# Transforming your workforce

Constantly redefining the work and skills to achieve success

## A new way to look at the workforce…

In today's business environment, economic pressure, increased competition, talent scarcity and technological advances continue to change the nature of work. In order to thrive, many organizations need to move beyond traditional organization design and cost management, and continuously rethink the work performed to ensure they're delivering value to their customer. Instead, today's most successful businesses are continuously rethinking what work is performed and by whom to ensure they're delivering optimal value to their customer.

**What happens when you ask yourself:**

➔ **What** work do you need to perform?
➔ **Which** work can be streamlined?
➔ **Where** do you need work performed?
➔ **Who** are the people you need?
➔ **When** do you need them?
➔ **How** should work be performed?

**97M**

New jobs due to AI by 2025*

**1:5**

Skills are entirely new compared to 2016**

**19%**

HR leaders prepared to address talent shortages***

## Workforce Transformations tends to be highly disjointed and quickly dated

### Disconnected data and frameworks

- Misaligned data and frameworks, making analysis and modelling of large data difficult to manage
- Inability to connect multiple data sources (such as activities, roles and competencies)

### Evolving skills and changing nature of work

- Difficulties adapting to evolving skills needs and changing nature of work fast enough
- Lack of ongoing strategic approach

### Lack of actionable insights

- Lack of ability to quickly diagnose opportunities and model impact of planned changes
- Need to quickly identify risks and monitor progress

*\* World Economic Forum*
*\*\* BCG*
*\*\*\* Gartner*

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# Introducing Orgvue

Orgvue is an organization design and planning platform which empowers businesses to continuously redefine the work performed and skills needed by their workforce, in order to thrive in the constantly changing world of work.

The platform's data-driven approach to Workforce Transformation consists of three main pillars, providing you with the foundations to systematically design, plan and adapt to the future of work.



## Delivering success using activities, competencies and roles

### Role design

Define the roles and jobs needed to adapt to the changing nature of work, so you can plan with confidence

Answer questions such as:

› What actions need to be performed to deliver the planned activities?
› What competencies need to be performed to deliver the planned activities?
› Are roles being performed as intended (i.e. do incumbents have the desired skills and are they performing the right work?)
› Which roles are in demand today, and which ones are needed in the future?

*Understanding the role fit for each employee*





*See who is impacted by changes you've made at the activity level, and the additional capacity created at the employee/ role level*

### Activities analysis and design

Understand what activities are being performed, how, and the cost of the work. Then model changes and assess the impact of your designs so you can confidently plan and implement change

Answer questions such as:

› Are we doing the right work to deliver our strategy? (mapping the work)
› Are we spending the right amount of time? (cost of work)
› Is the work done by the right people? (responsibility and alignments)

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## Skills and competency analysis

Set the target competencies you need to achieve your objectives, understand your current workforce skills data, analyze the gap between the two and develop targeted intervention plans

Answer questions such as:

› What competencies do I need in a specific team in order to improve performance?

› Which teams have average high proficiency levels across all or specified competencies?

› Do we have the supply of talent to meet demand?

› In which area should you upskill your talent?

*Competency gaps for Robbie Black*

**Robbie Black**
Senior Writer

🔵 **Proficiency Gap Summary - Above Target** 🔵
1 [ 👤 4 - 🎯 3] ➤ Team work
1 [ 👤 4 - 🎯 3] ➤ Communication
1 [ 👤 4 - 🎯 3] ➤ Self development
2 [ 👤 5 - 🎯 3] ➤ Dealing with change
2 [ 👤 5 - 🎯 3] ➤ Innovation
2 [ 👤 5 - 🎯 3] ➤ Building relationships

🟢 **Proficiency Gap Summary - On Target** 🟢
0 [ 👤 3 - 🎯 3] ➤ Building external networks
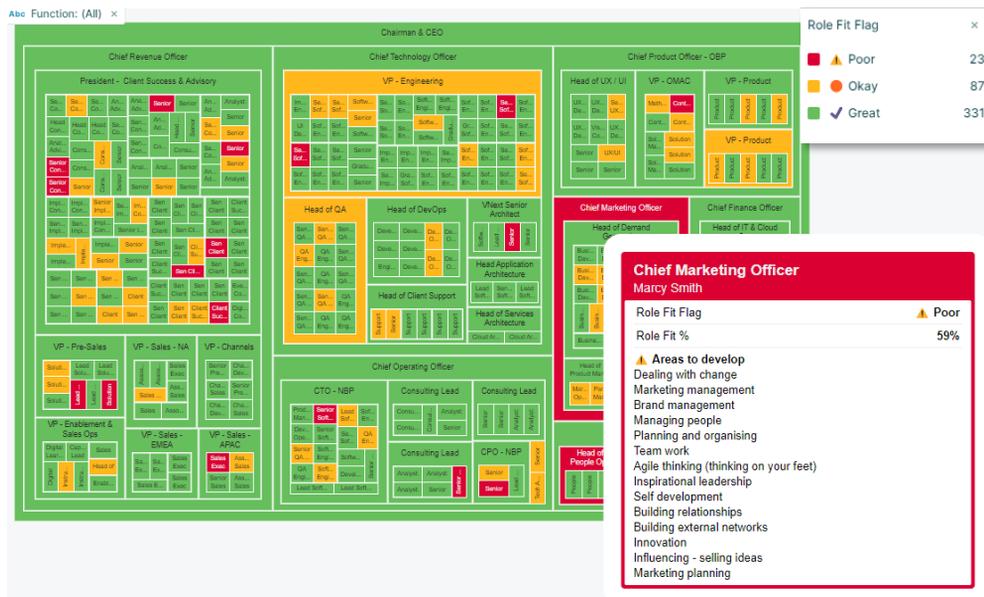
🟠 **Proficiency Gap Summary - Below Target** 🟠
(Blank)

❗ **Competencies Not Held by Person** ❗
🎯 3 ➤ Corporate communications
🎯 4 ➤ Content development
🎯 3 ➤ Influencing - selling ideas
🎯 3 ➤ Planning and organising
🎯 3 ➤ Product marketing
🎯 3 ➤ Working with detial.

**Additional Competencies Not Set For Current Role**
👤 4 ➤ Inspirational leadership
👤 5 ➤ Managing people
👤 4 ➤ IT capacity planning
👤 3 ➤ Information architecture
👤 3 ➤ Digital product ownership

*Highlighting role fit across the business*



**Role Fit Flag**
| | | |
|---|---|---|
| 🟥 ⚠ | Poor | 23 |
| 🟧 🔴 | Okay | 87 |
| 🟩 ✓ | Great | 331 |

**Chief Marketing Officer**
Marcy Smith

| Role Fit Flag | ⚠ Poor |
|---|---|
| Role Fit % | 59% |

⚠ **Areas to develop**
Dealing with change
Marketing management
Brand management
Managing people
Planning and organising
Team work
Agile thinking (thinking on your feet)
Inspirational leadership
Self development
Building relationships
Building external networks
Innovation
Influencing - selling ideas
Marketing planning

*Using competency data to drive succession plans*

**President Consulting**

**Caretaker Summary**
Reece Harris, Chief Executive Officer 93.8%
Gloria Thornton, President Consulting 92.2%
Rex Kirby, Managing Director - Product 90.8%

**Successor Summary**
Antonio Hirschman, Lead Client Success Consultant 90%
Tiffany Haith, Lead PreSales Consultant 88.8%

*Showing specific skills and the people who have it*

**Innovation**
Focus on self

**Description**
To think out of the box, challenge the current state and implement new ideas.

| | |
|---|---|
| 🔗 Roy Roberts | 3 |
| 🔗 Retha Dumsday | 3 |
| 🔗 James Walker | 5 |
| 🔗 Ava Wilkins | 5 |
| 🔗 Chris Houghton | 5 |
| 🔗 Kiri Dakers | 4 |
| 🔗 Nolie Bowell | 4 |
| 🔗 Phaedra Selland | 4 |
| 🔗 Maria King | 3 |
| 🔗 Tyler Swift | 3 |

**orgvue**

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.

For more information please contact:

+44 (0) 20 3633 1090

www.orgvue.com

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