

Digital Transformation

Empower your talent to adapt, innovate, and thrive with the introduction of new technologies

There is more to digital transformation than just adopting new technologies

Digital transformation is about reimagining how your business operates, competes, and creates value in an era of constant change. To stay ahead, organizations are accelerating digital initiatives, such as migrating to the cloud, integrating AI, automating workflows, and redesigning IT infrastructure.

Yet, transformation isn't just about systems and tools—it's about people. Without a workforce that's ready to adapt, learn, and evolve, even the most sophisticated technology strategies will unravel.

Many organizations focus on the digital side of transformation but struggle to assess workforce readiness, bridge skill gaps, and align talent with evolving technology needs. Yet, success depends on more than innovation; it requires a workforce equipped to drive, adapt to, and sustain change.



of knowledge workers' tasks will be supported by AI by 2028

Digital transformation leaders face significant challenges:

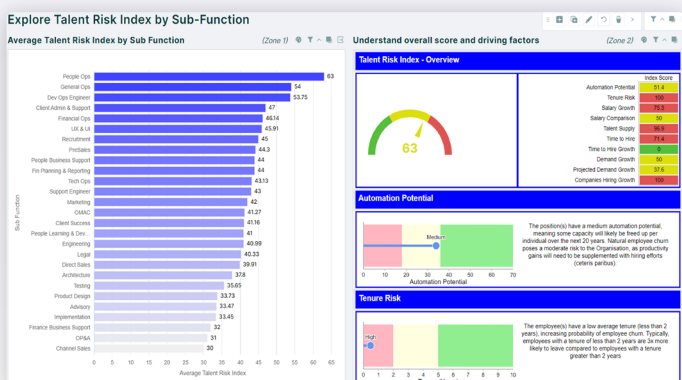
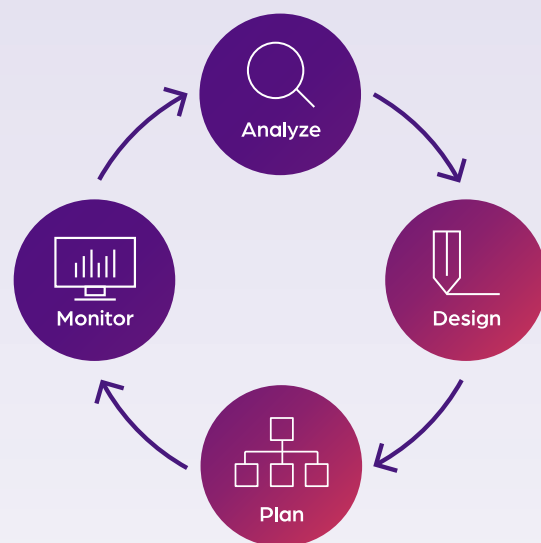
- ▶ Talent planning misaligned with complex, hybrid IT environments
- ▶ Navigating skills shortages, particularly in IT, cloud, AI, and cybersecurity
- ▶ Difficulty integrating new technologies with legacy systems and scaling workforce impact
- ▶ Managing the pace of transformation while maintaining business continuity
- ▶ Siloed data and no internal tools for dynamic workforce modeling

The question is, how can leaders tackle these challenges when driving digital transformation with their workforce?

Introducing Orgvue

Orgvue is an organization design and workforce planning platform, built to help you quickly assess and optimize your workforce in the short term while aligning with your long-term strategy.

By integrating internal workforce data with external labor market intelligence, Orgvue provides a richer data foundation for smarter decision-making. This enables organizations to model, plan, and execute large-scale, multi-year transformation initiatives with confidence—ensuring workforce readiness aligns with digital transformation for lasting impact.



▲ Using labor market intelligence to evaluate skills, talent risk, and automation potential

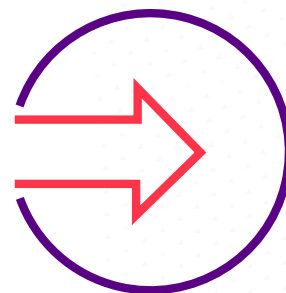
Unlocked knowledge

Orgvue makes external labor market insights instantly accessible and actionable.

By partnering with leading providers like Lightcast and Revelio Labs, as well as our strategic alliance consulting partner Deloitte, we integrate labor market data from over 70,000 global sources directly into our platform. This data sits alongside your internal organizational data, enabling you to compare, identify risks, and make informed decisions with ease.

With Orgvue, you can quickly...

- ▶ Visualize workforce implications of digital initiatives, ensuring alignment between IT and talent strategies
- ▶ Model future workforce structures based on automation, AI, and cloud adoption initiatives
- ▶ Identify skills gaps and plan reskilling or hiring to meet future technology needs
- ▶ Simulate different scenarios to understand risks, costs, and organizational changes before finalizing the plan
- ▶ Track progress in real time to ensure workforce transformation stays on course with business goals



Build a future-ready workforce for a digital-first world

1. Consolidate data to analyze your business today

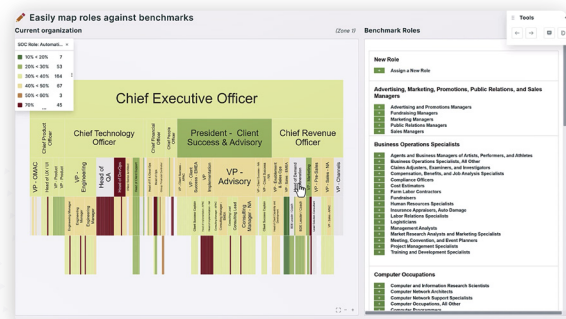
Data from your HR systems, finance tools, and spreadsheets can be seamlessly imported into Orgvue, where it is cleaned, structured, and readied for analysis. By integrating external market data, Orgvue enables you to uncover workforce risks, identify opportunities, and pinpoint areas that need attention in your digital programs, ensuring data-driven decision-making at every step.

	A1	A	B	C	D	E	F	G	H	I
Chairman & CEO Chris Houghton	701	New Delhi	8	61,691	61,691	66,366				
Department	702	New Delhi	7	58,749	58,749	64,936				
Current Location	703	New Delhi	6	55,275	55,275	61,186				
Grade	704	New Delhi	5	51,802	51,802	57,440				
Position Status	705	New Delhi	4	48,329	48,329	53,691				
	706	New Delhi	3	55,234	55,234	59,599				
	707	New Delhi	2	21,372	21,372	21,372				
	708	New York	10	1,106,923	1,106,923	1,180,083				
	709	New York	9	922,436	922,436	991,736				
	710	New York	8	222,026	222,026	238,563				
	711	New York	7	130,618	130,618	140,330				
	712	New York	6	111,025	111,025	119,281				
	713	New York	5	94,371	94,371	101,382				
	714	New York	4	77,731	77,731	85,393				
	715	New York	3	89,762	89,762	99,737				
	716	New York	2	77,634	77,634	86,296				
	717	New York	1	65,506	65,506	72,856				
	718	Philadelphia	10	1,054,212	1,054,212	1,133,412				
	719	Philadelphia	6	105,738	105,738	113,601				
	720	Philadelphia	5	89,877	89,877	96,560				
	721	Philadelphia	1	62,386	62,386	69,366				
	722	Remote w	8	158,590	158,590	170,402				
	723	Remote w	7	93,298	93,298	100,236				

▲ Uploading rate card data alongside employee data from a spreadsheet for full understanding of workforce costs

Answer questions such as:

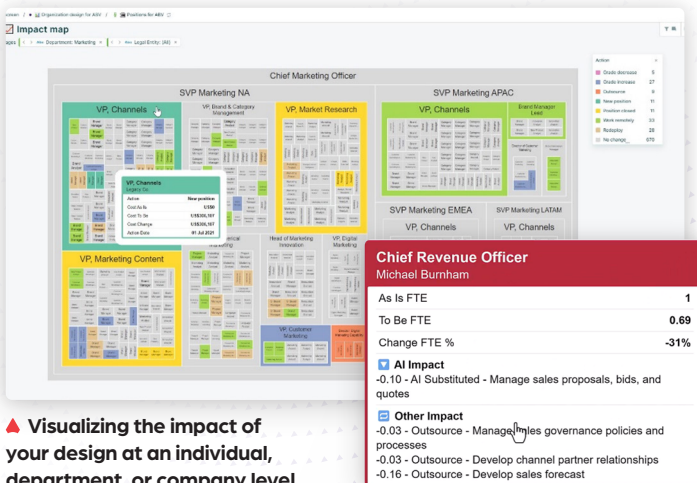
- ▶ What is the cost impact of digital transformation on my workforce?
- ▶ Where are inefficiencies or redundancies in work as we adopt new technologies?
- ▶ How will automation and AI affect management structures and reporting lines?
- ▶ Am I investing in the right areas to support digital transformation initiatives?
- ▶ Which roles and skills are critical for success?



▲ Map current roles against external benchmarks to understand AI's impact on your business

2. Model your future organization

With drag-and-drop functionality in Orgvue, you can model and instantly visualize the impact of adding, removing, or adjusting positions during a digital transformation. By leveraging criteria like skills, performance, tenure, and activities, you can explore multiple workforce scenarios, assess their feasibility, and discard ineffective options—ensuring smarter, data-driven decisions.



▲ Visualizing the impact of your design at an individual, department, or company level

Answer questions such as:

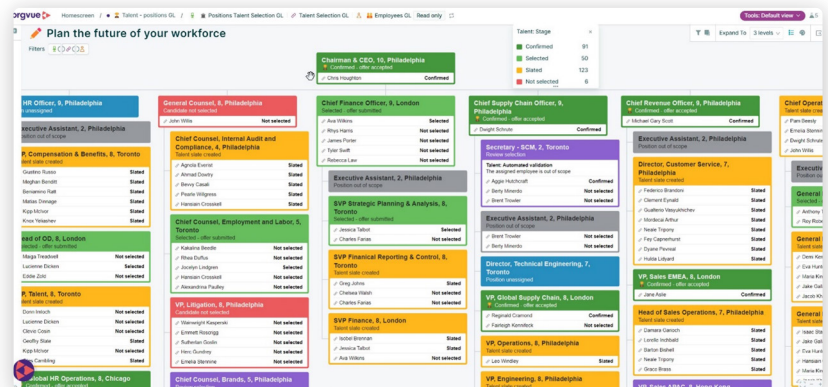
- ▶ What risks do I face by restructuring management layers during digital transformation?
- ▶ How would reducing my IT team impact our ability to implement and sustain new technologies?
- ▶ Would outsourcing certain roles, like design or development, accelerate our digital transformation goals?
- ▶ Where can I optimize costs by redeploying or reskilling employees for emerging technology needs?
- ▶ How does my workforce transformation strategy align with overall digital investment and cost-saving targets?

3. Select your talent and manage their transition

When you're ready, Orgvue helps you match the right people to the right roles. Easily shortlist candidates into talent pools based on role requirements and seamlessly manage role placements and transitions, including exits if needed.

Answer questions such as:

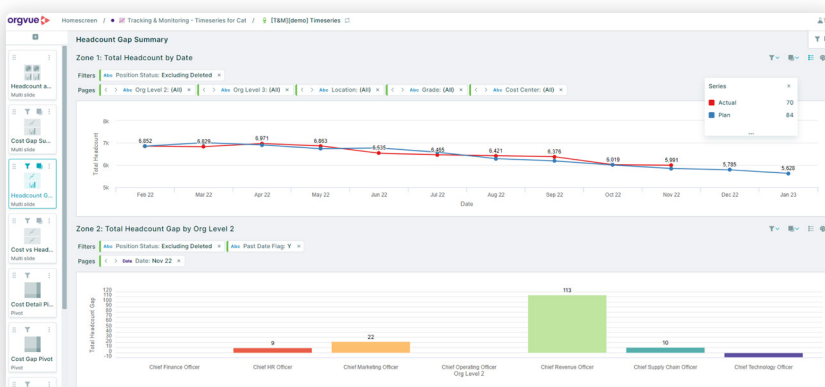
- ▶ Who has the skills needed to drive digital adoption and transformation initiatives?
- ▶ Which critical technology-driven roles remain unfilled and require immediate attention?
- ▶ Where should I hire or upskill employees to support AI, automation, and cloud transformation?



▲ Creating talent pools

4. Monitor your progress

With your plan in motion, Orgvue helps you track progress, measure value realization, and monitor workforce changes (joiners, movers, and leavers). And if unexpected changes arise, you can keep your transformation on track by quickly updating and remodeling your strategy.



▲ Monitoring headcount and costs against your planned targets

Answer questions such as:

- ▶ What does the executive report on our digital transformation progress look like so far?
- ▶ Are we on track to achieve the projected value and business impact of our transformation?
- ▶ Where are the gaps between our workforce transformation plan and actual execution?
- ▶ Have all workforce transitions and role changes been effectively implemented by HR?

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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