AI and cognitive technology
A workforce transformation imperative

Artificial intelligence and other cognitive technologies are impacting organizations everywhere and business leaders need to reconsider how work is done on a regular basis. Not only will these technologies transform how businesses organize themselves, but they will also accelerate the pace of change.

Embedding AI in the organizational structure at scale and in a distributed way is challenging. There are many questions to answer. How will these technologies displace our workforce? Will they replace or augment workers? How will introducing them change the type of work we do to achieve our business goals and what will the associated costs of these changes be?

Why Orgvue?

Orgvue allows organizations to quickly merge data from disparate systems, visualizing and modeling future scenarios to enable successful workforce transformation. Its focus on analyzing work and skills as the basis for organizational redesign and workforce planning makes it particularly relevant for AI-driven transformations.

Orgvue helps businesses prepare continuously for the future. The most successful companies are building change capabilities through centers of excellence that are focused on moving work around rather than people. This approach to workforce transformation is more sustainable and less disruptive, allowing organizations to retain talent though upskilling and role redesign.

Artificial Intelligence and Business Transformation
orgvue.com
AI will disrupt and displace work but it will also create opportunities

Technological, social, and economic change being driven by AI is relentless. Research shows that 66% of knowledge work includes tasks that can be performed by AI today. Accenture expects that generative AI will transform 40% of all working hours within the next decade and Gartner predicts that 40% of enterprise applications will have AI built in by 2024.

Gartner and McKinsey both predict that generative AI will disrupt knowledge workers in the way that robotics disrupted manual work in manufacturing. Understanding how cognitive technologies will impact work is what Orgvue does best. While some jobs will be displaced, others will be created and in others AI will augment work, allowing human workers to focus on higher-value tasks.

Only 10% of CEOs are using artificial intelligence strategically*

100m+ human workers will engage “synthetic” colleagues to perform enterprise work by 2026*

40% of organizations using AI today expect 20%+ of their workforce will need to be reskilled**

$4.5 billion invested in AI by venture capitalists in 2022 – up from $408 million in 2018†

* Gartner, Board Brief on Generative AI, April 2023
† PitchBook, June 2023

Despite this, there’s an opportunity to address challenges such as demographic changes, talent shortages, and skills gaps with AI. Change fatigue is high among employees and managing future changes in a less disruptive way will be important. Orgvue puts business leaders back in control through people-centric transformation and data-driven risk management.

AI doesn’t have to be about cost reduction through worker displacement. In fact, today’s most successful enterprise adopters are using cognitive technologies for growth initiatives or extending business capability.
Understand the work your organization does through activity analysis

Orgvue’s activity analysis helps you understand in detail the work being done across the organization by linking people data to activity data, so you can see the cost and effort of each activity as well as who’s doing it, revealing opportunities to replace or augment human effort with AI.

Building an activity taxonomy with Orgvue to highlight where automation or AI can augment human work enables organizations to redesign roles around a redistribution of tasks. Activity analysis shows how productively work is being done, whether it’s fragmented or being duplicated, and whether it could be automated, consolidated, or centralised.

With a clearer view of the work, the cost and the roles involved in different tasks, you’ll be able to plan your investments in workforce transformation more effectively.

Visualize changes in activity levels and understand the activities being done across different departments.

Model changes to activities including automation and instantly see how it impacts your cost.

Track headcount and cost changes against baseline. Understand what would happen if work is allocated to machines and the additional skills needed to make it a success.
Model your future skills demand and introduce AI to close talent gaps

Once you understand the detail behind the work being done today, you can begin to assess your current workforce demand and supply, then model opportunities to integrate AI and automation into your future workforce.

Use Orgvue to model and assess scenarios that explore whether work is better done by humans, machines, or a combination of both. You'll be able to see where there's scope for upskilling to prompt and validate the work being done by AI, ensuring accurate, appropriate outcomes, and improved productivity and profitability.

Orgvue's skills and competency analysis will help you baseline the skills you have today, the ones you'll need tomorrow, and how your talent needs may change as you bring in cognitive technologies. Build these insights into your strategic workforce planning, so you can reassign rather than lose people, redesign roles as work is redistributed, and create new roles to support new technologies in the workforce.

Structuring your organization to be future ready in this way means you'll have a much clearer view of your workforce transformation requirements, making it easier to manage skills gaps as you begin to build a workforce where people and machines work in partnership.

Orgvue, the organizational design and 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:
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