

Orgvue Solutions

Workforce restructuring

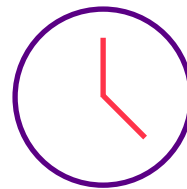
Adapt your organization for speed, efficiency, and long-term resilience

Structure enables strategy—from simplification to scale

Today's market is volatile and competitive, shaped by economic pressure, shifting workforce dynamics, political uncertainty, talent shortages, and evolving regulation. Amid this disruption, opportunity remains for those that stay agile.

Organizational structure shapes decision-making, team responsiveness, and business adaptability. To keep pace with change, many companies are centralizing support functions, building Global Business Services (GBS), or reassessing location strategy to reduce cost and improve delivery.

As businesses realign, visibility into the workforce becomes essential. Leaders need to know who is doing what work, with what skills, where, and at what cost.

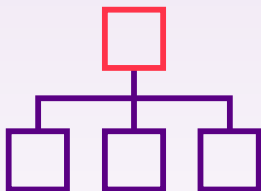


12-18 months

is the typical review cycle for organizational structure.

That's not fast enough in a market that **demands agility.**

Common challenges leaders face when restructuring:



- ▶ Reorganizations can be disruptive and require careful planning to deliver results
- ▶ Inefficiencies across departments and locations drive up cost and complexity
- ▶ Fragmented data and limited visibility make it hard to plan and prioritize effectively
- ▶ Complex hierarchies slow decision-making and make centralization harder
- ▶ Without a shared view, it's difficult to align teams, set priorities, or secure buy-in

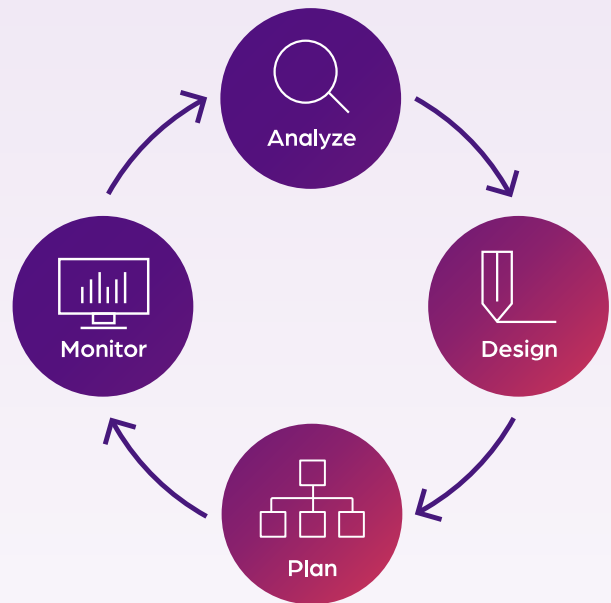
The question is, how can you be sure you're making the right workforce changes, in the right places?

Introducing Orgvue

Orgvue is a SaaS platform for organizational design and workforce planning. It brings together people, work, cost, and labor market data into a single view—so leaders can restructure with clarity and confidence.

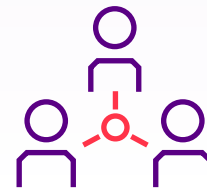
With Orgvue, organizations can:

- ▶ Create a single source of data truth
- ▶ Understand how geography impacts skills availability and workforce cost
- ▶ Optimize cost and headcount with actionable insights
- ▶ Combine internal data with labor market insight to evaluate risk and feasibility
- ▶ Model future structures to align with strategic goals
- ▶ Create and iterate plans quickly in a collaborative environment



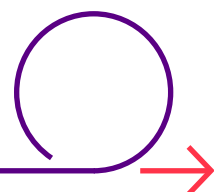
Why Orgvue is built to design a better workforce

Orgvue combines intelligent technology, expert support, and connected data to help organizations simplify, realign, and restructure with confidence.



- ▶ **Total clarity:** See your workforce clearly—connect and organize data to align structure, cost, and capability with your business goals.
- ▶ **Transformative possibilities:** Test multiple restructuring scenarios and understand the people impact before making critical changes.
- ▶ **Expert guidance:** Work with org design specialists to embed best practices, broaden your vision, and drive lasting results.
- ▶ **Better outcomes, faster:** Accelerate planning and execution with automated tools, visual models, and scenario-driven insights.

From analysis to action—guide your workforce through change



1. Design the workforce that will move you forward

Bring your data together from many different sources, align it, and baseline it to create a single source of truth. Once you understand your current cost structure, start designing your future organization using Orgvue's drag-and-drop functionality. Instantly see the impact of your changes on people, positions, and cost—all in one place.

Answer questions such as:

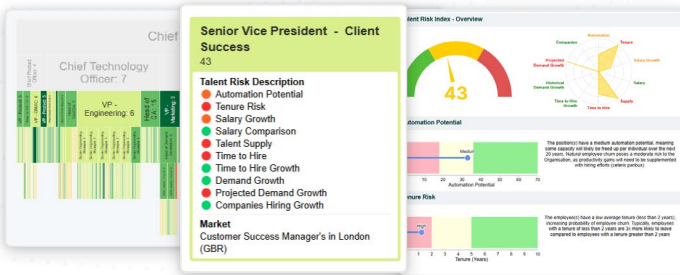
- ▶ What roles and functions can be simplified or consolidated?
- ▶ Where are we carrying unnecessary cost or duplication across teams?
- ▶ How would changes to span of control or layers affect performance?
- ▶ Do we have the right people, with the right skills, in the right roles?



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

2. See the full picture of change

Map your internal organizational data alongside external labor market insight to understand cost, capability, and skills availability by region or role. Orgvue helps you visualize current and future states side by side, revealing the impact of changes before you commit. Use these insights to inform structural decisions, evaluate location options, and test talent strategies with confidence.



▲ Understand the potential for staff turnover, automation, skills availability, and other risks to your restructuring plans

Answer questions such as:

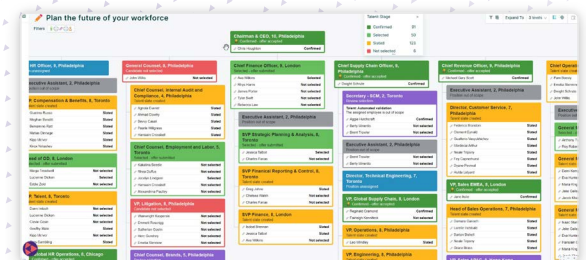
- ▶ How will proposed structural changes affect cost, capability, and delivery?
- ▶ What are the implications of shifting functions across geographies?
- ▶ How do different design options compare against labor market benchmarks?
- ▶ Is the proposed structure feasible and aligned with our strategic priorities?

3. Plan who goes where—and why

Once your future structure is defined, take a data-driven approach to allocating the right people to the right roles. Use criteria such as skills, availability, grade, or performance to build talent pools and match individuals to open positions. With Orgvue, you can instantly assess how your talent decisions impact diversity, gender balance, and other key design considerations.

Answer questions such as:

- ▶ Who is best suited for each role in the new structure?
- ▶ Where can we redeploy internal talent instead of hiring externally?
- ▶ How do our talent decisions affect diversity, pay equity, or seniority mix?
- ▶ What risks could impact our restructuring plans, such as talent availability, cost, or overallocated resources?



▲ Create talent pools to find the best fit for every role in your new structure

4. Check your progress against restructuring milestones

As your restructuring unfolds, track progress against early assumptions and evolving targets. Monitor joiners, leavers, and role changes to see how teams are evolving, and compare plan to actuals for more advanced tracking of workforce dynamics. With Orgvue, you can quickly spot gaps, course-correct in real time, and keep your structure aligned with business needs as they change.

Answer questions such as:

- ▶ Are workforce changes staying on track with our restructuring plan?
- ▶ How are headcount and costs shifting compared to what we planned?
- ▶ Where are we gaining, losing, or reassigning roles—and why?
- ▶ Are we meeting our goals for cost savings, capability, location, and structure?



▲ Track team positions added, changed, or closed over time

Customer success in action

A global bank recognized that their geo-based hierarchy was limiting efficiency and slowing growth.

To become more agile, they restructured operations around customer service.

With Orgvue's help, they gained a clear view of job architecture, headcount, and costs. They automated key processes; modeled future-state designs; streamlined operations; and built a transformation center of excellence to lead ongoing change.

\$60M

Cost saving

33%

Time saved

60%

Resources saved

“Under normal circumstances we would expect a 20-strong team to take 6 months to do this, but with Orgvue a team of 8 did it in 2.”

CTO

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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