Orgvue Data Sheet

Talent Selection and Transition Management

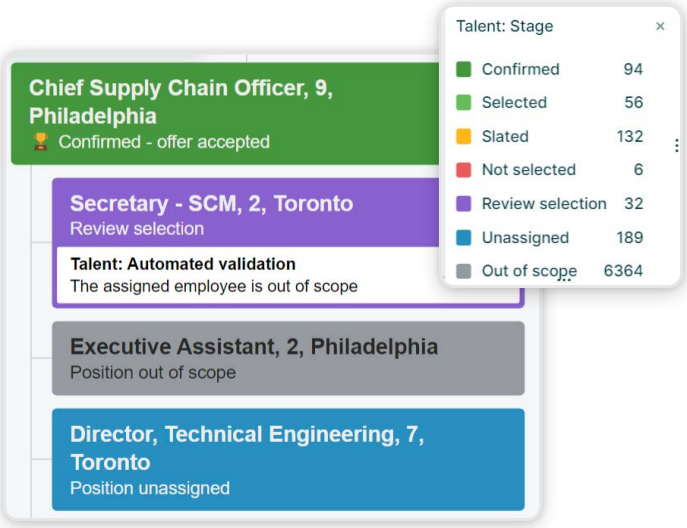
Confidently transition to your future organization

Managing your talent selection process

When implementing significant workforce changes, allocating the right people to the right positions is crucial to the success of the future organization.

But mapping thousands of employees to thousands of roles presents a significant challenge. Planners must consider various criteria, such as critical skills, financial planning, location preference, tenure, performance, and more, which often entails sifting through vast amounts of data scattered across multiple platforms.

To streamline the process, they need a platform which consolidates all relevant data, enables them to visualize it, and empowers them to confidently make changes and transition to their future design.



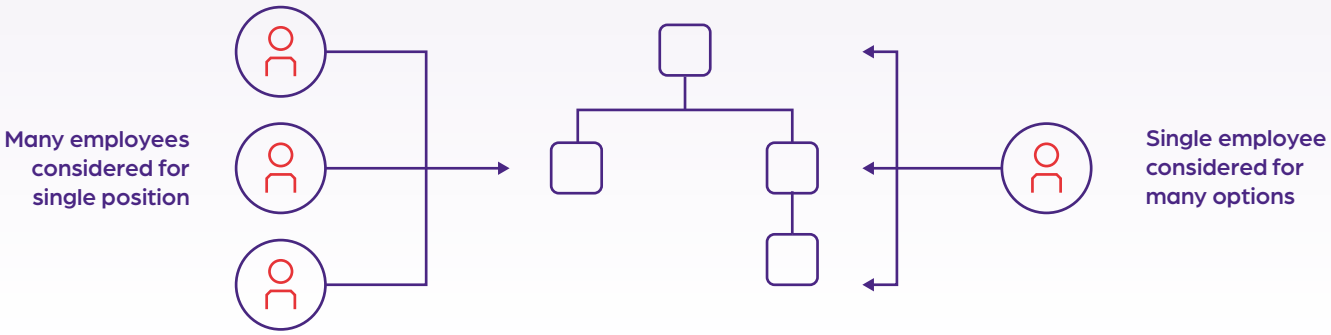
▲ **Visualizing different stages of the talent selection exercise in Orgvue**

Why Orgvue?

Orgvue allows you to confidently manage the complex 'many-to-many' relationship across people and positions.

The technology can handle large amounts of data, and brings multiple data sources in one place so you can visualize elements such as your talent supply and demand, required FTE (full-time-equivalent), gaps in your structure, critical skills, preferences, etc.

It then allows you to strategically allocate the right talent to the right role, for a fast and effective transition process.



How it works

1. Identify positions and people that need attention

After aligning your data from multiple sources into the platform, Orgvue allows you to identify unassigned positions and to view their status.

In parallel, you can identify talent with filters on criteria like skills, grade or location, work preferences, and much more. From there, see talent availability, nominate applicants based on relevant attributes, and highlight missing talent or skills gaps to the recruitment team.

Employee Label	Current Role	Talent Stage: Employee	Talent: Group	Grade	Tenure	Years To Retirement
Jacob Khan, ...	General Manager	Slated	High potential	5	3	36
Maddison Be...	Community Manager	Candidate unassigned	High performer	4	2	41
Sheila Gill, P...	Store Manager	Slated	High potential	3	0.3	38
Ronald Jones...	Assistant Store Manager	Slated	Risk	3	5	18
Harry Craig, ...	Community Manager	Candidate unassigned	Star	4	6	1
Nicky Sandh...	Store Manager	Slated	Star	3	2	13
Claire Osbou...	Store Manager	Slated	Core player	3	1	32
Eva Hunter, P...	General Manager	Review selection	Core player	5	2	6
Sutherlan Go...	Security	Not selected	Risk	5	6	13
Roanna Domi...	Community Manager	Candidate confirmed	Risk	4	4	-1
John Stillings...	Security	Candidate unassigned	Core player	4	4	20

Get visibility on candidates, their performance and status

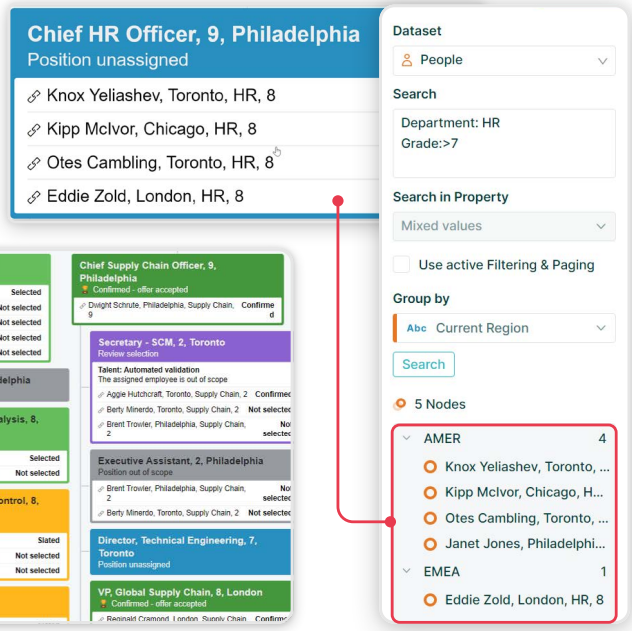
2. Map people to positions and build talent pools

Use Orgvue's drag-and-drop functionality to assign people to positions based on role requirements. Create talent pools and confirm candidates when ready.

Once someone is selected for a role, let Orgvue automatically validate the selection, or flag errors for attention, so you can make the necessary edits before presenting the aggregated picture to stakeholders.

Example of a flagged error because the assigned employee is out of scope

Modeling example in Orgvue: selecting talent in the HR department and above grade 7 to create CHRO talent pool



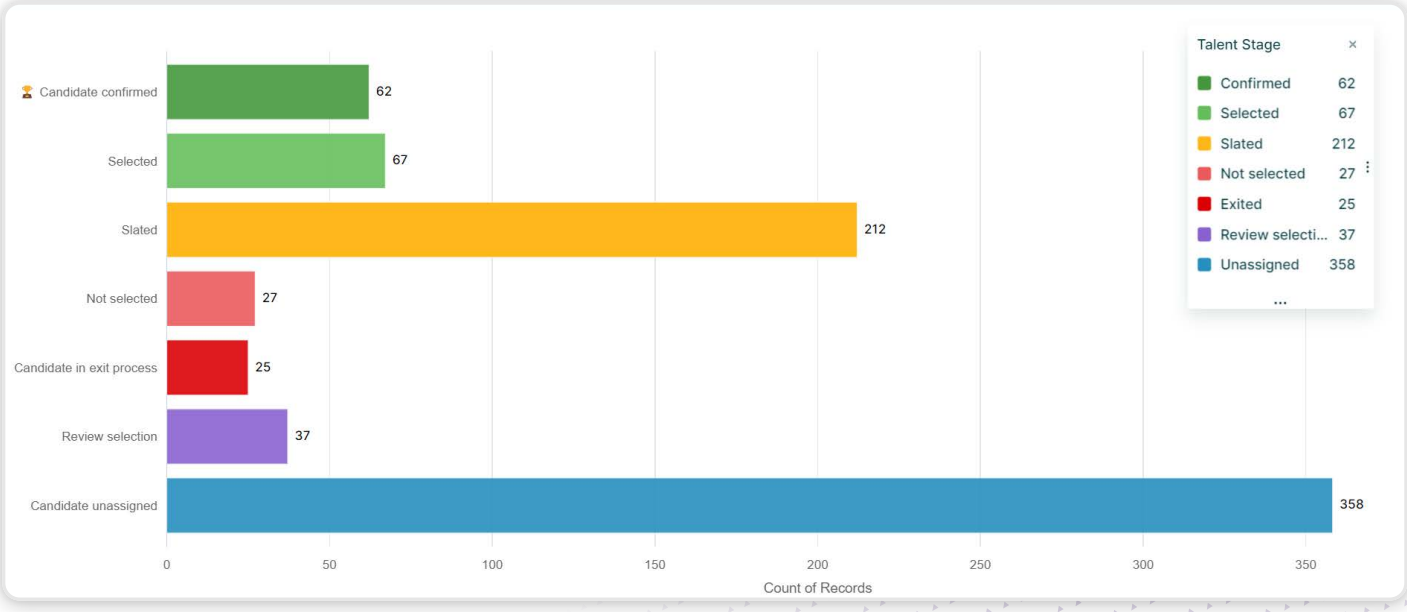
3. Review the impact of decisions an execute your plan

See the financial impact of your models at a granular level, then roll-up to ensure they adhere to your design principles (culture, financial planning, diversity and equal opportunity).

Finally, feed your plan into your HRIS system for execution, assign responsibility to the right implementation team, and show them how they fit into the bigger picture to drive better buy-in to actioning your plan.

Selection Label	Stage	Grade Change?	Employee: Current C...	Position: Budget ...	Cost Change
Chief Finance Officer					
Ava Wilkins, 8 ➤ Chief Finance Officer, 9	Selected	Grade increase	$407,788	425K	17.2K
Security					
Roanna Dominick, 4 ➤ Security, 5	Confirmed	Grade increase	$108,233	124K	15.8K
Michelle Fragoso, 4 ➤ Security, 4	Confirmed	No grade change	$102,491	83.2K	-19.3K
Abbie Gray, 4 ➤ Security, 4	Confirmed	No grade change	$98,985	65.7K	-33.3K
Harley Wyatt, 4 ➤ Security, 4	Confirmed	No grade change	$106,626	68.1K	-38.6K

Example of a granular view showing the financial impact of decisions and cost changes per individual



Example of a chart showing progress across the whole organization

Customer story: A worldwide transition for a low-carbon future

Business goal

- Move away from a traditional oil and gas operating model towards a model focused on renewable sources
- Redesign more than 50,000 positions and undertake the full transformation quickly and at scale

The Orgvue solution

- Created surveys to capture additional employee information such as performance, and linked the results to existing employee and position data in Orgvue
- Managed employee selection and transition, firstly for the top org layers (1,000 employees), then the entire company (50,000 positions)
- Trained, activated and supported over 300 users to deliver repeatable workforce planning

Gaps uncovered:

50K+
Employees involved in global transformation

6
Weeks instead of six months for the full workforce redesign

300
Upskilled OD practitioners in repeatable workforce planning

"Thanks to Orgvue, we managed to finalize this process in six weeks instead of six months."

VP of Org Design, oil and gas multinational

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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