

Orgvue Solutions

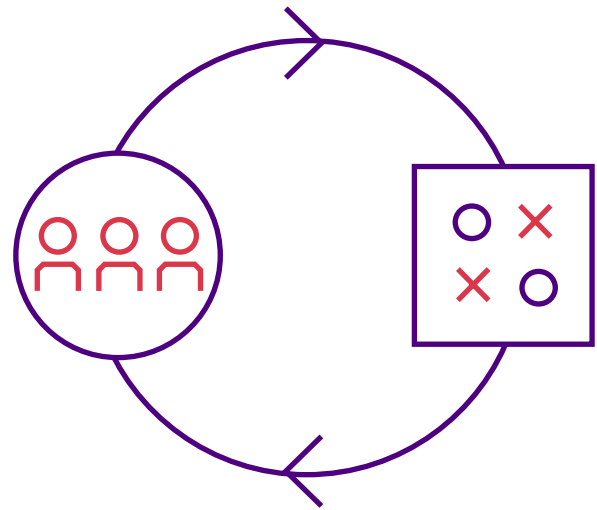
Annual Position Planning

Plan workforce size, cost, and structure across the business cycle

The power of operational control

Ongoing, active management of the workforce size, cost, and structure is a necessary component of a successful organization. It keeps the business aligned with budgets and targets and creates the conditions for change to be managed incrementally.

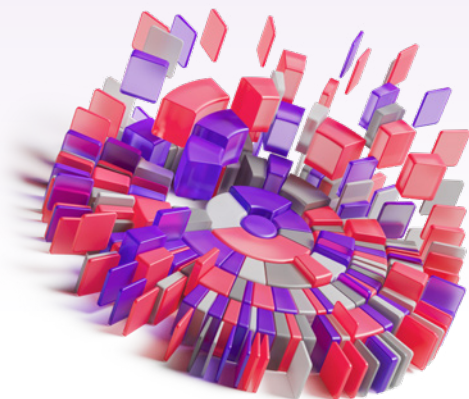
Without it, organizations lose efficiency and effectiveness. Left unchecked, issues deteriorate and risk becoming so severe that drastic corrective action is needed.



Making Annual Position Planning work

Most organizations already do some form of **Annual Position Planning**. The problem is how they do it.

Annual Position Planning is the process of managing workforce size, cost, structure, and composition in line with financial and strategic targets across the business cycle. Done well, it keeps the organization in control.



In practice, it's far from perfect:

- ▶ Budgets are often built on high-level assumptions rather than workforce reality.
- ▶ Planning is limited to point-in-time actuals, with no forward-looking view of cost or structure.
- ▶ Millions of dollars sit tied up in vacant and unfilled positions, with no visibility on age or recruitment status.
- ▶ HR and Finance work from different data, with no single version of truth to plan and make decisions from.
- ▶ Changes happen reactively rather than through intentional, incremental action as positions move and people leave.

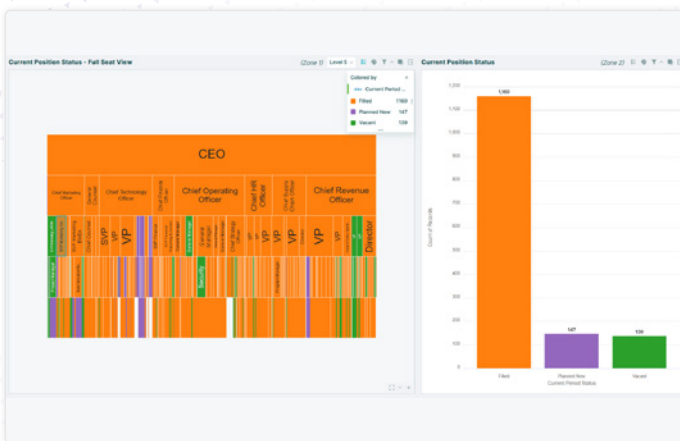
Orgvue's approach

Orgvue changes the game. By providing an ongoing, incremental approach with forward-looking visibility across reporting periods, it reduces the risk of costly, disruptive transformation.

It allows you to:

- 1. Plan and manage workforce costs and structural efficiency in an integrated way**, bringing together.
- 2. Effect planned change outcomes through intentional incremental actions**, taking opportunities when people move positions or leave the organization.
- 3. Access a forward-looking view of delivery against targets**, going beyond point-in-time and backward-looking insights to identify where risks are emerging.
- 4. Get visual insights**, and build and maintain a shared and common understanding of the organizational reality across multiple stakeholders.
- 5. Federate a centrally defined planning process and drive local accountability**, equipping colleagues with immediate insight into the impact of their planned changes, and decision makers with the information needed to inform decisions.

1. Establish your baseline



▲ Full Seat View of the organization distinguishing filled, vacant and approved positions

- ▶ Build a complete position level view across filled, vacant, and planned positions
- ▶ Create a shared structural baseline for HR and Finance, grounded in workforce reality

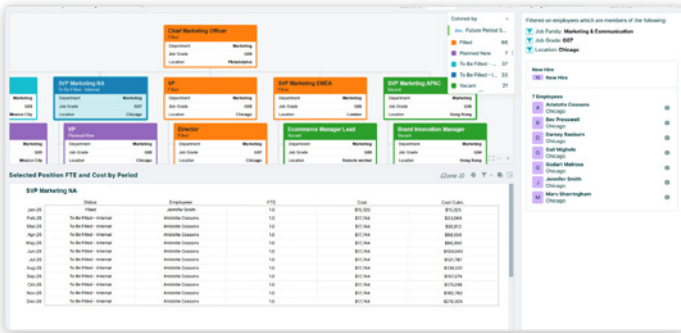
2. Understand vacant positions

- ▶ Surface all vacant position roles with age, cost, location, grade, and reporting lines
- ▶ Identify where budget is allocated but not utilized
- ▶ Spot opportunities to release or redirect investment



▲ Transparency on the age and cost of vacant positions

3. Plan and model position changes



- ▶ Test hiring and structural decisions before execution
- ▶ Assign employees to positions by department, location, grade, employment type, or other dimensions
- ▶ Set start dates and instantly see impact on cost and FTE
- ▶ Track cumulative impact across future reporting periods

▲ Model changes to your workforce and see its impact instantly

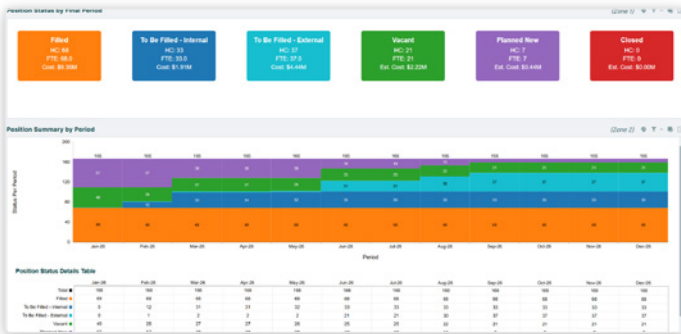
4. Stay aligned to budget and targets

- ▶ Compare planned positions and hires against approved budgets
- ▶ See over and under target areas early
- ▶ Adjust before variance compounds



▲ Ensure alignment with established budgets

5. Connect planning directly to the execution



▲ See approved positions by status and track how FTE evolves

- ▶ Track approved positions by status: filled, internal move, or planned hire
- ▶ Group new positions by planned start date to prioritise recruitment and provide Talent Acquisition with a clear demand signal
- ▶ Monitor recruitment progress across active, on hold, and filled positions

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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