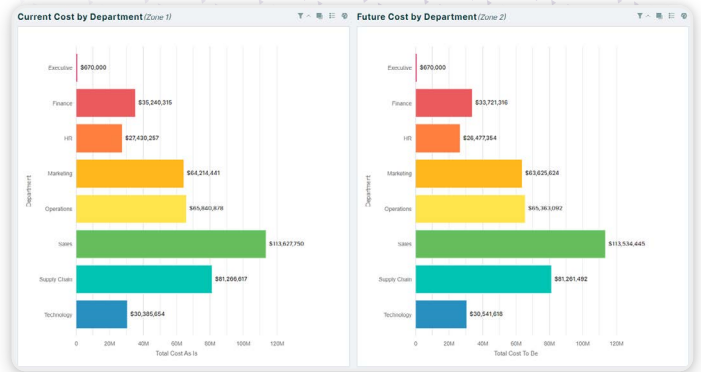


Organization modeling

Design the organization your strategy demands

In an era of constant change, organizations that react rather than shape what comes next fall behind.

Orgvue gives you the power to model your organization today and design it for tomorrow. By unifying people, cost and structure data in a single platform, Orgvue turns complexity into clarity and gives you control over change.



▲ See the impact and compare 'as is' with 'to be' scenario

Why Orgvue?

Orgvue gives enterprises a single, trusted environment to connect people, structure and cost data and see the organization as one system. It unites HR, Finance and Operations around a shared view, making it easier to design, compare and execute change. With drag and drop modeling, real time visualization and enterprise scale performance, Orgvue helps you move from reactive to proactive and design with confidence.



See the whole system

Connect workforce, structure and cost data in one place to create a single source of truth and a consistent foundation for design.



Turn design into real change

Generate clear visual outputs, engage senior stakeholders and monitor progress with transparency and control.



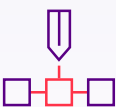
Design with flexibility

Move easily between levels of detail, from position modeling to functional and regional design, to create scenarios that match your strategy.



Speed and scale

Designed for large and complex organizations with the performance needed to handle global data and multi team collaboration.



Plan with confidence

Test and compare alternative designs, understand the impact of every decision on cost, headcount and structure, and share results instantly.



Make decisions with intent

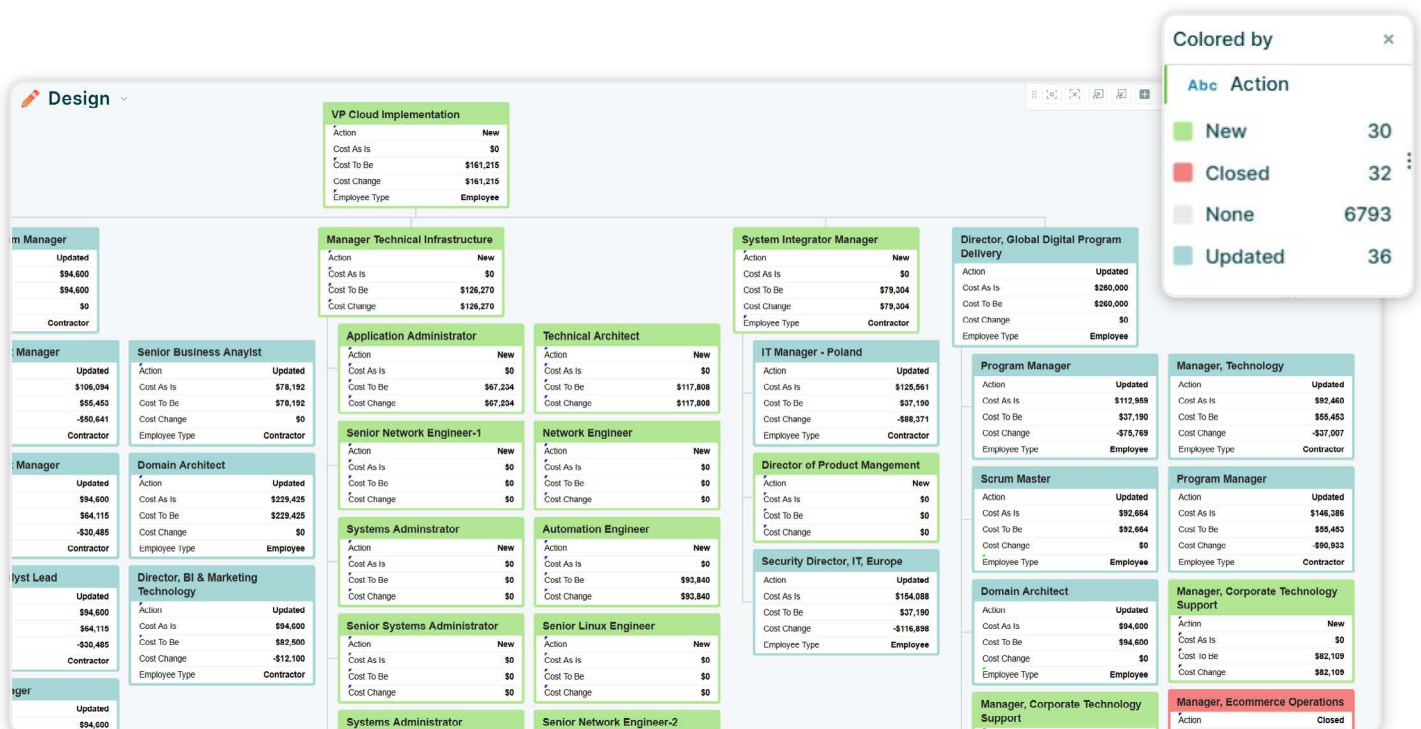
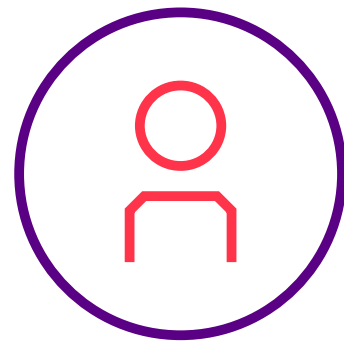
Move beyond reactive planning to continuously model your organization before making changes, supported by trusted data and clear governance.

How it works

Position level modeling

Position level modeling gives you a detailed view of your organization, showing every role, cost, and reporting line. It helps you understand exactly how your business operates today and how change would affect each position. By modeling at this level, you can pinpoint inefficiencies, identify risks, and test the impact of restructuring before making changes.

- ▶ Work at the most detailed level of your data, including positions, grades, and reporting lines
- ▶ Identify hidden layers, overlaps, and opportunities for consolidation
- ▶ See cost implications instantly as you test changes
- ▶ Understand spans of control and how work is distributed across teams
- ▶ Share visual insights that explain complex changes clearly to leaders

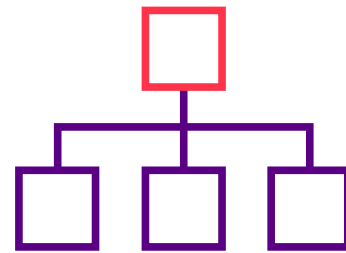


▲ Model your organization at a position level using drag and drop

High level modeling

High level modeling helps you explore big picture scenarios quickly, especially when you need to test structure, cost, and workforce options at scale. You can model by function, region, or job family to understand how shifts in operating models or strategy will play out across the business. It is designed for speed, clarity, and effective decision making.

- ▶ Group positions to analyze functions, business units, or regions at scale
- ▶ Build and compare future state designs in minutes
- ▶ Test alternative structures and model the impact on cost, capability, and performance
- ▶ Support early stage transformation discussions before detailed data is ready
- ▶ Move seamlessly between high level and detailed views as your modeling evolves



Assign levers against role clusters and planning groups

Worksheet View (Zone 1)

Group Name	Initial Group Demand FTE	Initial Group Supply FTE	Initial Group Demand Cost	Initial Group Supply
Finance - Accountant Analyst - London	1	1	50,279	
Finance - Accountant Manager - Lond...	1	1	107,012	
Finance - Accounts Payable - Philadel...	3	3	105,543	
Finance - Accounts Payable Manager ...	1	1	61,970	
Finance - Accounts Receivable - Lond...	1	1	78,595	
Finance - Admin Assistant - Toronto	3	3	104,507	
Finance - Analyst, Finance - Chicago	65	65	3,444M	
Finance - Analyst, Finance - Hong Kong	5	5	255,338	
Finance - Analyst, Finance - Philadelp...	69	69	3,533M	
Finance - Analyst, Finance - Toronto	30	30	1,588M	
Finance - Analyst, Tax & Compliance - ...	83	83	4,466M	
Finance - Analyst, Tax & Compliance - ...	8	8	421,695	
Finance - Audit Analyst - London	1	1	61,252	
Finance - Audit Consultant - London	1	1	67,349	

Demand Levers (Zone 2)

	Automation	Elimination	Growth
Presets	Linear Logistic Oscillation Polynomial Linear	Linear Logistic Oscillation Polynomial Linear	Linear Logistic Oscillation Polynomial Linear
2025	Percentage Change: <input type="text"/> Manual Entry: <input type="text"/>	Percentage Change: <input type="text"/>	Percentage Change: <input type="text"/> 15% Manual Entry: <input type="text"/>
2026	Percentage Change: <input type="text"/> Manual Entry: <input type="text"/>	Percentage Change: <input type="text"/> 11% Manual Entry: <input type="text"/>	Percentage Change: <input type="text"/> 15% Manual Entry: <input type="text"/>
2027	Percentage Change: <input type="text"/> Manual Entry: <input type="text"/>	Percentage Change: <input type="text"/>	Percentage Change: <input type="text"/> 15% Manual Entry: <input type="text"/>
2028	Percentage Change: <input type="text"/> Manual Entry: <input type="text"/>	Percentage Change: <input type="text"/> 11% Manual Entry: <input type="text"/>	Percentage Change: <input type="text"/> Manual Entry: <input type="text"/>

Timeline (Zone 3)

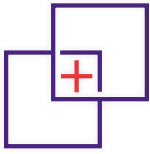
Year	Demand FTE	Supply FTE
2025	511	502
2026	521	494
2027	527	487
2028	523	484
2029	537	481

Supply Levers (Zone 4)

	Attrition
Presets	Linear Logistic Oscillation Polynomial Linear
2025	Percentage Change: <input type="text"/> 5%
2026	Percentage Change: <input type="text"/> 5%
2027	Percentage Change: <input type="text"/> 5%
2028	Percentage Change: <input type="text"/> 5%
2029	Percentage Change: <input type="text"/> 5%

▲ High level modelling: Assign levers against role clusters and planning groups

Customer story



Business goal

- ▶ Shift from an operating model designed around sports to one designed around gender, and increase collaboration across 50,000 employees
- ▶ Map out a multi-stage transformation approach that's repeatable and scalable across 70 countries



The Orgvue solution

- ▶ Developed a standardized data architecture, modeling environment, and reporting suite
- ▶ Simultaneously redesigned six support functions to align with the new model
- ▶ Trained 150+ HR and business partners, enabling a decentralized and sustainable program of work

Gaps uncovered:

150+

Upskilled OD practitioners

6

Global workstreams managed simultaneously in Orgvue

170

Countries impacted by the new operating model

"Orgvue allowed us to expand the scope to include six different workstreams to our original plan, each with their own baseline, data and users, and manage them simultaneously."

Head of Transformation, global retailer

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

