

the pace of change is accelerating

how long it took to reach 50 million users



automobiles
62 years



credit cards
28 years



pokémon go
19 days

overcome organizational inertia

Getting ahead of disruption will distinguish the winners from the losers

Businesses with better people planning see **2x productivity growth** compared to those with below par planning processes⁵

Yet most businesses invest more in their telecoms than in getting the right people in the right place doing the right work⁶

⁵ Center for Economics and Business Research, 2019

⁶ <https://www.orgvue.com/about/news/large-firms-underinvesting-in-raising-productivity-say-leading-economists/>, 2019

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Executives must think more strategically about their workforce as a framework for driving innovation and improving the bottom line.

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Conner Forrest, Industry Analyst, 451 Research
March 2019

orgvue 

imagine if...



The **business** identifies and determines a strategic plan to **help it grow**.



Finance builds a model to understand the costs, revenues and profits associated.



HR builds a workforce model that maps the roles and competencies needed to do the work, and the associated costs.



Each new role can be tied to value in **cost, revenue and profit** each year.



Employees are truly driving your business strategy.



welcome to fearless performance design

**orgvue enables the leaders of
today to confidently build the
organization they want tomorrow**

introducing orgvue

Become more adept at adapting



analyze

Analyze the entire organization in real-time and make definitive decisions based on the insights.



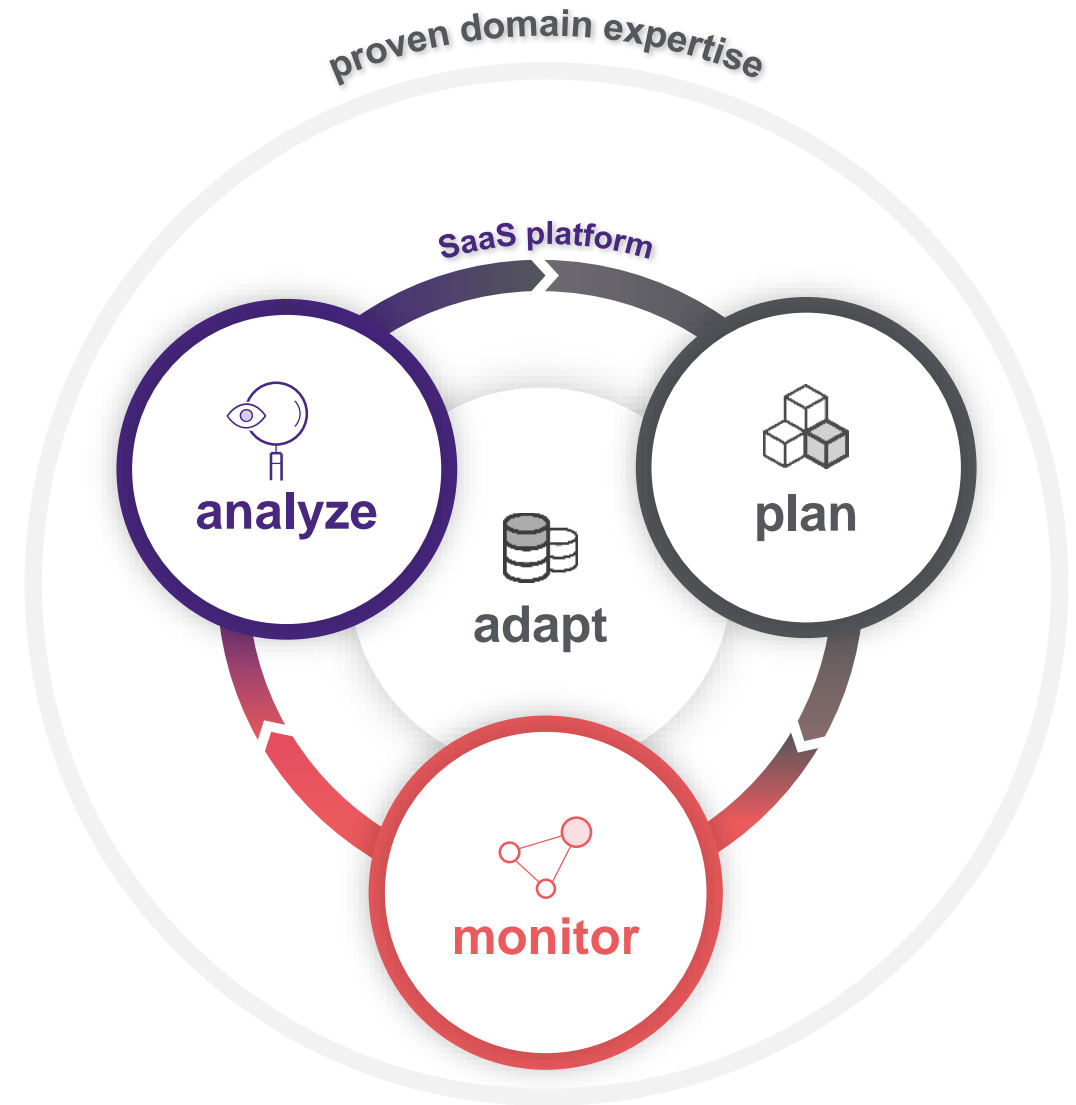
plan

Plan for different scenarios and model the impact of each to be sure of which step to take next.



monitor

Monitor the organization to spot opportunities and course-correct in-flight initiatives before its too late.



designing for performance

6 common business scenarios where orgvue can help

<p>organizational transformation</p> <p>orgvue helps you plan with confidence by creating a single source of truth on your workforce, then get ahead by modeling what the future may hold and how your organization will respond.</p>	<p>digitalization & future of work</p> <p>orgvue lets you reshape your organization in the face of technological advancement, so you determine how and when the machines take over.</p>	<p>mergers & acquisitions</p> <p>From assessing the workforce during due diligence to tracking post-merger synergies, by using orgvue there's less jeopardy, more certainty, right when the stakes are highest.</p>	<p>workforce optimization & downsizing</p> <p>Workforce optimization needs create an organization that's agile, lean and fit for purpose. Downsizing needs to cut cost, not value. This is precision performance design by orgvue.</p>	<p>organizational growth</p> <p>orgvue enables you to fearlessly reshape the organization for growth by revealing the opportunities to rework, redeploy and reinvest talent.</p>	<p>organizational risk & compliance</p> <p>Staying on top of the rules and regulations is a necessary burden for every business. orgvue enables you to know for certain where your organization stands and where you need to act.</p>
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case studies

Global market expansion

**9% of FTE capacity
redirected to Asia**

**“To uncover how work
is being done and what it costs,
orgvue is the solution.”**

Business goal

To double revenues to \$4 billion by 2020, with 30% of sales in Asia. Hiring at speed, globally (13,500 employees, 415 stores), has created complex hierarchies and inefficiencies.

Solution

- Aggregate global employee data to understand the organization and determine how to design an efficient operating model
- Forecast staff costs for budgeting and planning
- Near real-time HR planning and decision-making

Streamline M&A

**50% time saved:
from 36 to 18 months**

“Don’t worry, just orgvue it.”

Business goal

A €4.4 billion acquisition bringing together 400,000 employees worldwide. Design and merge the new organization across 100+ countries and different labor regulations.

Solution

- Map the ‘to-be’ design of each function and scenario model the new organization
- Full process analysis of 450 activities to redesign 670 job roles
- Match people to new positions

Reduce operating costs

**\$50m in annual
costs saved**

**“Without orgvue,
we would have not achieved
our cost saving target.”**

Business goal

A five-year plan to defend against acquisition by reducing costs and improving operating margins to 18% by 2018. Then restoring top-line growth through a 2020 growth strategy.

Solution

- Simplify the organization across every function in North America, LATAM and Europe
- Clarify roles within the organization’s matrix
- Strengthen accountability and decision-making
- Build internal Centre of Excellence for organization effectiveness

“

People can be champions but organizations win championships... it's not talent or people which provide competitive edge, but organization systems... **The key question is how to build an organization as a system to win in its marketplace.**

”

David Ulrich

October 2019

