

Orgvue Solutions

# Talent Intelligence

Integrating labor market intelligence with your workforce data for better decision making

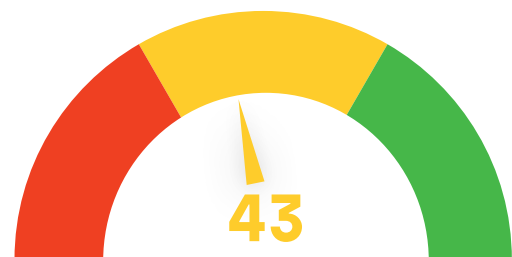
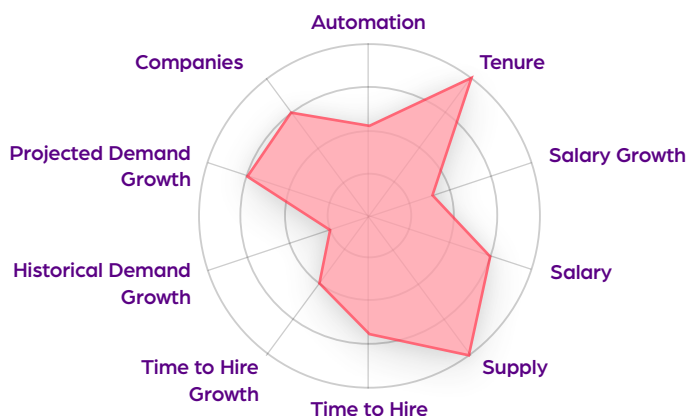
## The data you need to make workforce decisions that matter

In today's rapidly evolving world, staying ahead of workforce trends isn't just a competitive advantage—it's a necessity. To make informed decisions, organizations need more than internal data; they need a complete view.

This means putting their data in context and grounding decisions in the realities of the market they operate in. Whether it's understanding skills demand, benchmarking compensation, or identifying automation opportunities, acting on accurate, informed data is crucial.

### Ask yourself the right questions

When workforce challenges arise—like retaining top talent or preparing for automation's impact—how quickly can you find actionable answers? Many organizations lack the tools to address these critical questions effectively. Without the right data, decisions become slower, riskier, and less effective.



## What's holding organizations back?

### Losing top talent to the competition

- Are your critical roles at risk? Compensation is vital for retaining top talent, but understanding what makes roles vulnerable is equally important. With certain positions in higher demand, accurate data is key to identifying and addressing risks.

### Skills that don't match tomorrow's needs

- The shift to skills-based workforces is here, but closing the gap between current capabilities and future demands is no small feat.

### Automation is here, but where to start?

- AI and automation are transforming work, but understanding where and how to apply it remains elusive. The risk of mismanaging workforce transformation looms large.

### Making confident location decisions

- When moving or expanding functions, do you have the data to assess talent availability and cost in new regions? Many don't, leading to costly missteps.

# Introducing Orgvue: Speed up workforce decisions

**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.**

No matter your focus—whether it's creating a skills-based organization, developing a location strategy, or strategic workforce planning – Orgvue enables you to combine internal workforce data with external labor market intelligence.

This gives you a complete view of your organization and its position in the market. You can instantly compare compensation, skills, and job structures within your organization to real-time market data, identifying gaps and opportunities instantly.

From uncovering in-demand skills and benchmarking salaries to assessing automation potential, Orgvue delivers actionable insights. But it's about more than just understanding your workforce—it's about modeling future scenarios, aligning workforce strategies with business goals, and navigating transformation with confidence.



#### **Fast and easy integration**

Combine internal and external data in one place



#### **Actionable insights**

Answer critical workforce questions quickly and accurately



#### **Proven expertise**

Partner with trusted providers and consultants for unmatched insights

## How we help

**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 AI-driven 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.

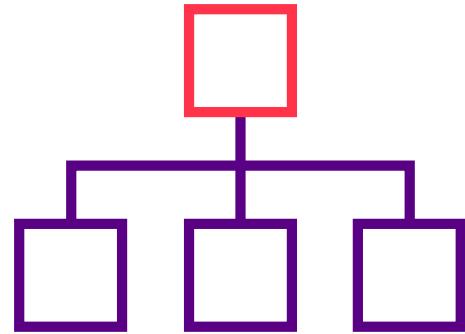
- ▶ **See the bigger picture:** See both internal and labor market data side by side. Compare internal metrics like compensation and skills with real-time market data.
- ▶ **Dig deeper into roles and skills:** Select any role to view availability, automation potential, compensation, and so much more. Identify demand, automation potential, and skills availability for any position.
- ▶ **Act fast, and with confidence:** Leverage internal and market data to guide organizational design, evaluate talent sourcing strategies, and assess the feasibility of proposed changes.



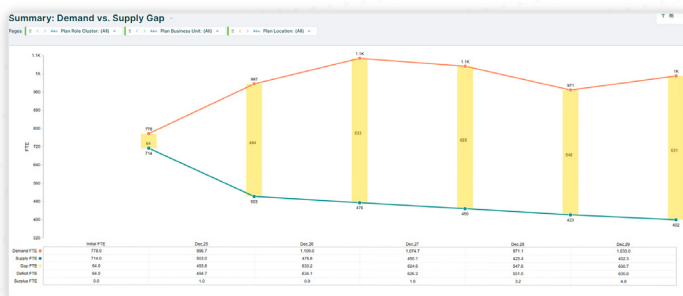
# Bringing talent intelligence to life: some of the most common use cases

Whether assessing the workforce or transforming it, labor market intelligence can provide insights that can help you make better decision, faster.

Here are some key scenarios where Orgvue's Talent Intelligence solution delivers value:



## 1. Strategic workforce planning



▲ Understand talent risk per position, so you can plan to close the gap ahead of time

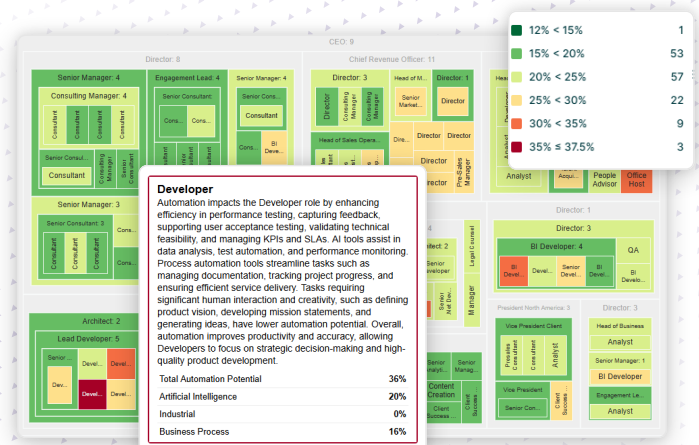
How do you make the right decisions to future-proof your workforce strategy? By combining internal workforce data with external labor market insights, Orgvue empowers you to:

- ▶ Understand and predict future skills needs and supply gaps
- ▶ Strategize “build, buy, borrow” talent approaches
- ▶ Create actionable plans to meet demand

## 2. Navigating AI's impact on roles

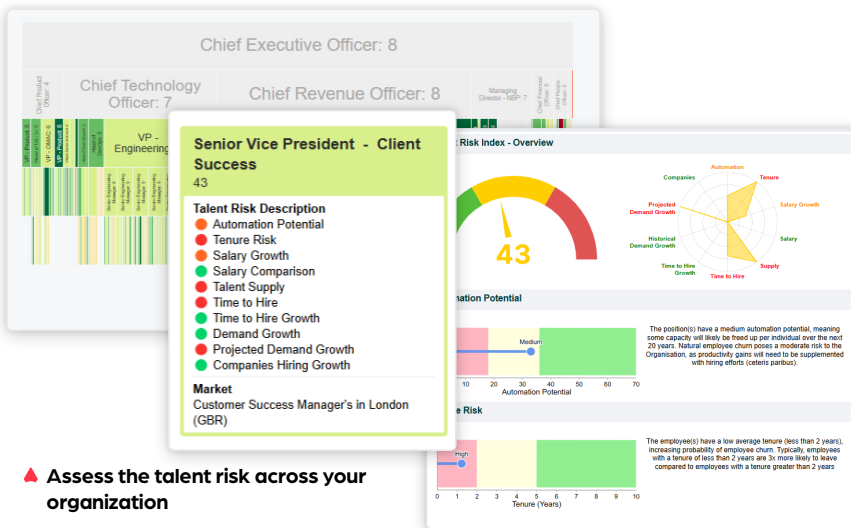
Understanding how AI and automation will reshape work is essential to remaining competitive. In this context, Orgvue empowers you to:

- ▶ Pinpoint automation opportunities for specific roles and tasks
- ▶ Understand where and how to balance efficiency and automation with human expertise
- ▶ Build balanced workforce strategies that maximize efficiency and maintain critical capabilities



▲ Assess potential automation impact on your organization

### 3. Informed location strategy



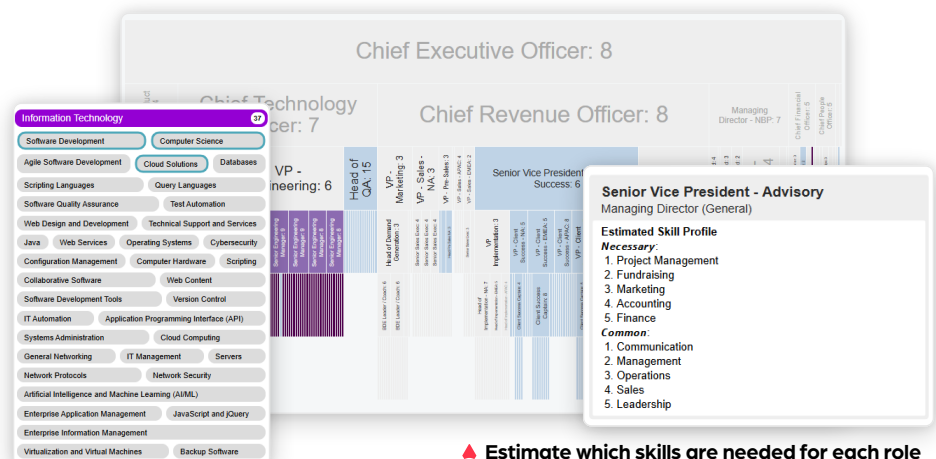
**Offshoring decisions often arise, and with them, many questions come up. Orgvue helps you plan this move by:**

- ▶ Analyzing regional talent availability and costs
- ▶ Comparing salaries and skills across locations
- ▶ Designing sustainable offshoring or relocation plans

## 4. Skills-based organization

Many organizations are looking to build a skills-first approach, to enable better workforce planning, role design, and reskilling strategies.

- ▶ Spot market-demanded skills and internal gaps
- ▶ Plan reskilling or sourcing strategies
- ▶ Build agility through flexible workforce models



- ▲ Estimate which skills are needed for each role

**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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