

# 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:**

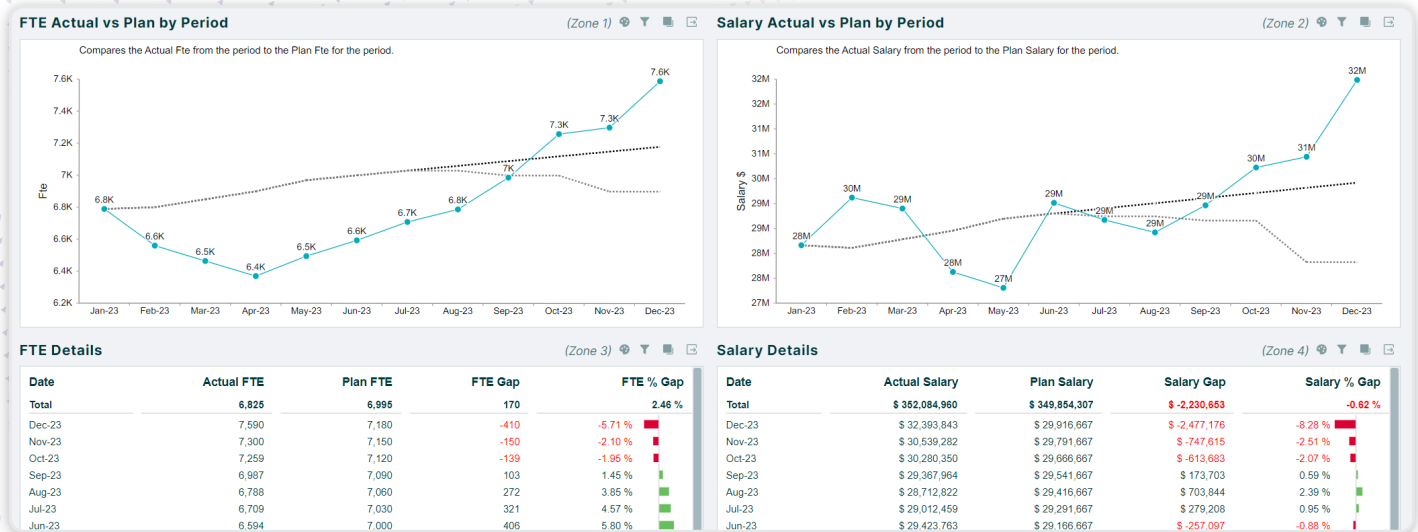
- ▶ Make a detailed plan in Orgvue
- ▶ Use that to implement in a core system
- ▶ Track the implementation of the plan
- ▶ Compare actual headcount and cost against the planned at a point in time
- ▶ Course correct by refining the design based on a deviation, all in one place

# 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.

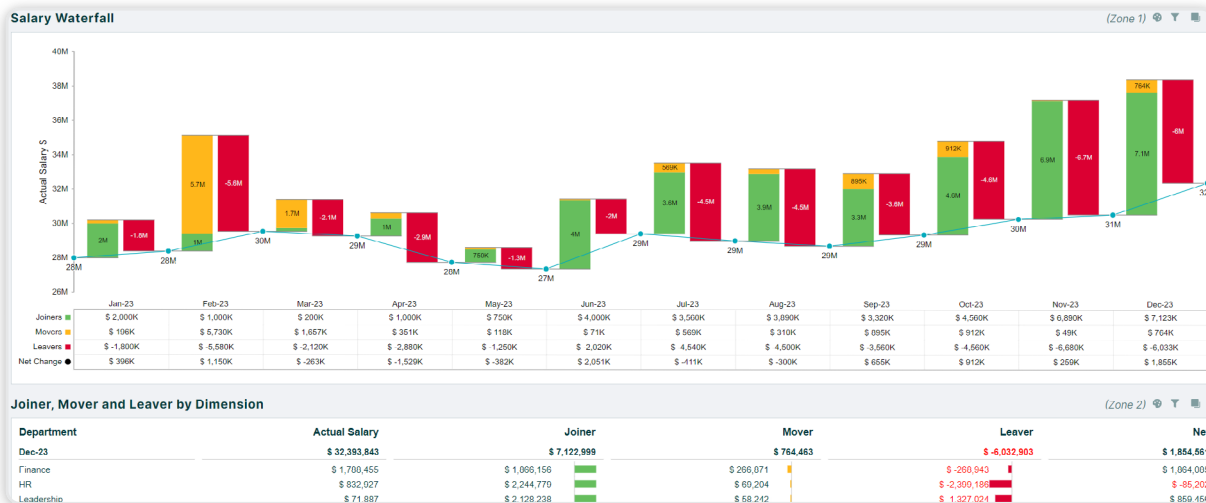


▲ See overall headcount and cost trends (blue line) in comparison to your target (dotted line)

## 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.

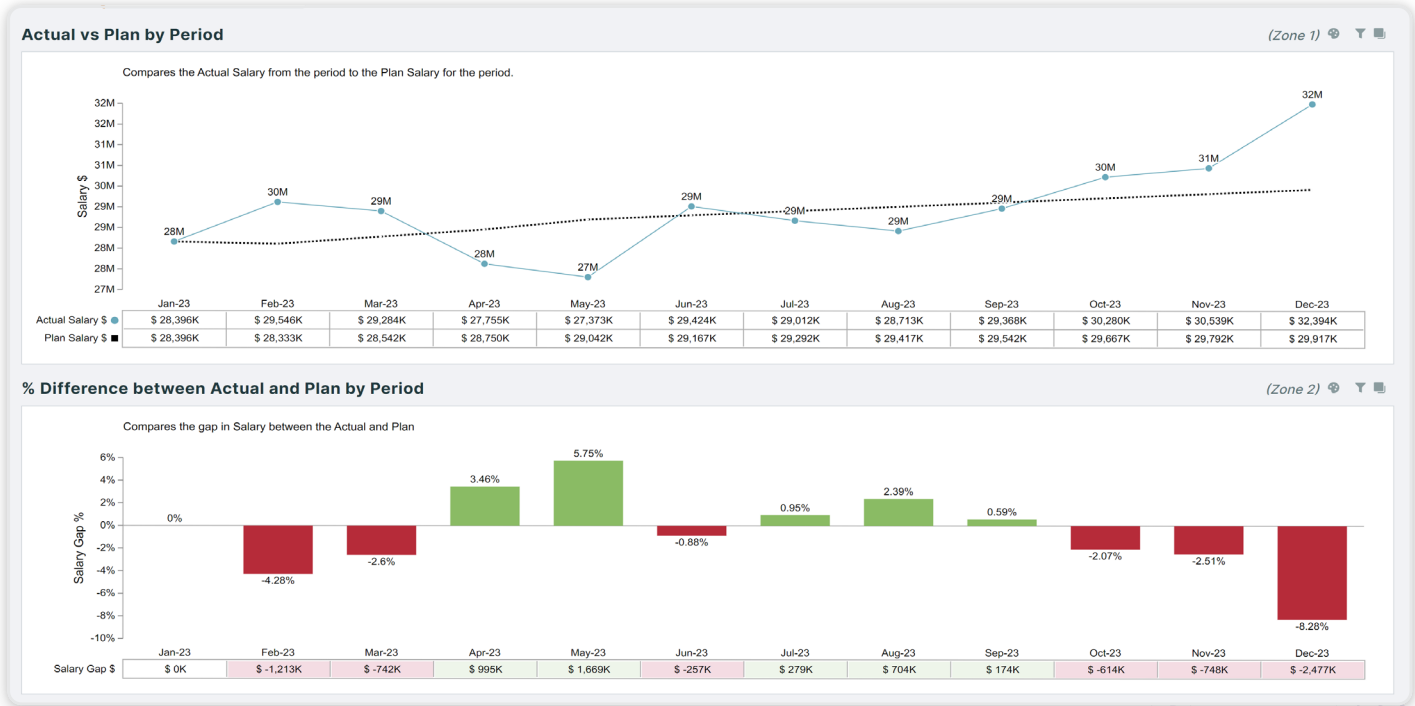


▲ Understand the different reasons the headcount and cost shift month over month, and locate the changes

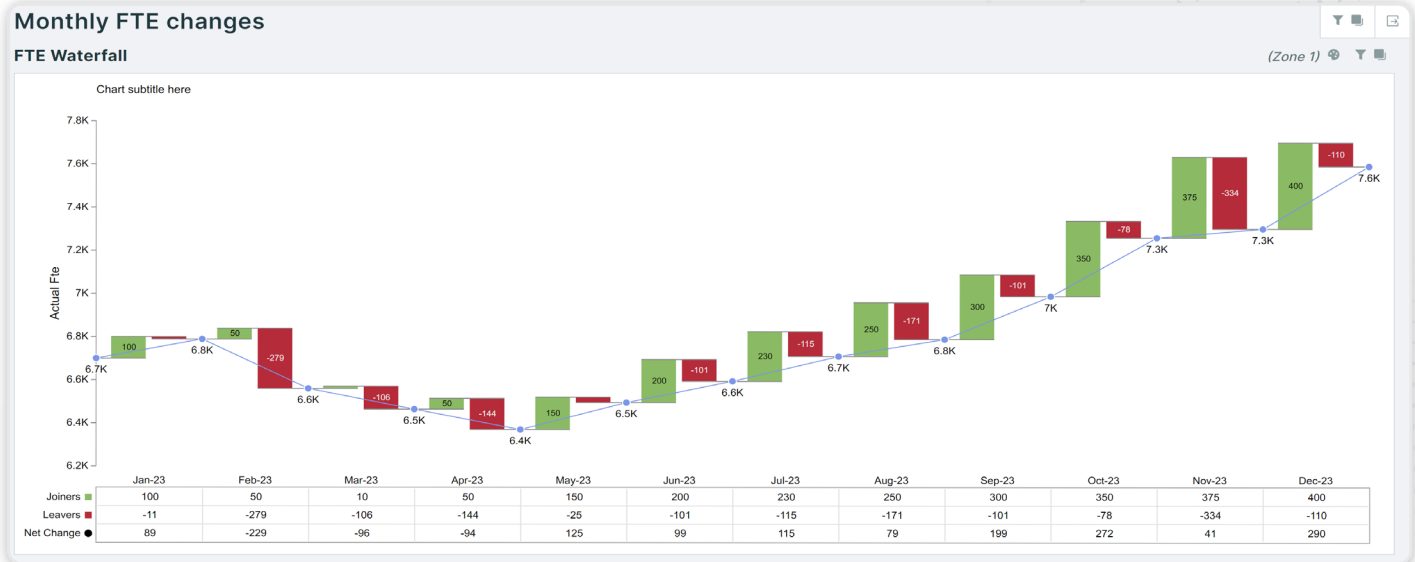
### 3. View breakdowns by headcount and cost

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.

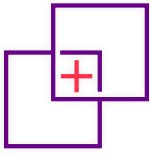


▲ View a month-by-month update of actuals vs the plan, and understand where and why you might be off-track



▲ 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

**Orgvue** is an organizational design and planning platform that empowers your business to transform its 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, better performing organization that thrives in a constantly changing world of work.

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. The company is headquartered in London, with offices in Philadelphia, The Hague, Toronto, and Sydney.

For more information please contact:

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