

Organization modeling

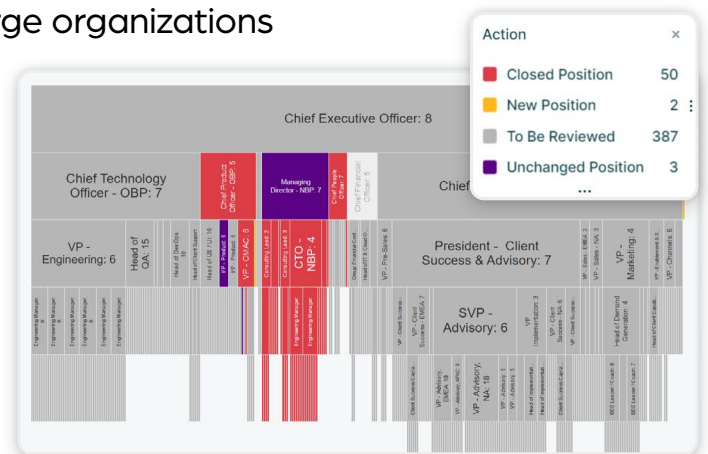
Model the future and get your business where it needs to be

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

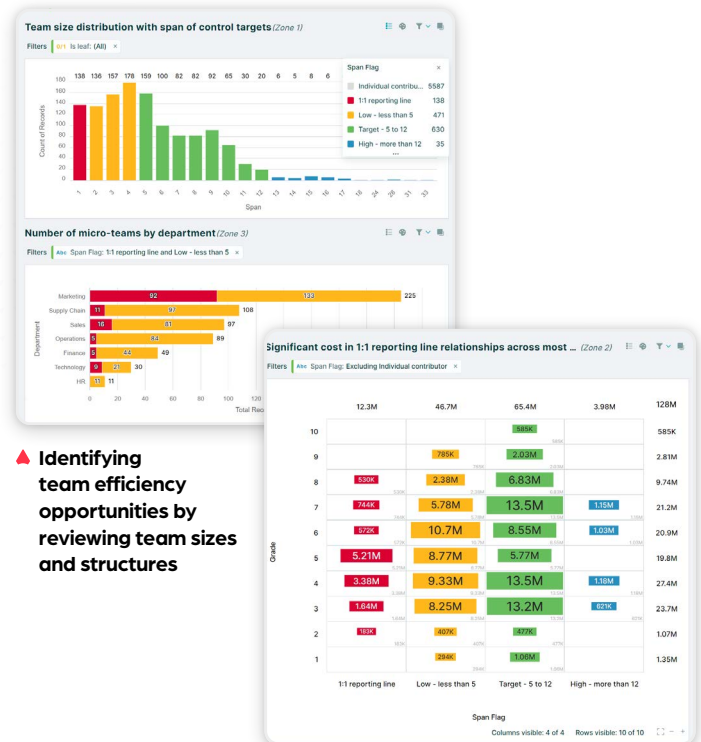
Once you start implementing your plan, continuously monitor progress against that plan, and course-correct where needed

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.



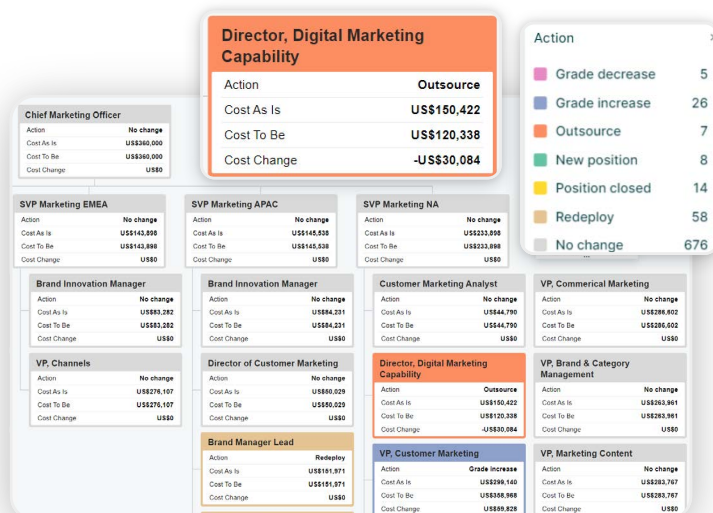
▲ Identifying team efficiency opportunities by reviewing team sizes and structures

2. Model different scenarios and instantly see their financial impact

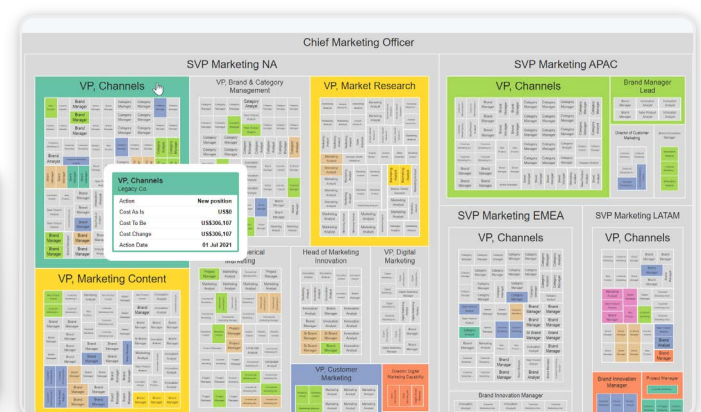
Make changes by simply dragging and dropping people and positions, and instantly see the financial impact of these changes on metrics such as full-time-equivalent (FTE), cost, depth or spans of control.

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 dashboard displays three charts related to cost analysis:

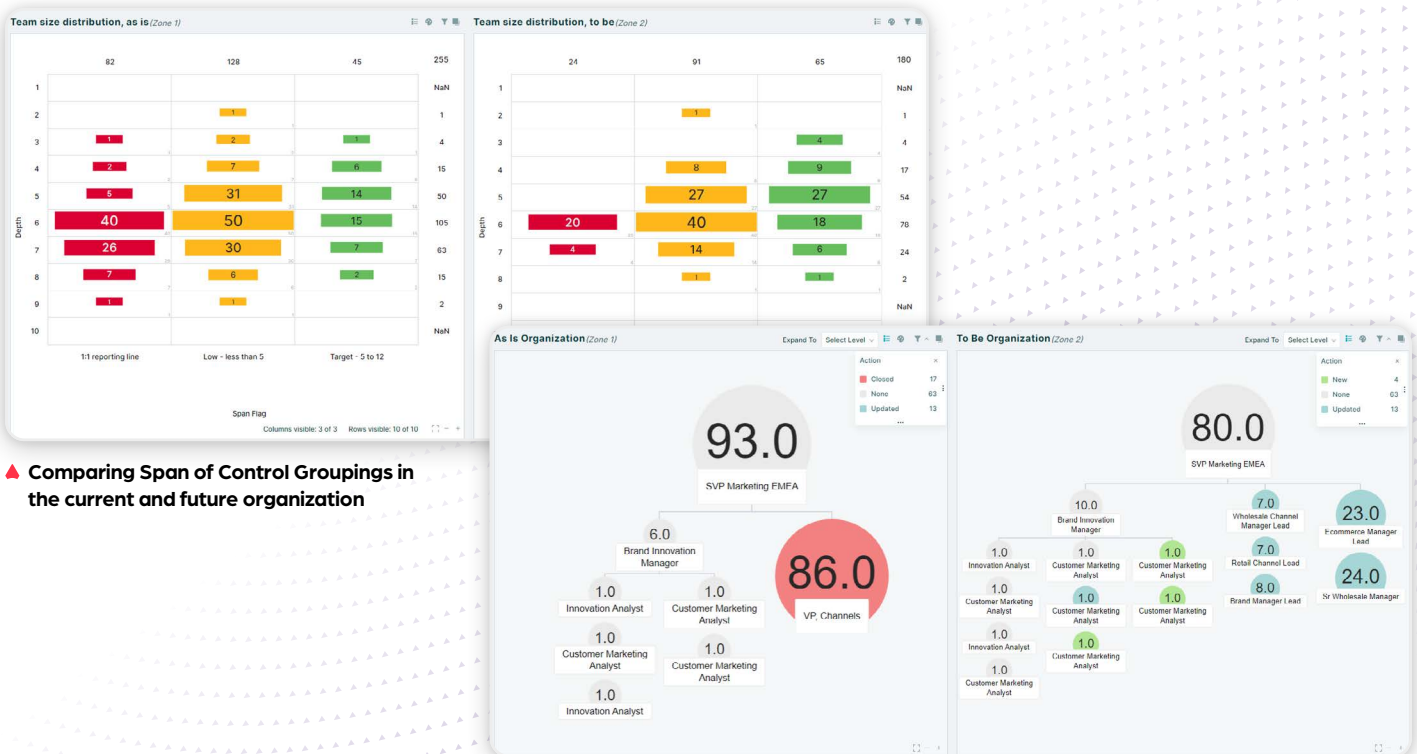
- Total Cost Change (Vertical Bar Chart):** Shows the impact of various actions on the total cost. The y-axis represents 'Total Cost Change' from -1.4M to 1M. The x-axis lists actions: Position closed, Work remotely, Outsource, and Grade decrease. The bars are colored yellow, green, orange, and pink respectively.

| Action | Total Cost Change |
|-----------------|-------------------|
| Position closed | -US\$1,215,349 |
| Work remotely | -US\$496,352 |
| Outsource | -US\$182,824 |
| Grade decrease | -US\$80,175 |
- Total Cost As Is by Department (Zone 1) (Horizontal Bar Chart):** Shows the current total cost by department. The x-axis represents 'Total Cost As Is' from 0 to 120M. The y-axis lists departments: Executive, Finance, HR, Marketing, Operations, Sales, Supply Chain, and Technology. The bars are green.

| Department | Total Cost As Is |
|--------------|------------------|
| Executive | US\$870,000 |
| Finance | US\$35,240,315 |
| HR | US\$27,490,257 |
| Marketing | US\$64,214,441 |
| Operations | US\$65,840,878 |
| Sales | US\$113,827,750 |
| Supply Chain | US\$77,193,223 |
| Technology | US\$30,560,178 |
- Total Cost To Be by Department (Zone 2) (Horizontal Bar Chart):** Shows the projected total cost by department. The x-axis represents 'Total Cost To Be' from 0 to 120M. The y-axis lists departments: Executive, Finance, HR, Marketing, Operations, Sales, Supply Chain, and Technology. The bars are blue.

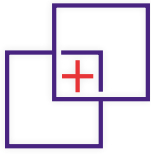
| Department | Total Cost To Be |
|--------------|------------------|
| Executive | US\$870,000 |
| Finance | US\$34,832,074 |
| HR | US\$26,961,488 |
| Marketing | US\$63,974,279 |
| Operations | US\$66,455,551 |
| Sales | US\$113,534,445 |
| Supply Chain | US\$77,188,098 |
| Technology | US\$30,626,056 |

▲ 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 is an organizational design and planning platform that empowers your business to transform its workforce by understanding the work people do and the skills they have. Our platform connects strategy to structure, providing clarity of vision, so you can build a more adaptable, better performing organization that thrives in a constantly changing world of work.

The world's largest and best-known enterprises and consulting firms use Orgvue to visualize and model current and future states of the organization and make faster, more informed decisions. The company is headquartered in London, with offices in Philadelphia, The Hague, Toronto, and Sydney.

For more information please contact:

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