



# Accelerate workforce transformation

Empowering businesses to transform their workforce by understanding the work people do and the skills they have.





# Introducing Orgvue

Orgvue is an organizational design and planning platform that empowers businesses to transform their workforce by understanding the work people do and the skills they have.

Our platform connects strategy to structure, providing clarity of vision, so you can build a more adaptable organization that thrives in a constantly changing world.

The world's largest and best-known enterprises and consulting firms use Orgvue to visualize and model current and future states of the organization and make faster, more informed decisions.

## Continuously design, plan, and build better workforces

In a world of uncertainty, disruption, and change, Orgvue lets you confidently build the business you want tomorrow, today. Organizations use our software to:

- Align the workforce with the business strategy and operating plan
- Make sure the right people with the right skills are doing the right work
- Know the true cost of the workforce today and what it will be in the future
- Balance investments with cost savings to achieve the business plan
- Support continuous workforce planning for today's pace of business



No longer can enterprises think of organizational planning as the headcount line item in their yearly budget. No, executives and managers must think more strategically about their workforce as a framework for driving innovation and improving the bottom line. Orgvue is addressing this sea change.

**Conner Forrest,**  
Industry Analyst, 451 Research

# Our platform

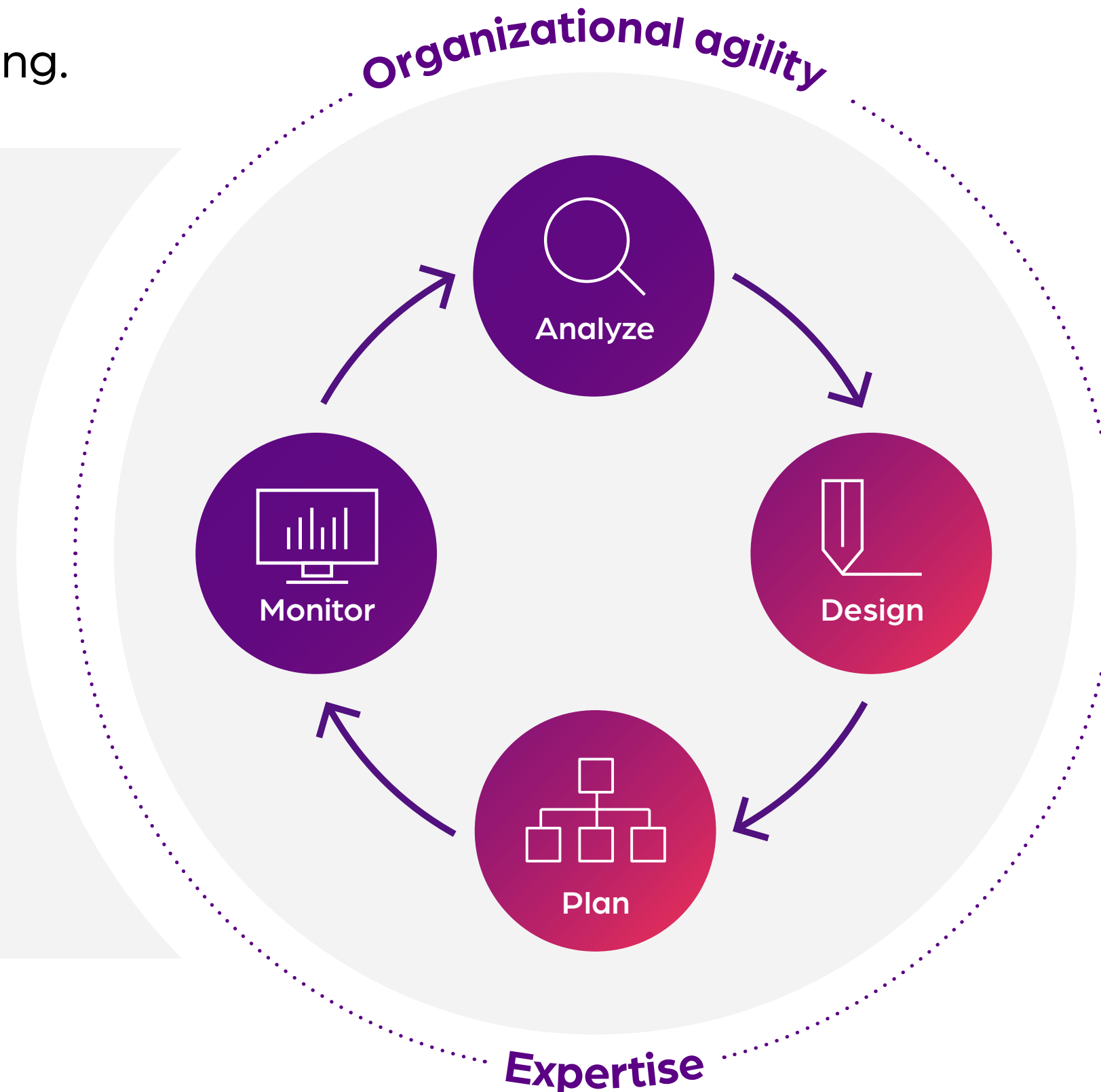
Orgvue is a purpose-built software platform that provides unrivalled clarity on your organization, connecting the workforce to the work they do, so you can get the right people doing the right things at the right time. This is continuous organizational design and workforce planning.

## Systems



## Data

- Positions
- Skills
- Roles
- Activities
- Performances
- Budget
- Goals
- People
- Plan
- Vacancies



## Analyze

to reveal hidden truths

- Import and clean data at scale
- Build a baseline view of the workforce
- Analyze any dimension or measure
- Export to PowerPoint

## Design

using actionable insight

- Map roles, activities, skills, and competencies
- Model the future organization
- Manage multiple workstreams securely
- Track delivery against the 'to-be' design

## Plan

the workforce from demand to supply

- Forecast supply over the planning horizon
- Simulate a top-down view of demand
- Model bottom-up demand at position level
- Reconcile plans to align the business

## Monitor

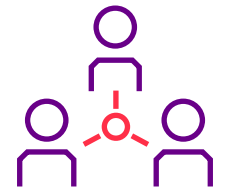
the organization continuously

- Monitor actuals and forecast against targets
- Track in-flight initiatives
- Spot opportunities and risks
- Recommend actions



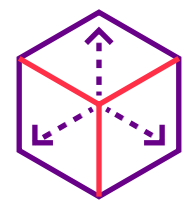
# Our solutions

Our customers commonly use Orgvue for:



## Workforce planning

Plan from strategy to people in one platform, including supply forecasting, top-down and bottom-up demand planning, plus fully integrated tracking.



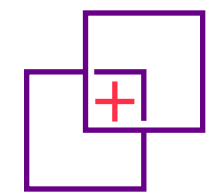
## Market expansion

Create visual representations of your organization's structure, model scenarios, and assess both internal and external factors to plan and implement new market entries and operating model changes.



## Workforce optimization

Whether to improve organizational effectiveness or optimize cost, use data-driven design to visualize the organization 'as-is', collaborate with stakeholders to model the 'to-be' functions, and manage the transition.



## Mergers and acquisitions

Plan post-merger integrations, collaborate on future-state design, and monitor how well it's being executed. Engage business leaders and support post-merger plans.

## Elevate your role in strategic business planning

Backed up by data, Orgvue enables you to:

- Speak the language of Finance on resources, costs, and investments
- Build stakeholder engagement between HRBPs and the business
- Respond immediately to questions on the current and future workforce
- Accelerate decision making on matters of the organization and its workforce
- Push the organization forward with actionable insight



# Our customers and partners

## Customers:



## Partners:





# Customer stories

## \$50m

saved in annual costs

### Reduced operating costs by \$50m

Defend against acquisition by reducing costs and improving operating margins to 18% by 2018, then restore top-line growth by 2020.

Orgvue was used to:

- Simplify the organization in North America, Latin America, and Europe
- Clarify roles within the organization's matrix
- Build an internal center of excellence

## 18

months reduced

### Reduced time from 36 to 18 months

Complete a €4.4 billion acquisition by bringing together 400,000 employees across 100+ countries and different labor regulations.

Orgvue was used to:

- Map the 'to-be' design of each function and model the new organization
- Redesign 670 job roles based on analysis of 450 activities
- Match people to new positions

## 9%

redirected FTE capacity to Asia

### Accelerated market expansion by redirecting 9% of FTE capacity to Asia

Double revenues to \$4 billion with 30% of sales in Asia. Hiring at speed (13,500 employees, 415 stores) created complexity and inefficiency.

Orgvue was used to:

- Aggregate global employee data to design an efficient operating model
- Forecast staff costs for budgeting and planning
- Strengthen accountability and decision making





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