

Orgvue Solutions

# Cost reduction

Trim waste where it makes sense—without losing what makes your business work

## Cutting costs is easy, but doing it without damage takes insight

**Inflation, interest rates, and global instability are increasing financial strain, while talent shortages make it riskier than ever to lose critical skills. Under pressure to act fast, many organizations make decisions that fix today's problems but create tomorrow's.**

Without clear visibility, many organizations fall into the trap of broad, reactive cuts, which lead to disengaged employees, lost talent, and wasted spend. For every dollar saved through layoffs, companies typically incur \$1.27 through hidden costs and disruption. What looks like progress often masks deeper inefficiencies.

To improve performance sustainably, organizations need to see where value is created and make decisions that deliver near-term savings while supporting long-term goals.



**Cost reduction ranked highest among C-suite strategic priorities in 2025**

## Common challenges leaders face when reducing cost:



- ▶ Fragmented data and slow, manual tools like Excel make it difficult to model cost drivers quickly and accurately
- ▶ Hidden costs from severance, disengagement, and attrition can often offset intended savings
- ▶ Poorly communicated workforce changes lead to fatigue, resistance, and low morale
- ▶ Lack of a unified view causes misalignment across HR, Finance, and the business, delaying transformation
- ▶ Cutting critical talent unintentionally disrupts operations and limits future competitiveness
- ▶ Cost reduction needs to address immediate pressure without compromising long-term strategy

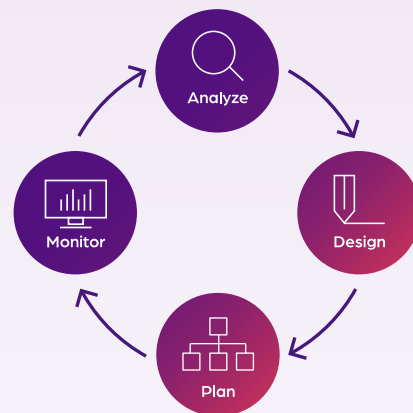
**The question is, how can leaders reduce cost without weakening the business?**

# Introducing Orgvue

Orgvue is a SaaS platform for organizational design and workforce planning that helps leaders reduce cost with confidence by exposing inefficiencies and revealing smarter ways to reshape work.

It brings together internal workforce, operational, and financial data into a single, unified view, then enriches it with external labor market intelligence. The result: insights that go beyond headcount and cost to reveal the work being done and the skills behind it.

Orgvue helps you rapidly identify cost-saving opportunities and instantly see the financial impact of each design scenario you model. By focusing on the work, not just the people, it enables organizations to align workforce decisions with long-term goals and reduce cost without losing critical capability.



## How Orgvue unlocks sustainable savings

Orgvue combines intelligent technology, expert support, and connected data to help organizations reduce cost strategically and sustainably.

- ▶ **Total clarity:** See your workforce clearly—connect and organize data to understand cost drivers, identify inefficiencies, and target savings with precision.
- ▶ **Transformative possibilities:** Test multiple workforce scenarios and understand the impact before making changes that affect cost and capability.
- ▶ **Expert guidance:** Work with org design specialists to embed best practices, broaden your vision, and drive lasting results.
- ▶ **Better outcomes, faster:** Speed up planning and execution with automated tools, visual models, and scenario-driven insights.

## Customer success in action

To meet changing demand, an FMCG org moved into healthier foods.

But the shift required major restructuring, and with only 60% workforce data accuracy, planning was difficult.

With Orgvue, they created a reliable baseline, modeled design scenarios, and assessed cost drivers in real time—unlocking savings to reinvest where it counted.

**95%**

Data accuracy

**\$50M**

Cost savings

**2x**

Delivery speed

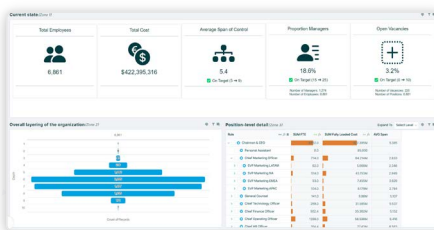
**"We never thought we'd manage to design scenarios with 1000s of positions with such ease ... and reach our cost objective so quickly."**

VP, Organizational Design

# Realign your workforce to cut waste and protect value

## 1. Analyze your business to reveal cost-saving opportunities

Begin by bringing together disconnected data from across your workforce, operations, and finance. Orgvue helps you turn scattered information into a clear, accurate picture of how your organization runs: what work is being done, by whom, at what cost, and with which skills. This deeper visibility helps uncover inefficiencies, pinpoint duplication, and reveal where spend isn't delivering value.



Get a snapshot of your workforce as it is today: total headcount, cost, span of control, and more

Assess the cost of work to see where you're over- or under-investing

Answer questions such as:

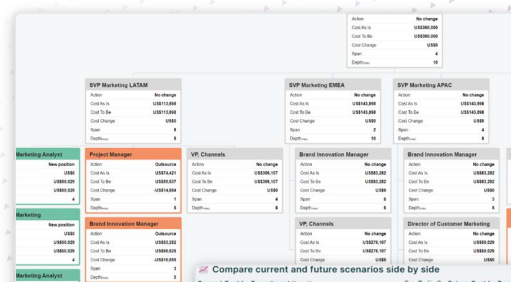
- ▶ Which parts of the business are driving the highest costs and why?
- ▶ What activities are consuming the most resource—are they necessary?
- ▶ Do we have the right skills in the right places to operate efficiently?
- ▶ Which changes would deliver the greatest savings with the least disruption?

## 2. Design the organization that runs leaner and smarter

Compare future-state workforce models, from high-level operating structures to team-level detail. Easily add, remove, or adjust positions with drag-and-drop functionality. Link roles, cost, skills, and workforce data to explore multiple scenarios, evaluate their financial and operational impact in real time, and build alignment around the best path forward.

Answer questions such as:

- ▶ Can we rebalance work instead of removing people?
- ▶ What is the financial impact of centralizing vs. decentralizing a team?
- ▶ Which changes protect critical skills while reducing spend?
- ▶ How much could we save by shifting work to a more cost-effective location?



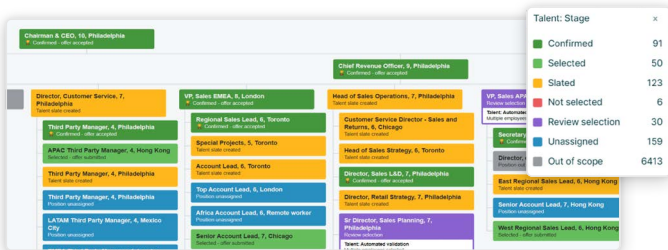
Explore new team structures to answer your 'what if' questions for every scenario

Compare current and future-state designs to understand cost and structural impacts



### 3. Plan with purpose—move your design into action

Once your design is in place, Orgvue helps you manage transitions at speed. Define selection criteria, map people to new roles, and collaborate with change teams to ensure smooth implementation. Track what's changed, manage exits if needed, and feed updates back into your systems.



▲ Build talent pools and track who's confirmed, selected, or still unplaced

Answer questions such as:

- ▶ Do we have internal talent ready to step into key roles?
- ▶ Do we have the right skills to support the new structure?
- ▶ Are any critical roles still unfilled or at risk of churn?
- ▶ Are we minimizing risk of disruption as people exit the business?

### 4. Monitor progress and stay accountable to cost targets

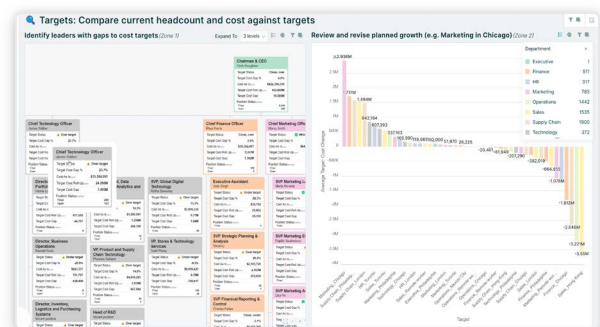
Orgvue helps you track your plan over time with real-time insight into headcount, cost, and progress. Monitor joiners, leavers, and role changes to see how teams are evolving, and compare plan to actuals for more advanced tracking of workforce dynamics. Interactive org charts, dashboards, and visualizations show the latest data and highlight where to course-correct as plans shift.

Answer questions such as:

- ▶ Are we realizing the savings we forecasted in our plan?
- ▶ Which parts of the business are drifting off track—and why?
- ▶ Are unplanned movements (like attrition or backfills) impacting progress?
- ▶ Where are we seeing cost creep despite structural changes?



▲ Track month-over-month changes in headcount and cost to see what's shifting and why



▲ Monitor leader- and department-level progress toward staffing and spend goals

**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)

