

Monitoring your business over time

From data to design to delivery and back again

The importance of ensuring alignment with targets

More than 80% of transformations are unsuccessful, partly because of a lack of ongoing monitoring.

Keeping a constant eye on the organizational system and connecting it to your high-level objectives allows you to see how efficient your business is. When facing significant changes, having an immediate, clear and actionable line of sight on your progress is crucial to achieve your goals. Whether you're reporting on a change program, delivering the value of a merger, implementing a new workforce plan or simply monitoring your organization, finding the right way to track KPIs over time will allow you to answer questions such as:

- Are you closer to your vision?
- Which people or positions have been added, removed or changed?
- Is your business' future aligned with your plan?

“Perhaps what you measure is what you get. More likely, what you measure is all you’ll get.”

H. Thomas Johnson

Why orgvue?

Once you have your data loaded and cleaned in orgvue, reporting regularly on your progress becomes an easy task. The platform provides you with the technology to collect data, visualize it and understand what's happening. In other words, it allows you to quickly and efficiently track your metrics over time, using one source of data to inform all your decisions.

orgvue enables you to connect data at various points in time with pre-defined targets, so you can spot opportunities and course-correct initiatives in-flight.



Tracking cost over a 12 months period using orgvue, covering the original plan, actual numbers and forecasted numbers for the upcoming months, to reveal gradual cost savings

How it works

1. Report on metrics such as cost, headcount and full-time equivalent

orgvue's time-series tracking allows you to anticipate how and where you might deviate from your targets. You'll be able to understand how your business is evolving month-to-month by tracking metrics such as cost, headcount and full-time equivalent. Overlay them to see how they vary and break them down into different dimensions, such as geography, function, market and job level.



Showing the monthly breakdown of headcount by department in orgvue, which is decreasing proportionately throughout the business

2. Drill into position or person level detail

Whenever you notice a spike or dip in your trend chart, drill down into the detail to understand how employees or positions have been added, moved or exited from the organization.

orgvue enables you to see the types of changes that have occurred for different verticals such as countries, departments, location and compare them against your plan.

You'll be able to answer questions such as:

- How many employees were added to my marketing department?
- Which positions were moved from the US to India?
- Who was newly hired in the organization?

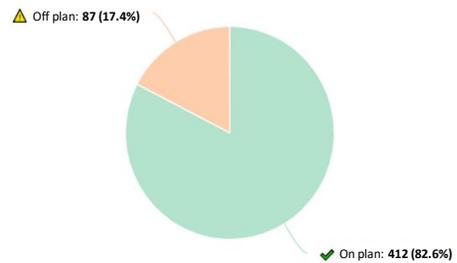
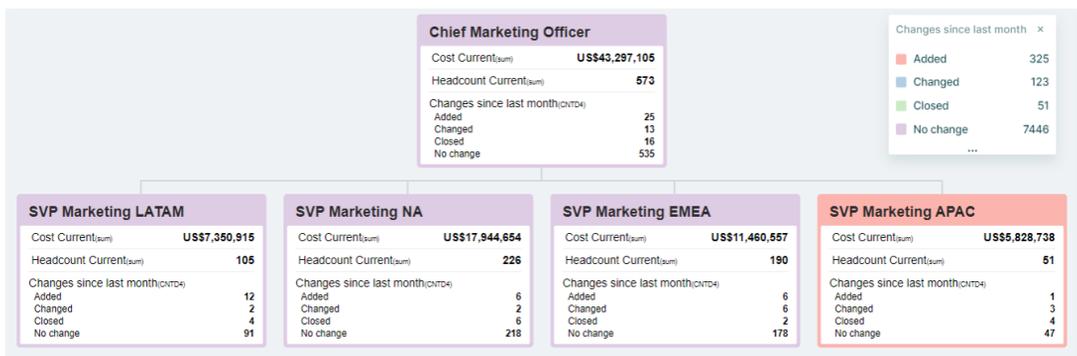


Diagram showing the proportion of changes that are on and off plan



Screenshot from orgvue showing that an APAC team of 51 has been added to the marketing team, with a current cost of US\$5,828,738

Customer story

Business goal

- › Reduce costs by \$300m through global workforce restructure
- › Track the benefit of synergies and talent decisions in real time
- › Enable visibility and transparency of governance and control
- › Enable HR and Finance to speak a common language that will drive future collaboration

orgvue solution

- › Leverage the workforce plan built in previous months
- › Replace regional Excel-based monitoring with a global view and visually engaging reports
- › Monitor plans centrally against one data set with global accessibility and regional views
- › Track and monitor the organizational system to show progress against targets and gaps in performance

“We needed a system to show how our 150 HR business partners in 30+ countries were tracking against the targets in their areas.” - CFO, Leading global manufacturer



orgvue, the leading organizational planning and design SaaS platform, harnesses the power of data visualization and modeling to build more adaptable, better performing organizations in an era of constantly changing market dynamics. HR, finance and business leaders use the platform to take control of their business and make faster, more confident data-driven decisions to fearlessly build the organizations they want tomorrow, today.

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