

Workforce Transformation

Empower your organization to navigate change with confidence

A new way to look at the workforce...

In today's business environment, rapid technological advances, economic pressure, increased competition, and talent scarcity continue to change the nature of work. Organizational change initiatives often fail due to misaligned processes, internal resistance, or poor planning, resulting in high costs and lost momentum.

In order to thrive, many organizations need to move beyond traditional organization design and cost management, and continuously rethink the work performed by the workforce to ensure they're delivering value to their customer.

What happens when you ask yourself:

- ▶ What work do you need to perform?
- ▶ Which work can be streamlined?
- ▶ How should work be performed?
- ▶ Who are the people you need?
- ▶ When do you need them?
- ▶ Where do you need work performed?

70%

of organizational change initiatives don't meet their goals*

* Gartner

18 months

Typical timeframe within which cost savings are often erased due to inefficiencies.**

** Harvard Business Review

60%

of C-suite leaders think decisions about workforce transformation are driven by human emotion rather than rational analysis***

***Orgvue

Workforce transformations can be disjointed and complex



Data and process challenges

- ▶ Workforce data spread across multiple systems, fragmented and hard to understand
- ▶ Reliance on manual transformation processes, with plans across spreadsheets and slides



Strategic and collaborative alignment challenges

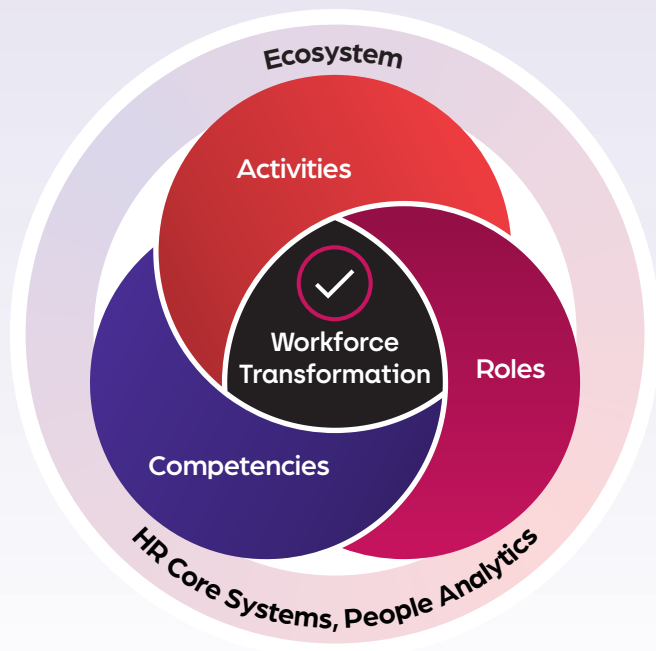
- ▶ Visibility only into the immediate future, resulting in reactive "fire-and-rehire" tactics
- ▶ Lack of alignment across HR, Finance, and the Business



Workforce and methodology challenges

- ▶ Lack of understanding of the people, skills they have, and the work they do
- ▶ Lack of structure, technology, and the right knowledge to run effective transformations

Introducing Orgvue



Orgvue is a SaaS platform, purpose-built for organization design and workforce planning, and which empowers leaders to achieve effective transformation through clarity, control, and actionable insights.

By creating a unified view of workforce, operational and financial data, it enables HR and Finance to work together, making transformation a shared, achievable objective.

It enables organizations understand their current state, design their future, and track the implementation of those plans—bridging the gap between strategic objectives and operational execution.

The result? Resilient, data-driven structures that enable long-term growth and foster collaboration across HR and Finance, turning workforce transformation into a shared, attainable goal.

Different approaches to transformation

Orgvue supports you at every stage of your transformation journey, helping you address immediate priorities while building for the future. The first step is **establishing operational control (short term, 12–18 months cycle)**—creating a solid data foundation and understanding how your organization is evolving.

If this foundation is not yet in place, now is the time to start.

Once operational control is achieved, you can **align strategic planning with daily operations (longer term horizon)**, considering future skill needs, workforce projections, and other critical factors. Addressing gaps with targeted actions ensures your transformation is both proactive and sustainable.

Operational control

12–18 month planning cycle

- ▶ **Establish a baseline:** Create a single version of the truth for a unified organizational view, and understand where you are today
- ▶ **Build a job architecture foundation:** Develop structures that support both strategic planning and long-term workforce development
- ▶ **Track organizational changes:** Monitor workforce shifts over time and link them to budgets, targets, and strategic objectives

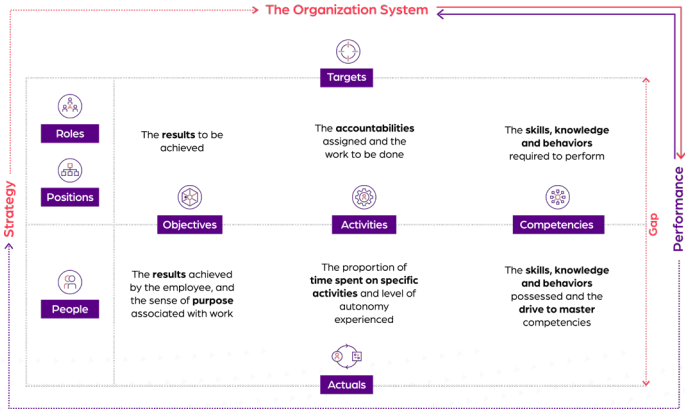
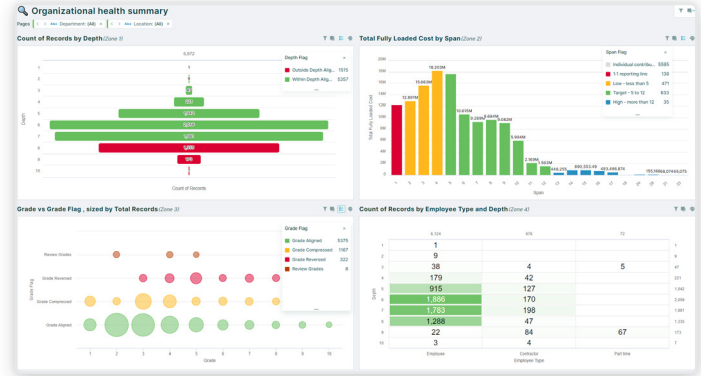
Strategic alignment and future focus

Longer-term horizon

- ▶ **Future-focused insight:** Identify emerging inefficiencies and risks to take a proactive approach
- ▶ **Anticipate workforce impacts:** Assess how changes in work affect skills requirements, addressing gaps to meet current and future demands
- ▶ **Align supply and demand:** Plan gap-closure actions and monitor the success of workforce plans against organizational goals

1. Build a data foundation

- ▶ Capture a full picture of your organization's structure and performance.
- ▶ Create a single view of the organization to align teams on key metrics and business objectives.
- ▶ Tie measures to a clear business rationale and target, ensuring metrics.

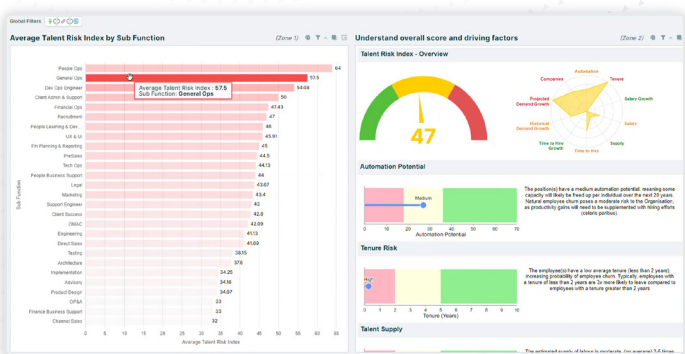
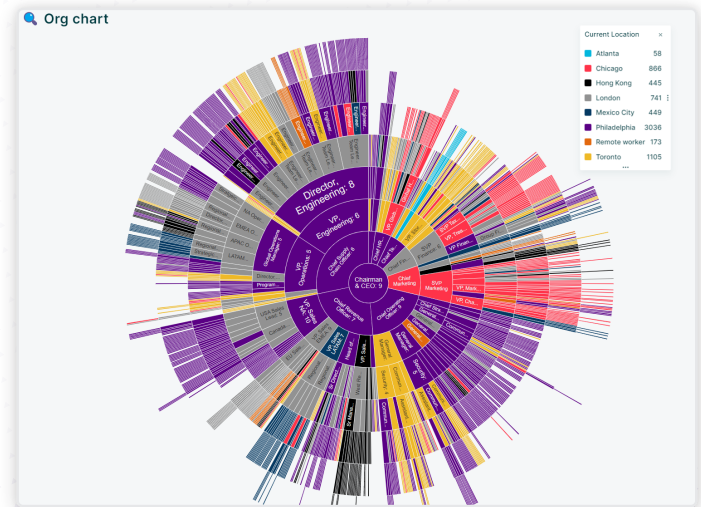


2. Build job architecture and visualize organization as a system

- ▶ Establish job architecture as the core for strategic planning, linking roles, responsibilities, and competencies.
- ▶ Reveal how work activities consume time and resources, identifying where processes can be optimized for greater efficiency.

3. Access forward-looking insights

- ▶ Forecast future workforce size and costs based on planned position changes, supporting proactive resource planning.
- ▶ Account for both filled and unfilled positions, as well as contingent workers, to capture a complete workforce view.
- ▶ Gain visibility into vacancy metrics, including position age, cost, and recruitment progress, for better vacancy management.



4. Anticipate workforce needs

- ▶ Analyze current work activities, along with the time, cost, and skills required, to align workforce capabilities with business demands.
- ▶ Use internal and external data to understand how shifts in work impact skill requirements and resource demand.
- ▶ Identify gaps in skill supply and demand, and develop actionable plans to bridge these gaps efficiently.

5. Track and adapt to changes

- ▶ Monitor organizational changes over time – including movers, joiners and leavers – understanding the drivers behind shifts and variances from forecasts.
- ▶ Incorporate time-based insights into planning to enhance flexibility and responsiveness to change.



6. Bring strategic plans to life

- ▶ Model future organization designs in alignment with strategic goals.
- ▶ Track the execution of strategic plans against your initial goal, ensuring initiatives stay on course and deliver on organizational as well as financial objectives.

“Organizations are taking the **wrong approach to transformation**, creating anxiety around these large, arduous, risky projects that invariably **don't return the cost savings they promise**. Encouragingly, there's a cohort of CEOs that see transformation as a continuous, iterative process that **takes the pain out of organizational change and makes it more sustainable**.”

- **Oliver Shaw, CEO, Orgvue**



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.

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