

AI and cognitive technology

A workforce transformation imperative

With 72% of business leaders viewing artificial intelligence as the primary driver of workforce transformation, companies must rethink how they're set up and how work gets done.

Embedding AI and other cognitive technologies in the organizational structure at scale and in a distributed way is challenging. There are many questions to answer. How will these technologies displace our workforce? Will they replace or augment workers? How will introducing them change the type of work we do to achieve our business goals and what will the associated costs of these changes be?

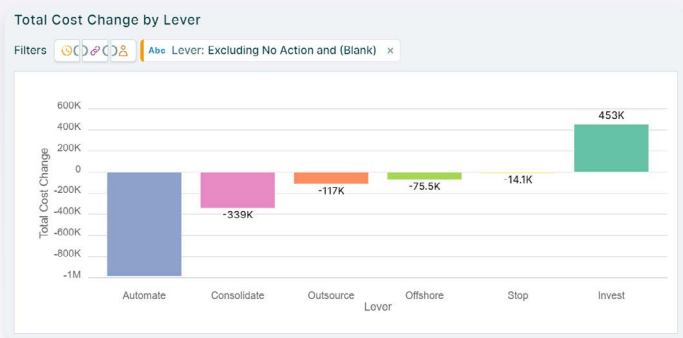
Why Orgvue?

Orgvue allows organizations to quickly merge data from disparate systems, visualizing and modeling future scenarios to enable successful workforce transformation. Its focus on analyzing work and skills as the basis for organizational redesign and workforce planning makes it particularly relevant for AI-driven transformations.

Orgvue helps businesses prepare continuously for the future. The most successful companies are building change capabilities through centers of excellence that are focused on moving work around rather than people. This approach to workforce transformation is more sustainable and less disruptive, allowing organizations to retain talent through upskilling and role redesign.



▲ Bring your activities and finance data together to extrapolate the cost of each activity

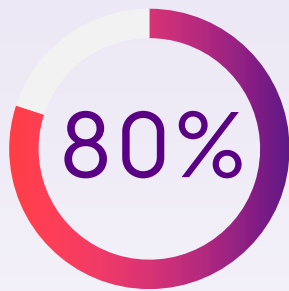


▲ Understand the financial impact of automation on your business

Business sentiment towards AI has changed

Technological, social, and economic change driven by AI is relentless. Orgvue's latest research shows that 72% of business leaders believe AI will be the main driver of workforce transformation over the next three years, with 77% confident their organization will have implemented it into core operations by the end of this year.

But many companies have learned the hard way that replacing people with AI—without fully understanding the impact—can go wrong. One in four business leaders don't understand which roles and jobs can benefit from AI, and 39% say they've made redundancies due to AI, with more than half of those now believing it was the wrong decision.



80% of business leaders plan to reskill employees to use AI in the workplace

AI doesn't have to be about cost reduction through worker displacement. In fact, today's most successful enterprise adopters are using cognitive technologies to drive growth and extend business capability. Four in five leaders say AI has saved employees time by removing administrative tasks, and 42% say their main motivation is to enable employees to focus on higher-value work and tasks that require soft skills.

Understanding how these technologies will impact work is what Orgvue does best, by putting business leaders back in control, supporting people-centric transformation through data-driven insight and risk management.

A SaaS platform that changes everything

Orgvue is an organization design and planning platform, which connects your workforce structure, activities and skills, so you can understand the impact of AI and make the right organizational changes.

Orgvue is here to support you in managing and adapting your workforce through AI and other big changes. Depending on your business objective, it allows you to:

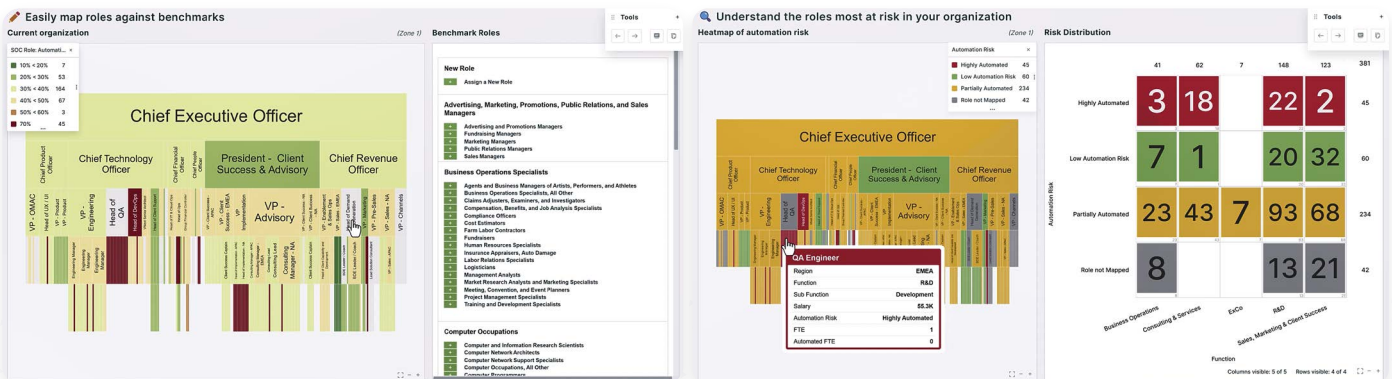
- ▶ Understand the impact of AI on existing roles
- ▶ Understand how it impacts activities and tasks
- ▶ Model changes to people and positions which might be affected by AI
- ▶ Understand what skills you have today, which will be most impacted by AI, and the gap between the two

1. External benchmarking: Evaluate AI's impact on existing roles

One way Orgvue helps see AI's impact on current roles is by mapping existing jobs to external benchmarks. In only a few days, you'll find out which areas might be affected the most, what this means for leaders in terms of people and cost, and how it affects the work and resources.

Answer questions such as:

- ▶ Which roles are at the highest automation risk?
- ▶ Where do we need resource adjustments?
- ▶ What set of skills and expertise do I need to increase customer success?
- ▶ Which roles hold the highest potential for augmentation or transformation through AI?



▲ Map current roles (left-hand side) against external benchmarks (right-hand side) to understand AI's impact on your business (in this case we're using publicly available data)

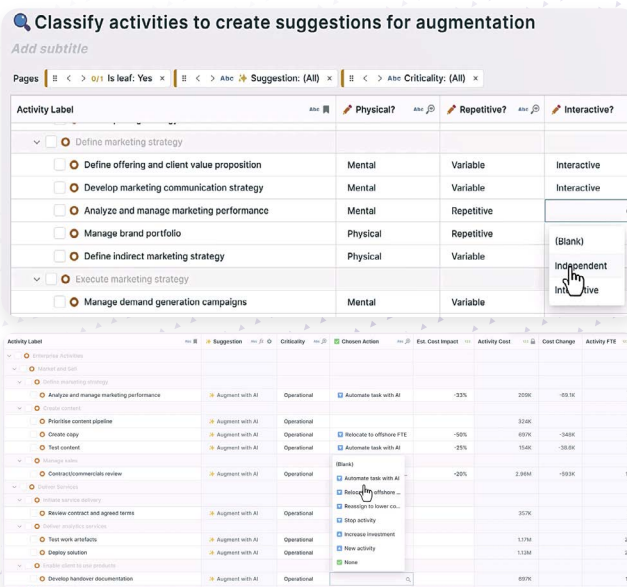
▲ Within days, understand the roles most at risk, and where they are in your organization

2. Activity analysis: Understand the impact of AI on specific activities

Depending on what you're trying to achieve, you might want to go into a more detailed analysis, looking at individual activities or tasks. Orgvue allows you to classify tasks to reveal opportunities of automation, perform the necessary changes, and see the impact of those changes on cost and FTE (full-time-equivalent).

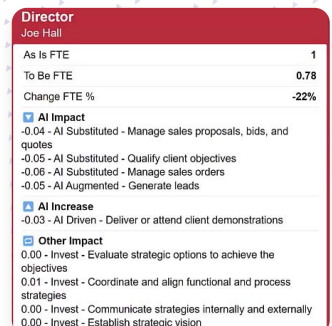
Answer questions such as:

- ▶ What activities should I automate?
- ▶ How might automation affect teams?
- ▶ What about cost?
- ▶ How do these changes affect the overall business landscape?
- ▶ How about specific individuals?



Apply potential automation actions and estimate cost ▶

◀ Classify activities to create suggestions for augmentation



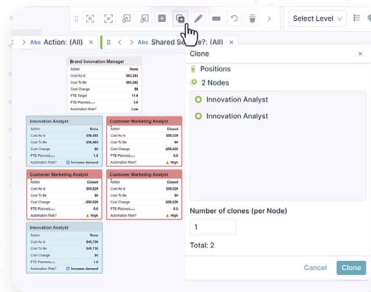
▲ See the impact of actions applied to activities on specific people and roles

3. Organization modelling: Model changes and design your future organization

Visualize and plan changes in your future organization using Orgvue's modelling capability. This involves taking actions like closing, creating, or changing positions, allowing you to instantly witness how these changes affect your business.

Answer questions such as:

- ▶ What happens if I create roles due to an increased demand?
- ▶ How do changes to specific roles impact my organization financially?
- ▶ What are the strategic implications of closing certain positions?



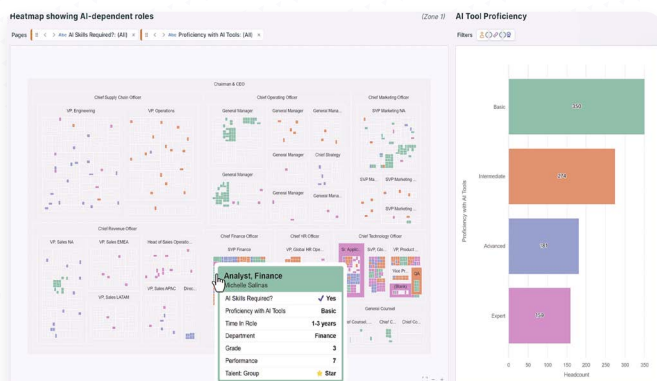
◀ Cloning two positions due to increased demand

4. Analyzing the skills gap

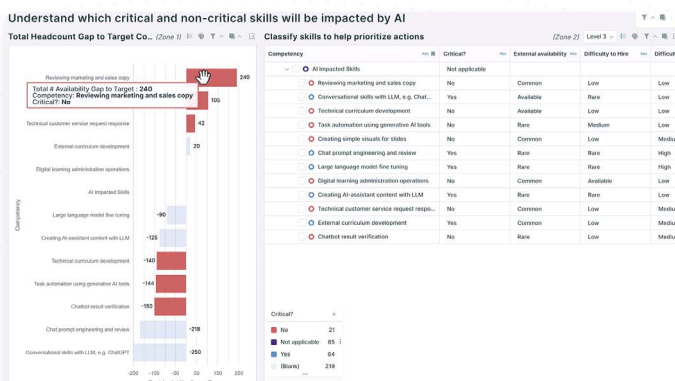
If needed, Orgvue allows you to look at the skills you have today, the ones you need, and the gap between the two. You'll be able to visualize your critical skills and how they will be impacted by change, so you can minimize risk and ensure a smooth transition.

Answer questions such as:

- ▶ Which critical roles do you have today? And where are they?
- ▶ Which roles require AI skills today? And to which proficiency?
- ▶ How can you prioritise actions, based on skill availability, potential upskill or difficulty to hire?



▲ Identify roles requiring AI skills across the business



▲ Understand which critical and non-critical skills will be impacted by AI

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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