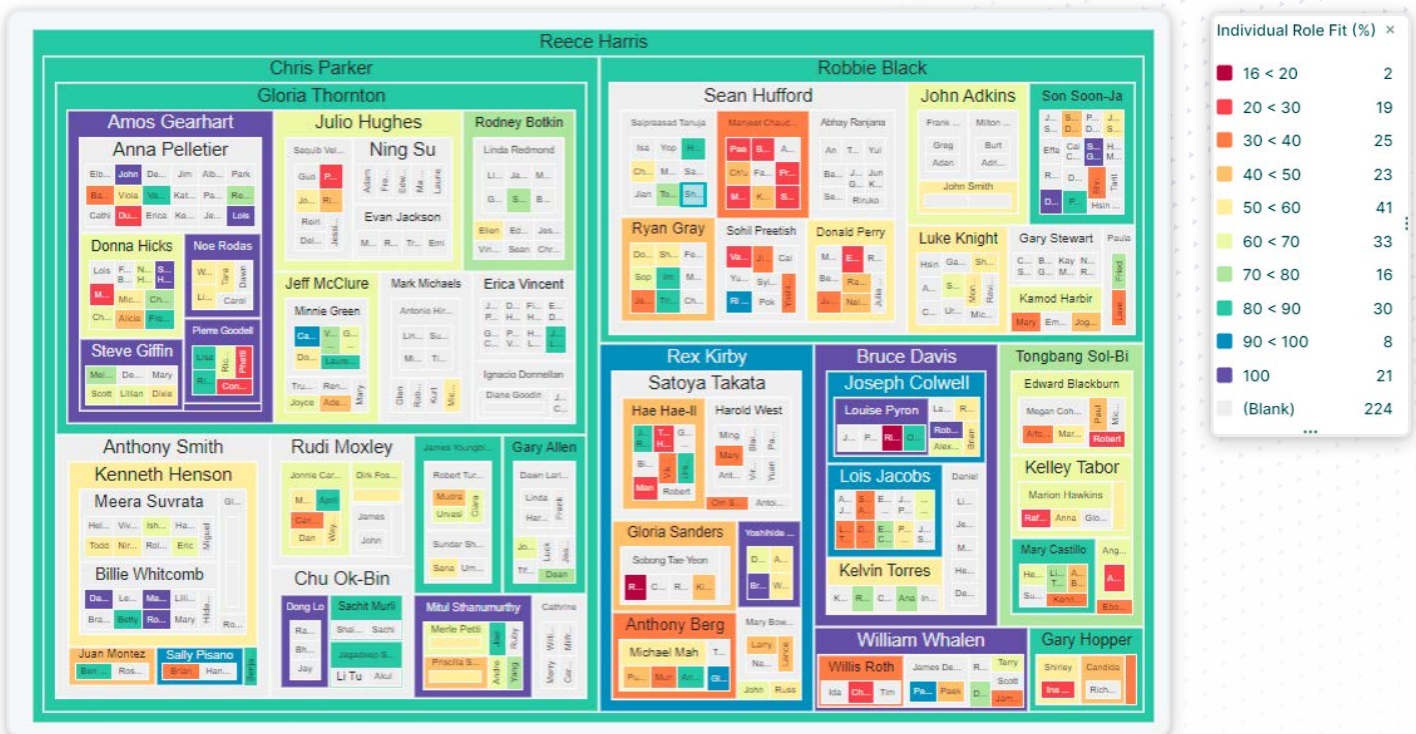
Customer story

Business goal

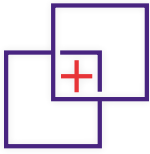▶ Effectively respond to major changes in the industry's requirements by ensuring they have the right skilled engineering workforce

▶ Uncover gaps in current competency management and planning methodology, and drive more proactive talent decision making

The Orgvue solution

▶ Gathered and aligned competency data in Orgvue, leveraging historical Excel models to increase speed to value

▶ Assessed the workforce and identified imbalances and opportunities in current competency framework

▶ Established a concise approach to developing and assigning target competencies to roles

▶ Built in–house capability to visualize workforce gaps and needs, and enable ongoing and proactive decision making

Gaps uncovered:

30%
Of competencies located in a small part of the business

12%
Of roles were assigned 20+ target competencies

30%
Of roles did not fit their competency requirements

"Not only did we uncover some serious gaps in how we managed competencies, but we now have a team equipped with the right processes to ensure we stay on top of the skills market."

VP of Human Resources

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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