Monitoring your business over time
From data to design to delivery, and back again

Unlocking organizational success:
The importance of tracking your plan

Monitoring the organizational system and its alignment with high-level objectives provides valuable insights into the efficiency of your business. In times of substantial change, maintaining a timely, transparent, and actionable view of progress becomes vital for achieving your goals.

Whether you are reporting on a change program, realizing the benefits of a merger, implementing a workforce plan, or simply monitoring your organization, adopting an effective method to track key performance indicators (KPIs) over time enables you to address critical questions, such as:

- Are you closer to your vision?
- Is there a gap between your original plan and your progress? Where and why?
- Is your business’ future aligned with your plan and objectives? If not, where are you missing the mark?

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 visualize your business, design a plan, and implement it while tracking your progress against that plan. 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.

This gives you the ability to:

- Make a detailed plan in Orgvue
- Use that to implement in a core system
- Track the implementation of the plan
- Compare actual headcount and cost against the planned at a point in time
- Course correct by refining the design based on a deviation, all in one place
How it works

1. Track progress against objectives

Compare actuals against budgets automatically calculate deviations. Identify when and where leaders are off-plan. Use forecasted changes to understand the future state impact of upcoming plans, and drill into the detailed breakdowns by month, quarter, or year, and get insight into why or where you’re off plan.

2. Understand what's causing shifts month over month

Visualizing net change, by month and department, can help understand high turnover or high growth areas.

Understand how internal mobility might be affecting budget: For example, hiring or moving internally can be lower cost than hiring externally. You’ll also be able to see the headcount and cost impacts of hiring, in aggregate and by department or cost center.
3. View breakdowns by headcount and cost

Visualize historic trends and get insight into where to focus next.

Understand what deviations are driven by either headcount or cost (or both), and in which areas of the organization. You’ll know exactly what you can do course correct: for example, under-budget areas may be struggling to hire, while overbudget areas may need more governance on spend.

▲ View a month-by-month update of actuals vs the plan, and understand where and why you might be off-track

▲ Understand FTE trends over time
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

The Orgvue solution

- Used Orgvue to leverage a workforce plan they had built in the preceding months
- Replaced their regional Excel based monitoring with a global view and visually engaging reports
- Monitored the plan centrally against one data set with global accessibility and regional views
- Continuously showed and reported on progress against targets, and gaps in performance

Gaps uncovered:

$300m
Cost savings tracked in real time

150
Business partners collaborating globally

2,200
Records managed in one view of global program

“Orgvue helped our 150 HR business partners in 30+ countries track against the targets in their areas.”

HRBP, Leading global manufacturer

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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 please contact:

+44 (0) 20 3633 1090 or visit orgvue.com