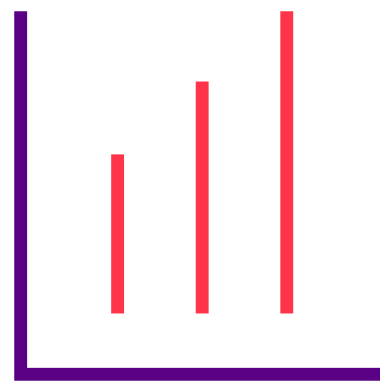orgvue ◆

Orgvue Solutions

Growth and expansion

Structure your workforce for bold moves
and long-term success

Growth and expansion take more than ambition

In today's market, growth remains a top priority—but under tighter constraints. Capital is limited, inflation and labor shortages persist, and organizations must scale efficiently while proving ROI to boards and investors.
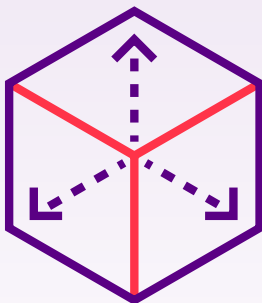
Whether entering new markets, launching products, or building capabilities, leaders are being asked to move faster while managing risk. But expansion often reveals hidden gaps: misaligned teams, unclear workforce needs, and siloed data across HR, Finance, and Operations.

To grow with confidence, organizations need a clear view of their workforce today and the ability to model what's needed tomorrow. Without that foundation, growth becomes harder to execute and more difficult to sustain.

CEOs' top business priority— growth—has surged 25%, reaching its highest level in a decade

Common challenges leaders face when pursuing growth:

▶ Lack of clarity around the roles and skills needed to enter new markets

▶ Reorganizations that fail to align structure, people, and priorities for expansion

▶ Siloed planning that slows investment in new capabilities

▶ No way to model the workforce impact of product or market launches

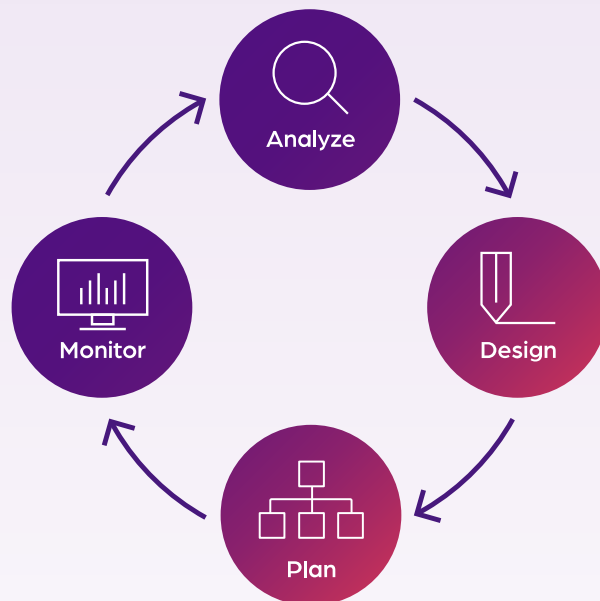▶ Limited visibility into skills, cost, and capacity to support scaling

The question is, how can leaders design their workforce to keep pace with expansion?

Introducing Orgvue

Orgvue is a SaaS platform for organizational design and workforce planning. It serves as a centralized solution where leaders can bring together data, modeling, external labor market insight, and actionable analytics in one place.

By removing the complexity of planning for growth, Orgvue helps organizations act decisively. You can assess your current workforce, explore different future scenarios, and understand the impact of changes before making them. The platform enables leaders to realign teams, close capability gaps, and deliver results with speed, accuracy, and confidence.

Whether you're entering new markets, launching products, or scaling operations, Orgvue gives you the structure and insight to turn strategy into execution.

Analyze

Design

Plan

Monitor

Why Orgvue is built for growth

Orgvue combines intelligent tech, expert support, and connected data to help organizations grow strategically and sustainably.

- ▶ **Total clarity:** See your workforce clearly—connect and organize data to align structure, cost, and capability with your growth plans.

- ▶ **Transformative possibilities:** Test multiple paths for expansion 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:** 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 cost cuts, 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 the funds needed for their next phase of growth.

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."
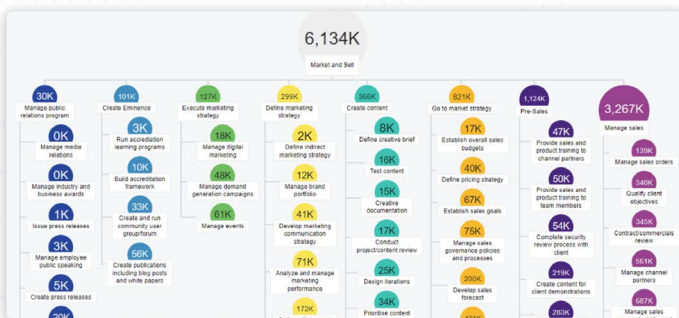
VP, Organizational Design

Prepare your workforce to scale, shift, and deliver

1. Analyze your business to set the foundation for growth

Start by validating strategy, scoping the work, and building a clear picture of your current workforce. Orgvue helps you clean and harmonize your workforce data, understand where your people spend time, and uncover opportunities to improve cost and capability. Add external market insight to see where you stand—then define the design criteria that will guide your next step.

▲ Visualize your current org health to spot gaps and pinpoint where change is needed

▲ Assess the cost of work to see where you're over– or under–investing
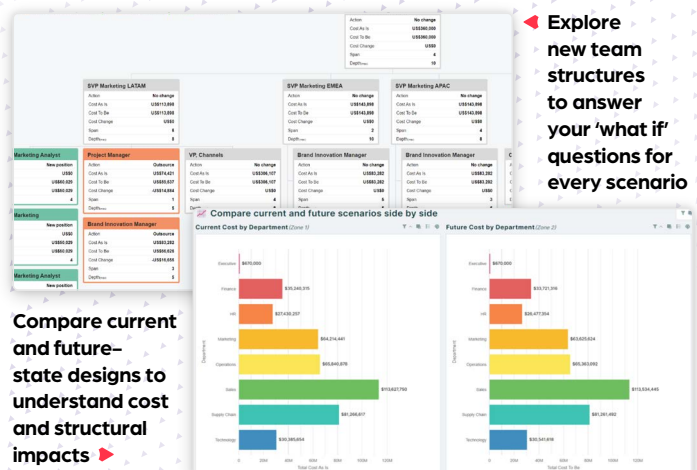
Answer questions such as:

▶ How do spans and layers impact our ability to expand into new markets or launch new offerings?

▶ How can we optimize work to free up capacity for expansion?

▶ Which areas of the business are ready to scale—and which need attention before we expand?

▶ Where are the capability gaps that could slow expansion?

2. Design the organization that will take you forward

Orgvue lets you design and compare future–state workforce models, from high–level operating structures to team–level detail. Link roles, cost, skills, and workforce data to explore multiple scenarios, evaluate their impact in real time, and build alignment around the best path forward.

Answer questions such as:

▶ What structure do we need to support a new product, region, or business unit?

▶ Should we centralize or decentralize teams as we expand?

▶ How do different design options impact cost, capability, and delivery?

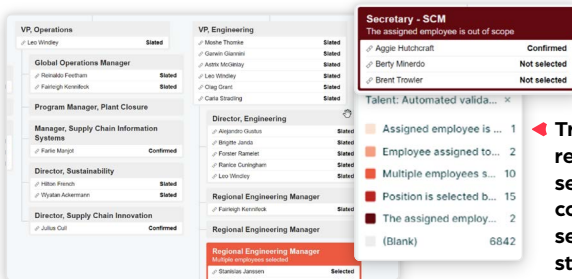▶ What's the impact of moving a function to a new region or market?

◀ 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

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

▶ Track role readiness to see who's confirmed, selected, or still unplaced

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 and feed updates back into your systems.
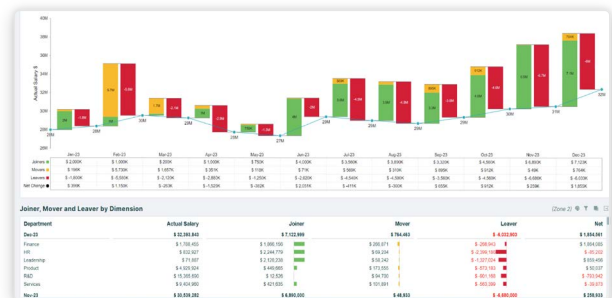
Answer questions such as:

▶ Who is best suited for the new roles tied to our expansion?

▶ Can we redeploy talent from lower-priority areas to support growth?

▶ How can we balance internal capability with external hiring to scale faster?

▶ What resourcing risks do we need to manage to deliver our growth plans?

4. Monitor and track your workforce plan as expansion unfolds

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:

▶ Where are workforce changes deviating from our expansion plan?

▶ Are we staying within budget while executing our growth plans?

▶ How are headcount and costs shifting month to month as we grow?

▶ Where are we adding, changing, or losing roles—and is it aligned with our strategy?

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

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

orgvue ◀▶