

# Monitoring and tracking your organization

Gain real-time visibility and control over headcount, costs, and strategic targets

## Stay on top of organizational changes with real-time data

In today's fast-paced business environment, many organizations struggle to keep up with rapid workforce changes, causing plans to drift off course. A lack of real-time insights and visualization into headcount and costs often leads to reactive decision-making, misaligned resource allocation, and unforeseen budget overruns. Without a clear understanding of how these changes affect your overall strategy, workforce plans can easily go to waste, as they become outdated or fail to account for unexpected changes.

Orgvue provides a powerful platform to address these challenges. By delivering real-time insights into your organization's key metrics and enabling advanced tracking of progress against strategic goals, Orgvue helps businesses stay agile and informed.

It bridges the gap between your workforce data and your organizational strategy, ensuring that plans are not just made—but successfully executed and continuously monitored.

### Orgvue helps you answer critical questions like:

- ▶ Where are the most significant changes in headcount occurring across the organization?
- ▶ Are we on track to meet our workforce and budget targets for the year?
- ▶ What future trends in headcount or costs can we anticipate, and how should we prepare?
- ▶ What areas of the organization are over or under budget, and how can we course-correct?

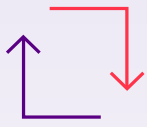
## Why Orgvue?

Orgvue is a comprehensive organizational design and planning platform that enables you to monitor headcount, track costs, and stay aligned with your organizational goals—all in one place. With out-of-the-box dashboards, visualizations, and advanced tracking features, Orgvue provides the insights needed to make critical business decisions.

Orgvue offers two offerings, which work really well together, or separately, depending on what you'd like to achieve:

- ▶ **Monitoring** provides a real-time, high-level view of your organization's key metrics such as headcount and costs. It allows you to see the impact of new joiners, leavers, and internal movement, both at a high level and at an employee level for full visibility.
- ▶ **Advanced Tracking** takes it a step further by allowing you to measure progress against a particular plan, whether they be strategic targets, forecasts, and future state designs. It allows you to stay on track, and ensure your plans get actioned, and prioritize and course correct where needed.

# Why Orgvue



Stop transformations from leaking value



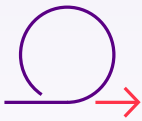
Make decisions based on data, not assumptions



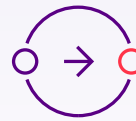
Build accountability across the business



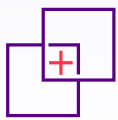
Control workforce costs and reduce financial risk



Respond quickly to change, increase agility



Manage unplanned changes with confidence



Your organization's own digital twin, not only for planning, but for execution

## How it works

### 1. Headcount and cost monitoring

Orgvue's monitoring features offer a detailed, real-time view of your organization's key metrics. Depending on what you need to see – whether it's changes in headcount, internal mobility, or cost impacts – Orgvue gives you complete visibility across departments and teams.

- ▶ **Visualize workforce changes by month:** Track month-over-month shifts in headcount, including new joiners, leavers, and internal movements
- ▶ **Drill down to employee-level details and filter by verticals:** Analyze workforce changes across countries, departments, job families, or pay grades to pinpoint shifts at both the aggregate and detailed levels
- ▶ **Manage resources effectively:** Visualize headcount and cost impacts at the department level, track net changes by month, and identify areas of high turnover or growth for better resource allocation



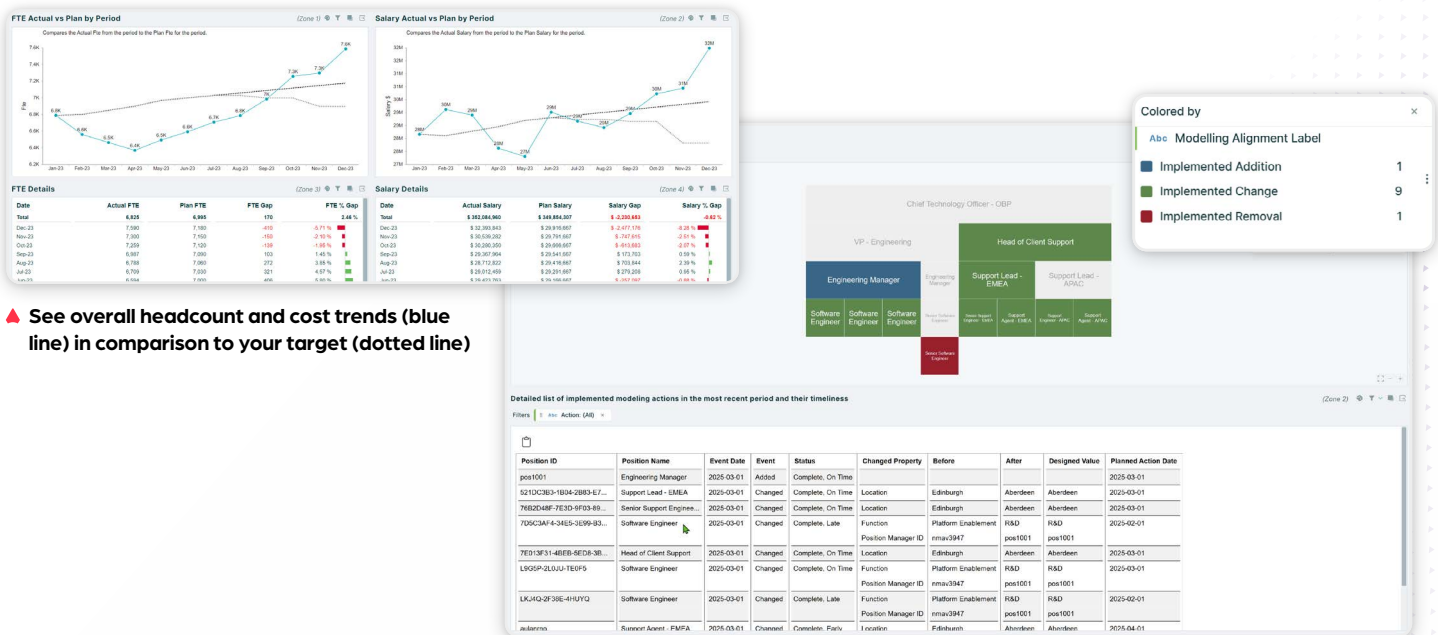
▶ **Understand the different reasons the headcount and cost shift month over month, and locate the changes**

▶ **See how entire teams are changing: Understand which positions have been added, changed or closed**

## 2. Advanced tracking

For organizations that require deeper insights, Advanced Tracking offers capabilities that go beyond high-level trends (joiners, movers, leavers). Building on Orgvue's monitoring capability, Advanced Tracking allows you to track progress against plan, forecasts, and strategic goals, not just in aggregate, but at the level of individual positions.

- ▶ **Track your progress against key targets and budgets:** compare actuals to your model or future state plan, to identify variances example in headcount and cost. Understand whether those differences are expected, delayed, or unplanned.
- ▶ **Identify the specific positions driving variance:** Position-Level Tracking allows you to see which roles, people or positions have been added, removed, or changed, and whether those changes were planned or unplanned. Understand what's been implemented on time, what's delayed, and where unexpected changes have occurred.
- ▶ **Forecast future state and their impacts:** Use data-driven forecasts to understand how upcoming changes will affect your headcount, costs, and overall strategy.
- ▶ **Visualize historic and upcoming workforce trends:** Review historical data on joiners, movers, leavers, and structural changes. See where your model has held and where reality has diverged, at both summary and position level.
- ▶ **Course-correct based on data in real-time:** With detailed insight into over- or under-delivery of your design, you can act quickly, reallocate resources, adjust hiring plans, or intervene where implementation is off track.



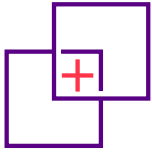
▶ See overall headcount and cost trends (blue line) in comparison to your target (dotted line)

▶ Detailed breakdown of position level changes in the organization

### Future state reconciliation (FSR) and its complementary role to tracking:

While Advanced Tracking focuses on tracking the real-time implementation of workforce transformation, organizations may also benefit from reconciling their HRIS data with the transformation model itself. This process, Future State Reconciliation (FSR), ensures that the model reflects the latest organizational changes, whether they arise from your implemented workforce strategies or other organic shifts. FSR and Advanced tracking can help ensure that your transformation model is up-to-date, allowing you to align your tracking with the most accurate and current data.

## Customer story



### Business goal

- ▶ Reduce costs by \$300m through global workforce restructure
- ▶ Track the benefit of synergies and talent decisions in real time
- ▶ Enable visibility and transparency of governance and control
- ▶ Enable HR and Finance to speak a common language that will drive future collaboration



### The Orgvue solution

- ▶ Used Orgvue to leverage a workforce plan they had built in the preceding months
- ▶ Replaced their regional Excel based monitoring with a global view and visually engaging reports
- ▶ Monitored the plan centrally against one data set with global accessibility and regional views
- ▶ Continuously showed and reported on progress against targets, and gaps in performance

### Gaps uncovered:

**\$300m**

Cost savings tracked in real time

**150**

Business partners collaborating globally

**2,200**

Records managed in one view of global program

**"Orgvue helped our 150 HR business partners in 30+ countries track against the targets in their areas."**

HRBP, Leading global manufacturer

**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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