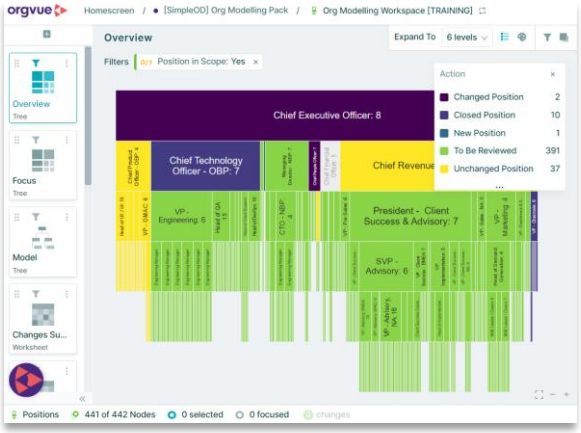
Scenario modeling

Model the future and get your business where it needs to be

Planning and visualizing the future of the workforce is becoming crucial for businesses to thrive.

The process of designing large organizations, choosing a direction and implementing it can often catch businesses off-guard. The amount of data scattered across different systems makes the modelling process slow and manual. This makes it difficult to see the financial implications of decisions on some of the most basic metrics. There's clearly a need for a data-driven technology, purpose-built for businesses to model the future of their workforce, so they can move forward and implement changes.



Why orgvue?

orgvue is a purpose-built SaaS platform capable of handling complex data to enable you to model the future at pace and scale, and strategically design your organization.

Take a data-driven approach

Bring in and align data from different sources, so that orgvue becomes one single source of truth

Design and model multiple viewpoints

Connect decision making to data across the organization and easily test, adopt, amend or discard scenarios

Build your plan and engage stakeholders

Co-create globally and at scale and tell your story with powerful visuals

Monitor and track progress

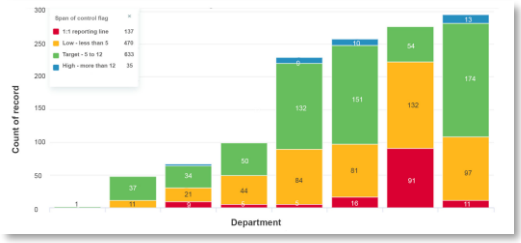
Allow for short, continuous planning cycles and course-correct where needed, to maintain a business that's adaptable and responsive

orgvue has a defined approach to scenario modeling, but is adaptable to different organizations and their needs.

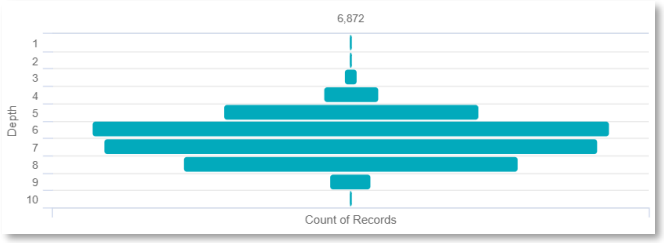
How it works

1. Visualize your current state and identify areas that need attention

Use orgvue's pre-built visuals to view your high-level operating model, align with your strategic goals and decide which areas need your attention. Identify where managerial spans have been impacted using modeled changes and review information on a detailed level for individual positions. Ensure that organizational design principles are being maintained throughout the process.



Span of control by department across the organization

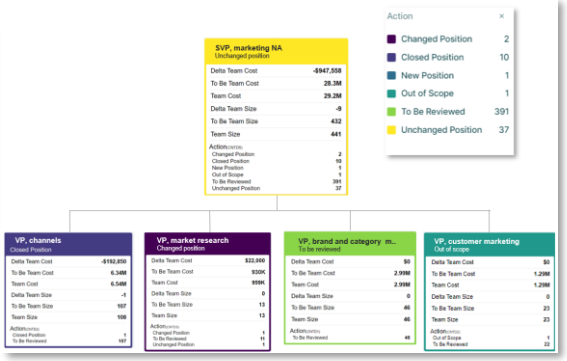


Shape of the organization

2. Model different scenarios and instantly see the financial impact

Use orgvue's drag-and-drop simplicity to build scenarios. Instantly see the financial impact of decisions to full-time-equivalent, cost, depth, spans of control or any other metrics. You'll be able to manage multiple workstreams with separate scenarios based on the structure of your project, and compare and remodel in a safe, risk-free environment.

Outsourcing the VP of market research using orgvue drag & drop



Seeing the impact of changes made on the marketing team

Answer 'what if' questions such as:

- What if my I closed the CTO position?
- What if the VP of channels reported to the CEO?
- What if I outsourced my R&D team?
- What if I built an in-house marketing team?

3. Compare the impact of design decisions and engage stakeholders

Review the design impact on a position at an individual and an enterprise level, and compare ‘as-is’ with ‘to-be’. Compare your models against the baseline and manage the change process through visual reports for stakeholder engagement, ahead of incorporating into plans.

Comparing ‘as is’ with ‘to be’ cost by department

Customer story

Business goal

- Shift from a sports-based operating model to one based on gender and increase collaboration across 50,000+ employees
- Map out a multi-stage transformation approach that’s repeatable and scalable across 70 countries

orgvue solution

- Developed a standardized data architecture, modeling environment, and reporting suite
- Simultaneously redesigned 6 support functions to align with the new model
- Trained 150+ HR and business partner users enabling a decentralized and sustainable program of work

“orgvue allowed us to expand the scope to include 6 different workstreams to our original plan, each with their own baseline, data and users, and manage them simultaneously”.

Head of Transformation, global retailer

150+ Upskilled OD practitioners

6 Global workstreams managed simultaneously in orgvue

170 Countries impacted by the new operating model