Talent Selection and Transition Management

Confidently transition to your future organization

Managing your talent selection process

When implementing significant workforce changes, allocating the right people to the right positions is crucial to the success of the future organization.

But mapping thousands of employees to thousands of roles presents a significant challenge. Planners must consider various criteria, such as critical skills, financial planning, location preference, tenure, performance, and more, which often entails sifting through vast amounts of data scattered across multiple platforms.

To streamline the process, they need a platform which consolidates all relevant data, enables them to visualize it, and empowers them to confidently make changes and transition to their future design.

Why Orgvue?

Orgvue allows you to confidently manage the complex ‘many-to-many’ relationship across people and positions.

The technology can handle large amounts of data, and brings multiple data sources in one place so you can visualize elements such as your talent supply and demand, required FTE (full-time-equivalent), gaps in your structure, critical skills, preferences, etc.

It then allows you to strategically allocate the right talent to the right role, for a fast and effective transition process.
How it works

1. Identify positions and people that need attention

After aligning your data from multiple sources into the platform, Orgvue allows you to identify unassigned positions and to view their status.

In parallel, you can identify talent with filters on criteria like skills, grade or location, work preferences, and much more. From there, see talent availability, nominate applicants based on relevant attributes, and highlight missing talent or skills gaps to the recruitment team.

2. Map people to positions and build talent pools

Use Orgvue’s drag-and-drop functionality to assign people to positions based on role requirements. Create talent pools and confirm candidates when ready.

Once someone is selected for a role, let Orgvue automatically validate the selection, or flag errors for attention, so you can make the necessary edits before presenting the aggregated picture to stakeholders.
3. Review the impact of decisions and execute your plan

See the financial impact of your models at a granular level, then roll-up to ensure they adhere to your design principles (culture, financial planning, diversity and equal opportunity).

Finally, feed your plan into your HRIS system for execution, assign responsibility to the right implementation team, and show them how they fit into the bigger picture to drive better buy-in to actioning your plan.

▲ Example of a granular view showing the financial impact of decisions and cost changes per individual

▲ Example of a chart showing progress across the whole organization

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**Selection Label**

<table>
<thead>
<tr>
<th>Stage</th>
<th>Grade Change?</th>
<th>Employee: Current Cost</th>
<th>Position: Budget</th>
<th>Cost Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Selected</td>
<td>Grade increase</td>
<td>407,768</td>
<td>425K</td>
<td>17.2K</td>
</tr>
<tr>
<td>Confirmed</td>
<td>Grade increase</td>
<td>108,233</td>
<td>124K</td>
<td>15.8K</td>
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<tr>
<td>Confirmed</td>
<td>No grade change</td>
<td>102,491</td>
<td>83.2K</td>
<td>-19.3K</td>
</tr>
<tr>
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<td>No grade change</td>
<td>98,965</td>
<td>65.7K</td>
<td>-33.3K</td>
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<tr>
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<td>No grade change</td>
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<td>68.1K</td>
<td>-38.6K</td>
</tr>
</tbody>
</table>
Customer story: A worldwide transition for a low-carbon future

**Business goal**
- Move away from a traditional oil and gas operating model towards a model focused on renewable sources
- Redesign more than 50,000 positions and undertake the full transformation quickly and at scale

**The Orgvue solution**
- Created surveys to capture additional employee information such as performance, and linked the results to existing employee and position data in Orgvue
- Managed employee selection and transition, firstly for the top org layers (1,000 employees), then the entire company (50,000 positions)
- Trained, activated and supported over 300 users to deliver repeatable workforce planning

**Gaps uncovered:**

<table>
<thead>
<tr>
<th>50K+</th>
<th>6</th>
<th>300</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employees involved in global transformation</td>
<td>Weeks instead of six months for the full workforce redesign</td>
<td>Upskilled OD practitioners in repeatable workforce planning</td>
</tr>
</tbody>
</table>

“Thanks to Orgvue, we managed to finalize this process in six weeks instead of six months.”

VP of Org Design, oil and gas multinational

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**Orgvue**, the organizational design and workforce planning software platform, captures the power of data visualization and modeling to build more adaptable, better performing organizations. HR, finance, and business leaders rely on Orgvue for actionable insight and analysis that helps them make faster workforce decisions in a constantly changing world.

Orgvue is used by the world’s largest and best-known enterprises and management consulting firms to confidently build the businesses they want tomorrow, today. The company works with many Fortune 500 companies and is headquartered in London, with offices in Philadelphia, The Hague, Toronto and Sydney.

For more information please contact:

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