

# Organization Design

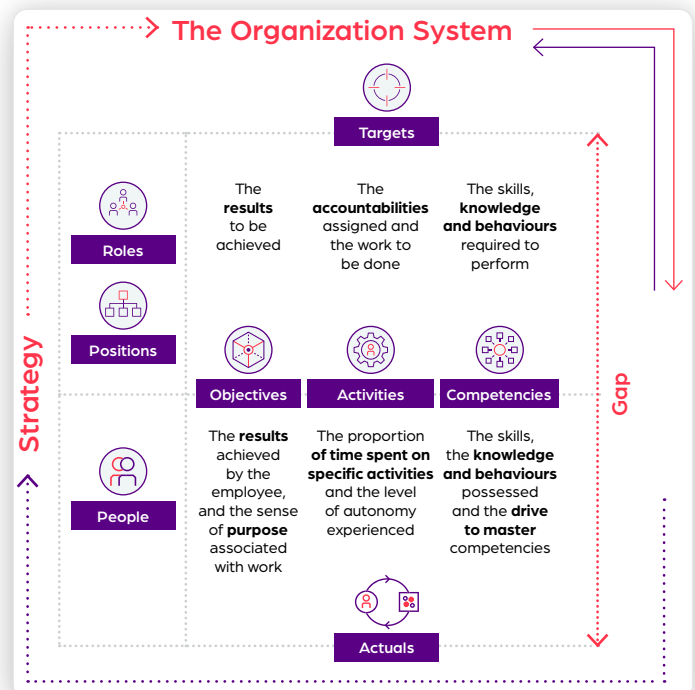
Model the organization, assess the impact, and design with confidence

## Planning and visualizing the future of the workforce is now crucial for businesses to thrive

Businesses are often puzzled as to where to start when it comes to designing their organization. As the market faces more and more uncertainty, aligning your workforce to your business strategy can seem like a daunting task – one that most leadership teams still struggle with.

In order to thrive and adapt to this new business environment, leaders need a data-driven technology to continuously assess and model the future of their workforce.

The Orgvue organization system model describes the relationship between people and work, so you can see how different activities combine to drive business performance. You can monitor and adjust the nature and flow of work in response to changing circumstances.



## Organizational design challenges to overcome

### People and politics

- ▶ Designing around people and roles rather than business needs is the single biggest mistake you can make. Don't be tempted to keep the peace in the short term at the expense of business performance over the long term

### Data and analytics

- ▶ Collecting and managing data is not only technically challenging, but ethical concerns can also make it difficult to obtain information. Employees may be hesitant to disclose data due to fears about transparency and privacy

### Design processes

- ▶ When designing an organization, it's important to remember that it's not just about the structure. Be rigorous in examining all areas, including processes, and understand how they fit together to create the organization as a whole

There are no perfect answers to organization design and every case is different. It's a continuous process that works to sustain the organization over time and improve business performance. Orgvue can help you tackle those challenges by helping you design with people at the forefront, overcome the data inconsistencies and establish clear processes. You can design various future states, see the impact in a change-controlled environment, and track your progress over time.

# A SaaS platform that changes everything

Understanding the different aspects of your business is key to making informed, data-driven decisions. It might sound like a given, but it can often be a challenge, especially when done at scale.

Orgvue was purposely built to present your data in a visually powerful way, allowing you to see your organization like you've never seen it before. You can make the necessary decisions and confidently design the organization you need to realize your business goals.

**The Orgvue solution: Visualize, model and track**

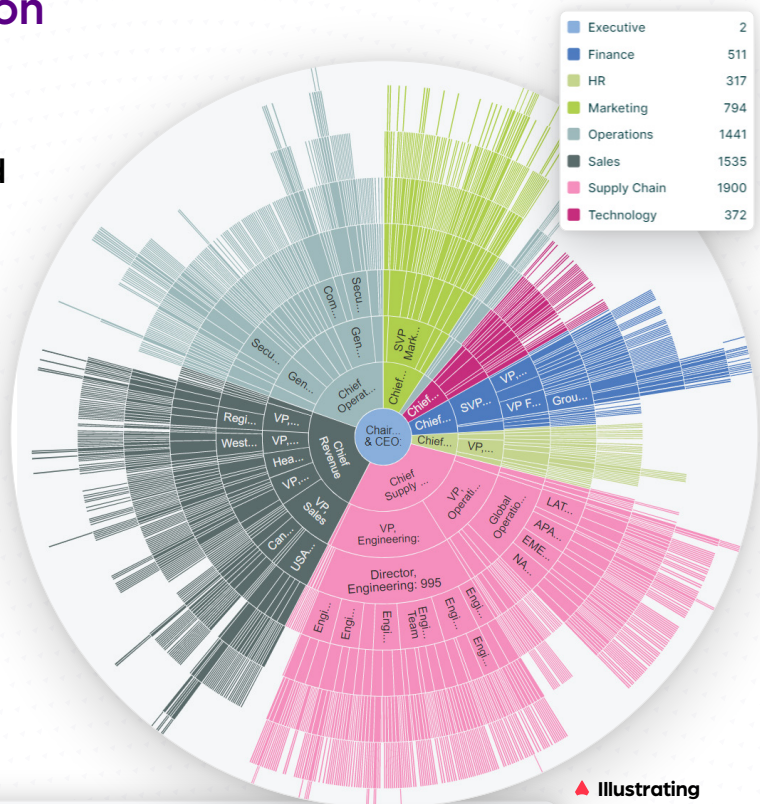
## 1. Understand your organization

Gather data in Orgvue from multiple sources, such as your HRIS or financial system, skills or spreadsheet data, and align it all in one place. Once that's done, use Orgvue's set of pre-built visuals to understand all levels of your business.

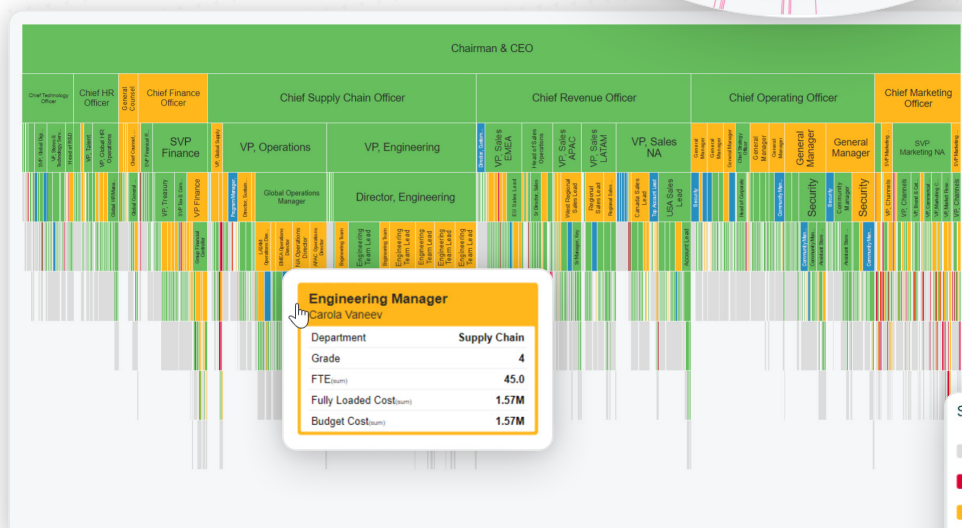
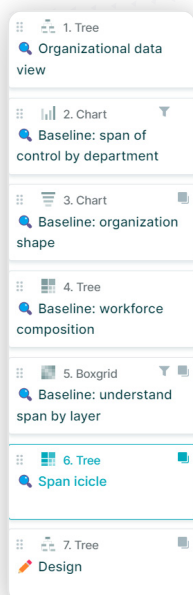
See areas that need attention, gaps, opportunities, and know where to focus your efforts next.

**Answer questions such as:**

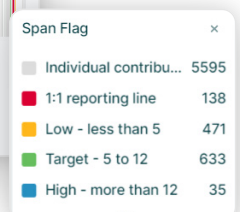
- ▶ How many layers does my organization have?
- ▶ Is it in line with my design principles?
- ▶ Are my teams the size that I want them to be?
- ▶ Are higher grades reporting into lower grades?



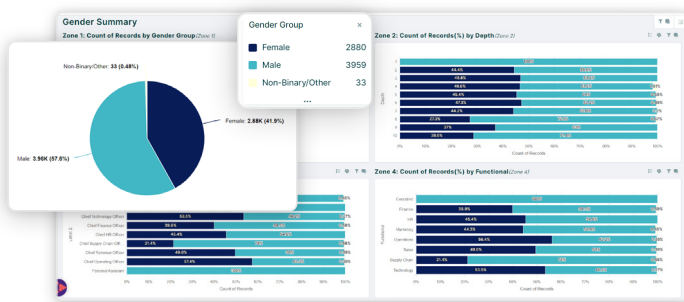
▲ Illustrating the whole organization broken down by department



▲ Using Orgvue to look at spans and layers by departments, identify where we're off target, and which areas we should focus on



## 2. Orgvue's pre-built sets of visuals will help you explore specific areas of your business and organizational health



▲ Orgvue dashboard showing the gender breakdown across the organization

### Answer questions such as:

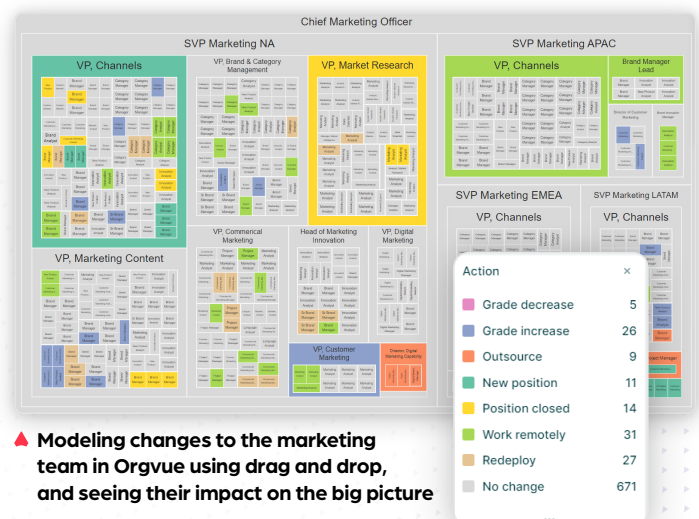
- ▶ What's the gender split by grade?
- ▶ What is my count of employees by department?
- ▶ Do I have a good gender balance in my organization?
- ▶ How much do I rely on contractors?
- ▶ What's my average tenure in each department?
- ▶ How many vacancies are there overall and how does this number fluctuate?

## 3. Model your future organization

Take a 'what if' approach to building scenarios. By dragging and dropping people, positions, and teams, create future scenarios and instantly see their impact on your business.

### Answer questions such as:

- ▶ What if I relocate a team from the US to India?
- ▶ What if my whole workforce went remote?
- ▶ What if I want to cut costs from a specific department?
- ▶ What if I add a VP of Channels position in NA, and close the VP of Market research position?



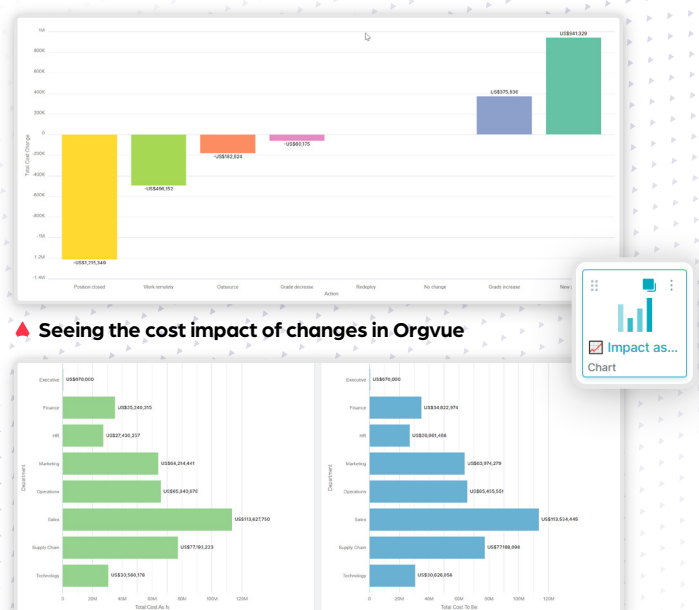
▲ Modeling changes to the marketing team in Orgvue using drag and drop, and seeing their impact on the big picture

## 4. Understand the impact of your changes

See the impact of your changes in Orgvue, compare your current organization with your 'to be' organization, and decide where to investigate and model further.

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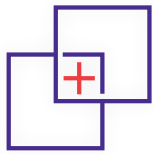
- ▶ What would be the cost impact of going from a regional to a centralized marketing team?
- ▶ What would it mean for my business if I outsourced my whole creative team?
- ▶ What would happen to my available talent pool if I took geography out of the equation?



▲ Seeing the cost impact of changes in Orgvue

▲ Compare your current organization with your 'to-be' organization

## Customer story



### Business goal

- ▶ Reduce operating costs by \$50M to drive growth and more effective delivery
- ▶ Build in-house organization design capabilities to redesign internal opportunities



### The Orgvue solution

- ▶ Consolidated and cleaned organization data and increasing accuracy from 60% to 95%
- ▶ Designed, developed, and reviewed multiple design scenarios
- ▶ Created fully-costed organization designs

### The Outcomes

95%

Data accuracy

\$50m

Cost savings

**"We never thought we'd manage to design scenarios with 1000s of positions with such ease ... and reach our cost objective so quickly."**

VP of Org Design

**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:

**+44 (0) 20 7099 6910 or visit [orgvue.com](https://orgvue.com)**

