



fearless performance design

confidently plan and build your organization for tomorrow

be fearless in the face of uncertainty...

When change is the only constant, unpredictability is the only guarantee and not knowing is the new normal, how can you plan with confidence?

orgvue has been created to do just that, to help you design a fearless future.

Our platform allows you to craft, test and deploy new organizations. Our analytics allows you see the potential

in the smallest job detail and bring clarity to how it can ripple across the whole business. Our insight enables you to spot trends, capitalize on opportunities and plan for what's next.

All this so every foot you put forward is placed with total confidence.

This is fearless performance design.

...and become adept at adapting



always ready

Design in an era of constant evolution, see your organization in real-time and always be ready to act and react.

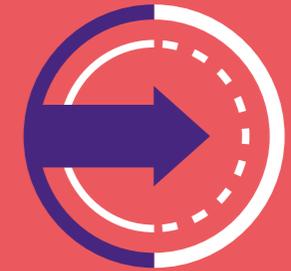
"This is game changing"



completely connected

Bring together the business, workforce and finance to create meaningful dialogue on the organization.

"Finally, a joined-up view of HR and Finance, and Finance agrees."



future focused

Get a step ahead, plan for different future scenarios, know your options and be ready for anything.

"orgvue was at the heart of redesigning our organization. We could not have done it without it."

inside orgvue

orgvue puts you in the know on your workforce - how it's organized and how it operates - so you can make fearless decisions on how it can continuously adapt and do better in the future.

A SaaS platform that enables you to:

analyze

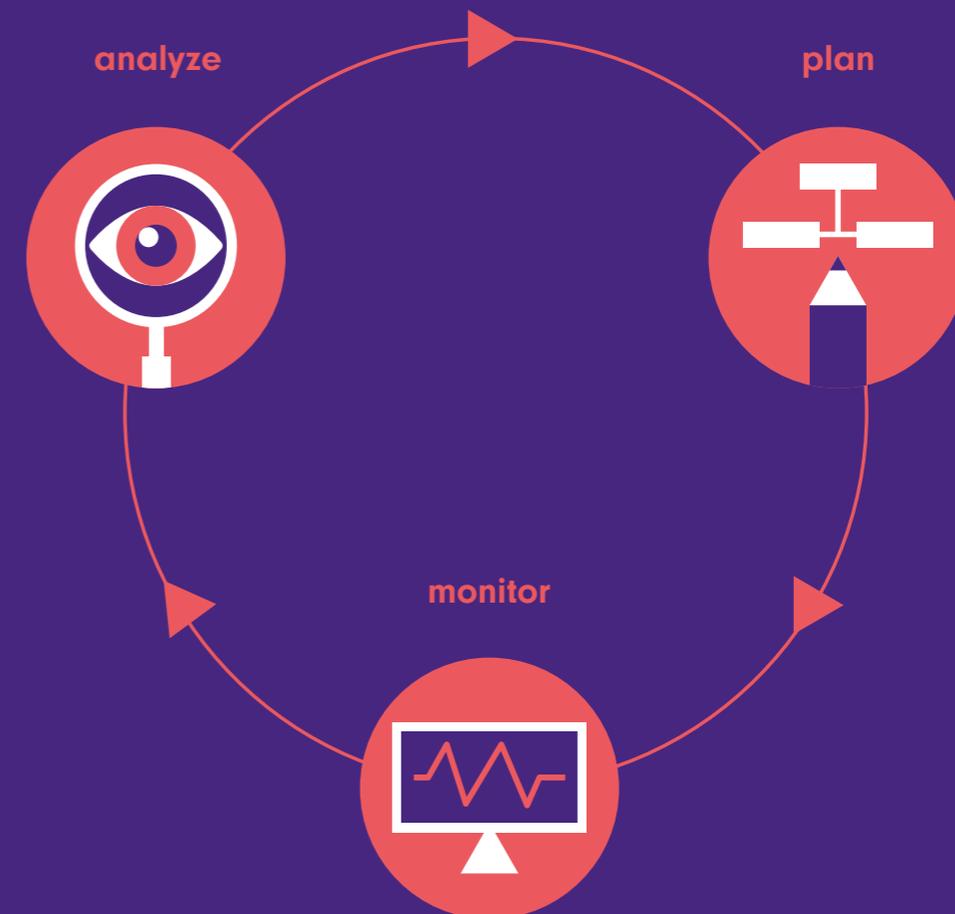
- ▶ Make fast, data-driven decisions with automated data collection and visualization
- ▶ Connect multiple data sources to give a single view of the entire organization
- ▶ Cut through dirty, disparate data and stop struggling with static Excel and PowerPoint

plan

- ▶ Plan for different scenarios and model their impact to be sure of which step to take next
- ▶ Visualize the organization as an interconnected system and see the impact of decisions
- ▶ Design in an era of constant evolution with always-on access to accurate workforce data

monitor

- ▶ Set targets, monitor actuals and forecast trends
- ▶ Reveal opportunities for continuous improvement of the organizational design
- ▶ Track against plans and proactively course-correct change initiatives



design for business performance

6 common scenarios where **orgvue** can help you to design today your organization for tomorrow.



1

organizational transformation

Plan with confidence by creating a single source of truth on your workforce, then get a step ahead by modeling what the future may hold and how your organization will respond.

2

digitalization & future of work

Reshape your organization in the face of technological advancement, so you determine exactly how and when the machines take over.

3

mergers & acquisitions

From assessing the workforce during due diligence to tracking post-merger synergies, with orgvue there's less jeopardy, more certainty, right when the stakes are highest.

4

workforce optimization & downsizing

Workforce optimization should create an organization that's agile, lean and fit for purpose. Downsizing should cut cost, not value. This is precision performance design.

5

organizational growth

Fearlessly reshape the organization for growth by revealing the opportunities to rework, redeploy and reinvest talent to take the business to the next level.

6

organizational risk & compliance

Staying on top of the rules and regulations is a necessary burden for every business. With orgvue you'll know for certain where your organization stands and where you need to act.

case studies

Case studies are anonymized in this brochure due to the confidential nature of orgvue clients. More information and references are available on request.

reduce operating costs

\$50m

saved in annual costs

Objective

A 5-year plan to defend against acquisition by reducing costs and improving operating margins to 18% by 2018. Then restoring top-line growth by 2020.

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 an internal Center of Excellence

streamline merger & acquisition

36 ▶ 18

cut time from 36 to 18 months

Objective

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

global market expansion

9%

of FTE capacity redirected to Asia

Objective

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.

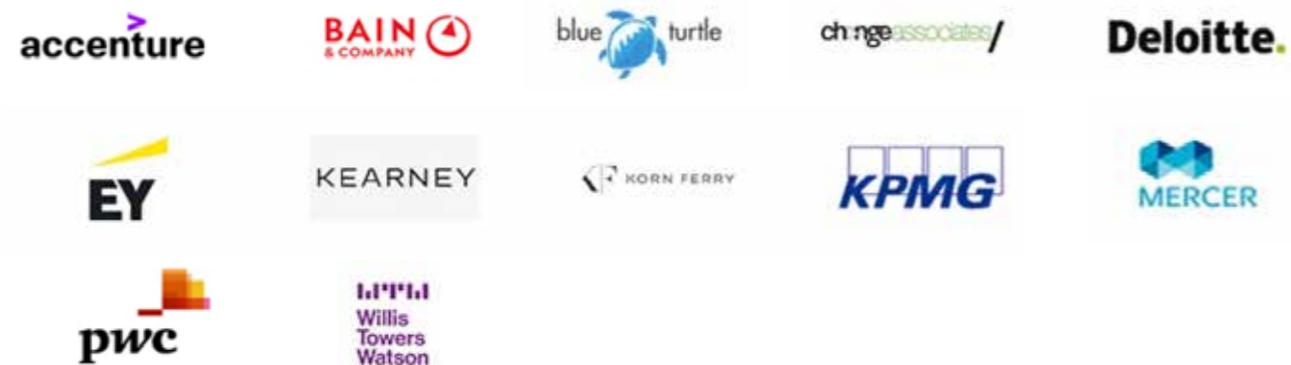
Solution

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

clients



partners



No longer can enterprises think of organizational planning as the headcount line item in their yearly budget. No, executives and managers must think more strategically about their workforce as a framework for driving innovation and improving the bottom line. orgvue is addressing this sea change.

discover more

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