

Orgvue Solutions

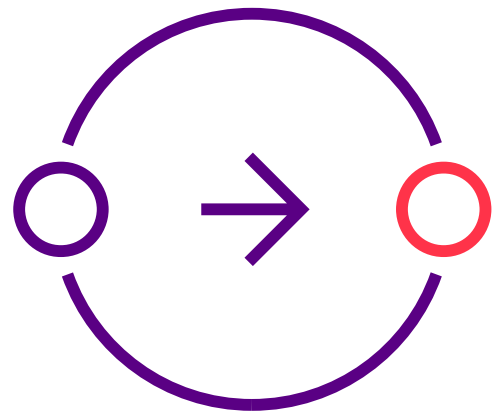
Succession planning

Turn succession planning into a live, data-led process that drives strategic decisions across your business

Succession planning works better when it's connected

Most organizations understand the importance of succession planning. But in practice, it's reactive, disconnected, and limited in scope. While businesses are under pressure to reduce external hiring, and strengthen leadership pipelines, they're left working with static tools that don't scale, and data that doesn't connect.

Succession planning doesn't happen in isolation. It depends on understanding your structure, your future needs, and your internal talent. Orgvue brings these pieces together, linking succession planning to organization design and workforce planning, so you can make better decisions based on data.



Common challenges we hear in the market:

"We still run succession planning through Excel and PowerPoint."

"Our performance, leadership, and development data is fragmented, we can't connect the dots."

"We can't see risks clearly until someone resigns."

"We're under pressure to reduce external hiring but have no clear view of internal potential."

"We're being asked about succession risk outside of just the C-suite, and we can't answer confidently."

Introducing Orgvue

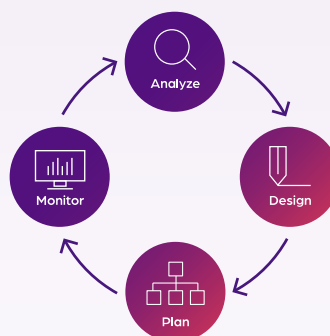
Orgvue helps organizations move beyond fragmented, tactical approaches to succession planning. It turns a static, annual exercise into a dynamic, data-led process embedded in regular business planning cadence.

By combining data from multiple systems and connecting people with roles, structure, and risk, Orgvue helps you plan with confidence and stay one step ahead.

Why Orgvue?

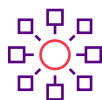
Orgvue is more than a succession planning tool. It's the foundation that connects talent planning with business design. By linking people, positions, and performance in one place, Orgvue helps you move faster, reduce risk, and build a stronger leadership pipeline.

- ▶ Enable live talent reviews with leadership
- ▶ Link people and positions dynamically, in the context of your current structure and future plans
- ▶ Customize succession to your business
- ▶ Spot risks before they become business problems
- ▶ Make succession planning continuous and sustainable
- ▶ Make smarter decisions with better data
- ▶ Scale and sustain succession planning beyond the C-suite
- ▶ Reduce external hiring costs by developing internal talent
- ▶ Combine succession planning with external skills intelligence and job architecture design in one system



See succession through two connected lenses

Orgvue supports succession planning from both the position and people perspectives, so you can understand where the risks are, who could step in, and what needs to happen to close the gaps.



The position lens helps you identify which positions are critical, assess which are high risk, and explore where you lack succession coverage. You can prioritize succession efforts based on business impact, risk, and design.

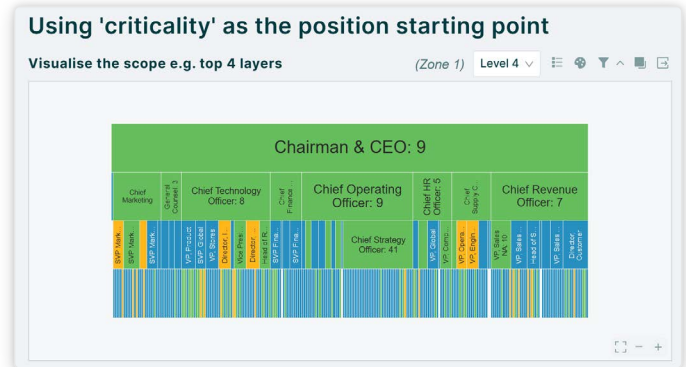


The people lens starts with performance data and helps you evaluate potential, match individuals to future positions, and track development needs. You can build up a full picture of readiness, risk, and opportunity by person, not just by position.

This dual perspective allows you to connect the dots across your data and build a clear, organization-wide view of succession readiness, risk, and future leadership.

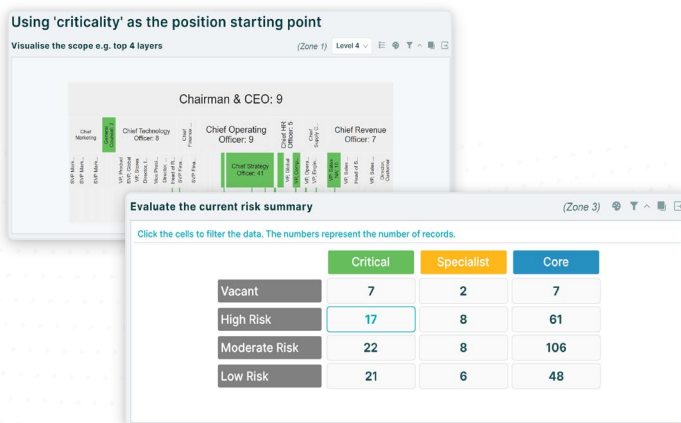
Define your succession planning scope

- ▶ Identify which positions need to be included in your succession planning process
- ▶ Highlight critical positions that are essential to business continuity
- ▶ Prioritize which positions to focus on based on impact and coverage



- ▶ Identify the scope for succession planning, highlighting which positions are critical and highest priority

Assess position risk

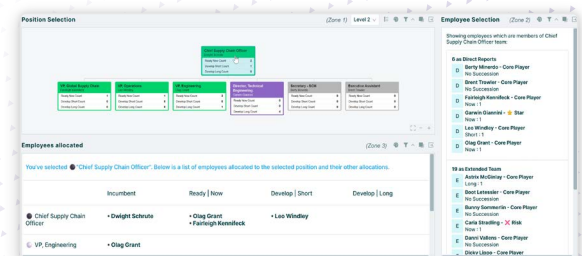


- ▶ Evaluating current risk summary (e.g. how many critical positions are at high risk)

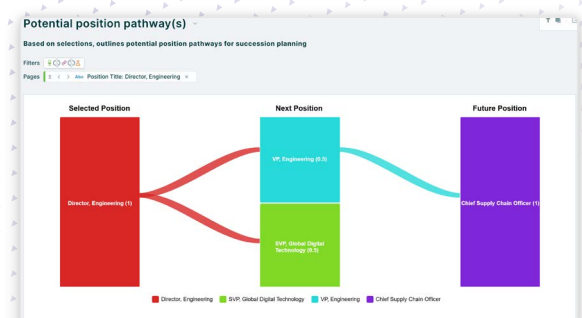
- ▶ Understand which positions are currently vacant or at high risk
- ▶ Assess risk based on factors such as incumbent performance, tenure, years in position, and proximity to retirement

Explore and assign successors by position

- ▶ Orgvue surfaces a preliminary pool of potential successors for each position, based on the data available in the platform
- ▶ Refine the list by filtering candidates based on attributes such as department, location, grade, and skills
- ▶ View each candidate's performance category and current succession status (ready now, developing short or long term)
- ▶ See each candidate's current position and whether they have their own successors in place
- ▶ As successors are assigned into future positions, view evolving position pathways over time

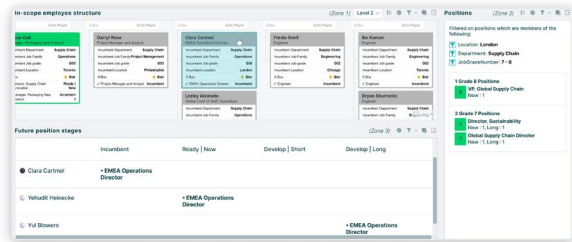


- ▶ See potential successors for each position based on specific criteria, and their status



Evaluate succession from the people perspective

- ▶ Use performance data as a starting point to assess potential
- ▶ See who has a succession plan and who does not
- ▶ For each individual, explore potential future positions based on department, location, or grade
- ▶ View who is in line to succeed their current position
- ▶ Use drag and drop to allocate individuals into positions, as well as whether they are ready now or if there's development needed



▶ See what the current succession plan looks like for specific employees

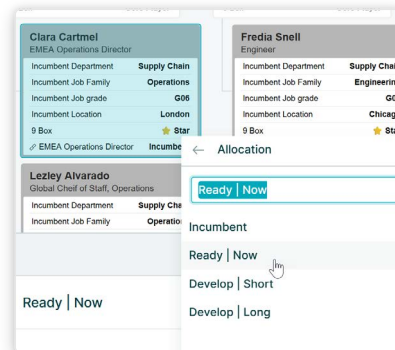
Using 'performance' as the starting point

Global Pages | < > | Incumbent Department: (All) | < > | Incumbent Job Family: (All) | < > | Incumbent Job grade: (All) | < > | Incumbent Location: (All) |

e.g. a traditional 9-box grid

| | Performance High | Performance Moderate | Performance Low |
|--------------------|----------------------|-------------------------|---------------------------|
| Potential High | Star 197 | High Potential 99 | Potential Gem 2 |
| Potential Moderate | High Performer 31 | Core Player 621 | Inconsistent Player 89 |
| Potential Low | Solid Performer 2 | Average Performer 32 | Risk 201 |

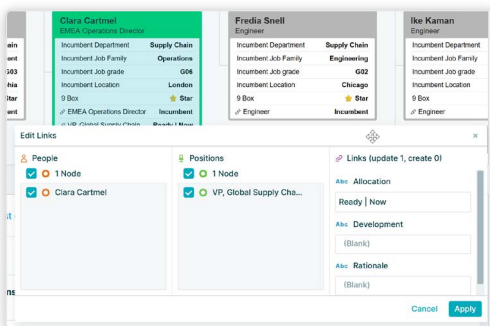
▶ Assess performance data of employees



▶ Drag and drop a suggested position onto a person to connect them as potential successors

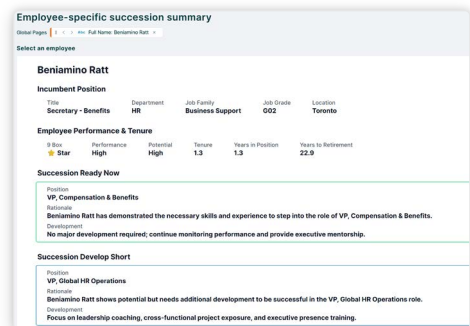
Capture development insights and succession summaries

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- ▶ See who has a succession plan and who does not
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▶ Add additional commentary (incl. development and rationale) when assigning someone as a successor

View employee succession summary ▶



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

