



Organizational design

Model the organization, assess the
impact and design with confidence.



Organization design

Model the organization, assess the impact

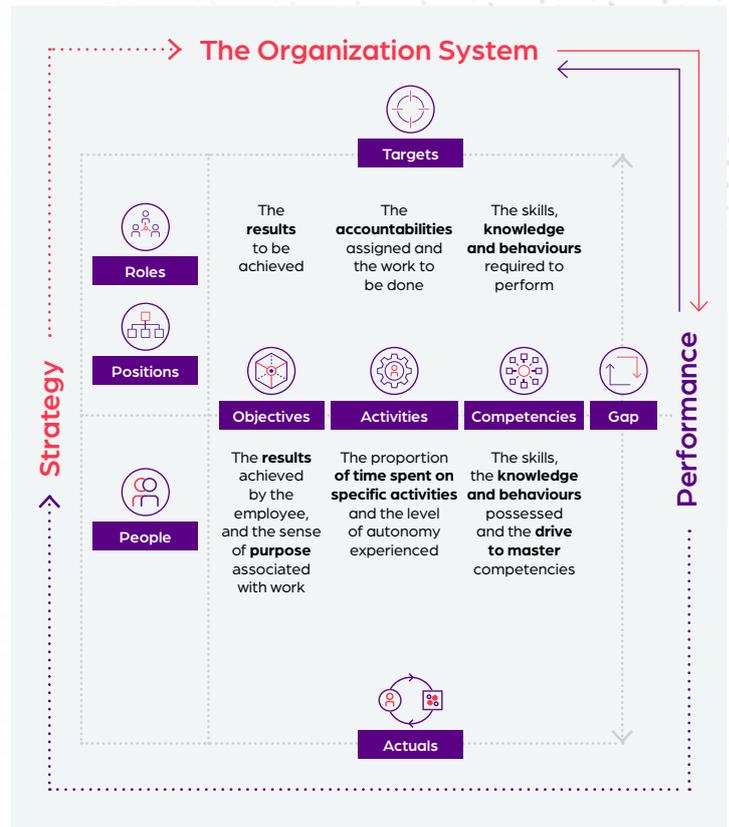
Planning and visualizing the future of the workforce is becoming crucial for businesses to thrive

Businesses are often puzzled as to where to start when it comes to designing their organization.

With so many factors to consider such as modelling potential scenarios and aligning the organization for future goals, it can seem like a daunting task to take on.

There is a need for organizations to adopt a data-driven technology to model the future of their workforce, and immediately see the implications of changes so they can design with confidence.

The orgvue platform uses a conceptual model to describe the relationship between people and work, so you can see how different activities combine to drive business performance. The model enables you to monitor and adjust the nature and flow of work in response to changing circumstances.



Organizational design challenges to overcome

People and politics

Designing around people and roles rather than business needs is the single biggest mistake you can make. Don't be tempted to keep the peace in the short term at the expense of business performance over the long term.

Data and analytics

Aside from the technical challenge of collecting, merging, structuring, cleaning, and storing data, obtaining information can be difficult for ethical reasons. Employees may be fearful of data transparency and resist disclosure. This challenge will take time to overcome and relies on trust and behavior change.

Design processes

Organization design is about more than just structure, so make sure you apply the same rigor to all areas. Don't just focus on org charts, be clear on the processes that make up the organization as a whole and understand how they connect.

There are no perfect answers to org design and every case is different. It's a continuous process that works to sustain the organization over time and improve business performance. orgvue can help you tackle your org design challenges by helping you to design with people at the forefront, overcome the data inconsistencies by providing a single source of truth and establish clear design processes. You can design various future states, see the impact in a change-controlled environment and track your progress over time. Confidently design and model your organization with orgvue.

A SaaS platform that changes everything

Design for the future of your business with Orgvue

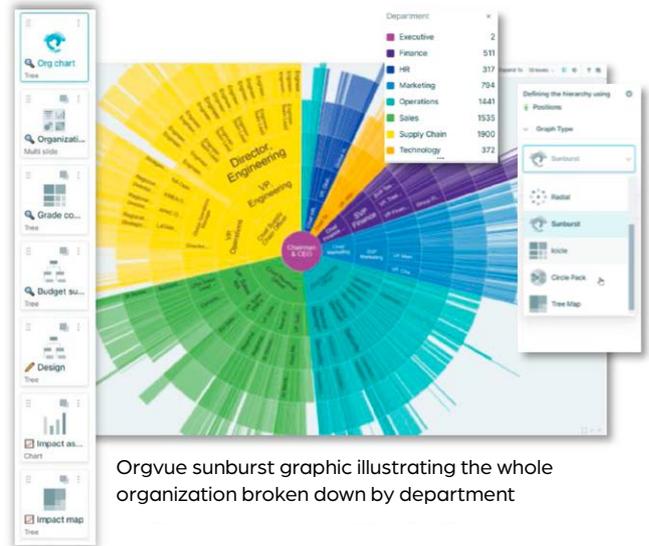
Understand your organization

Understanding the different aspects of your business is key to make informed and data-driven decisions. It might sound like a given, but it can often be a challenge, especially when done at scale.

Orgvue was purposely built to present your data in an incredibly powerful way, allowing you to see your organization like you've never seen it before. You can make the necessary decisions and confidently design the organization you need to realize your business goals.

- Gather your data in one place, whether from your HRIS system, financial systems, skills or activity data, and more.
- Use orgvue's pre-built set of slides, or 'packs', to tell a story and understand your business at the top level and granular level.
- Quickly and easily switch between graph types, to look at the data from different angles.
- Color-code your data by key metrics, such as location, department, gender, preferences, skills, and many more.
- Share your findings with stakeholders by exporting visuals straight to PowerPoint.

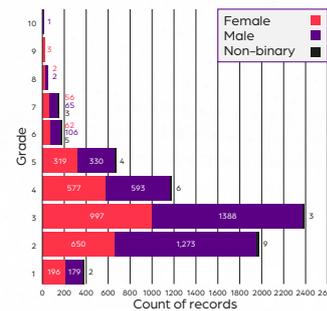
How many layers does my organization have?
 Is it in line with my design principles?
 Are my teams overall the size that I want them to be?
 Are higher grades reporting into lower grades?
 And does that make sense for my org productivity?



Orgvue sunburst graphic illustrating the whole organization broken down by department

Orgvue's pre-built packs of visuals will help you explore specific areas of your business and organizational health.

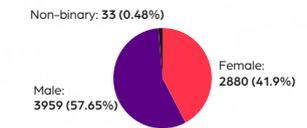
Count of Records by Grade



Count of Records by Gender and Department

Department	Female	Male	Non-binary
Executive	2,880	5,959	33
Finance	204	504	3
HR	144	173	5
Marketing	352	435	7
Operations	815	625	5
Sales	361	768	6
Supply Chain	407	1,442	11
Technology	199	172	1

Count of Records by Gender



Orgvue graph showing the breakdown of diversity, equity and inclusion

Key organization measures

- Spans and layers
- Age and Tenure composition
- Vacancies
- Organizational dimension
- Gender and Ethnic diversity
- Reliance of contractors and part timers

What's the gender split by grade?
 Do I have an imbalance at the top?
 What is my count of employee by department?
 Do I have a good gender balance in my organization?

Confidently model your organization with Orgvue

With orgvue, you can bring in data from multiple sources, clean it, see it all in one place and set a baseline for your organization. Then take a data-driven approach to modelling through multiple viewpoints and a best-in-class toolset.

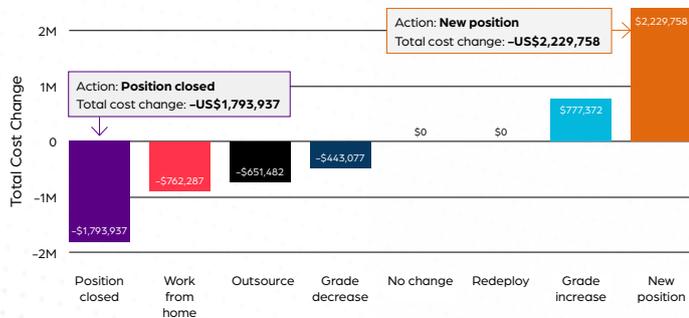
Model your organization

Take a 'what if' approach to building scenarios using orgvue's drag & drop simplicity, understand how potential scenarios can affect your business and model the future with confidence.

- What if I relocated a team from the US to India?
- What if my whole workforce went remote?
- What if I wanted to cut costs from a specific department?

Visualize the future state clearly

See the cost impact of changes



'What if I outsourced the VP, Market research position'?

'What if I outsourced the VP, Market research position'?



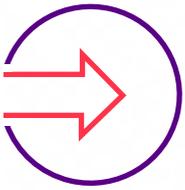
Design your org using drag & drop simplicity

Identify areas that need your attention

See your organization, align with your strategic goals, and decide where to investigate and model further.

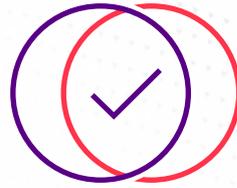
- What would be the cost impact of going from a regional to a centralized marketing team?
- What if I outsourced my whole creative team?
- What would happen to my available talent pool if I took geography out of the equation?

Customer story



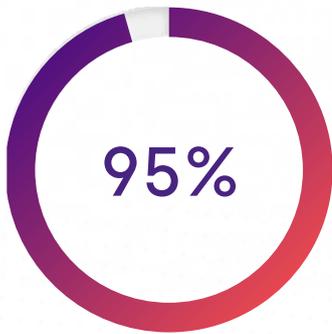
Business goal

- Reduce operating costs by \$100M to drive growth and more effective delivery
- Build in-house org design capabilities to re-design internal opportunities



Orgvue solution

- Consolidated and cleaned organization data, increasing accuracy from 60% to 95%
- Designed, developed, and reviewed multiple design scenarios
- Created fully-costed organization designs



Data accuracy



Cost savings



Reduced operating costs



We never thought we'd manage to design scenarios with 1000s of positions with such ease ... and reach our cost objective so quickly

VP of
Organization Design

Orgvue, the leading organizational planning and design SaaS platform, harnesses the power of data visualization and modelling to build more adaptable, better performing organizations in an era of constantly changing market dynamics. HR, finance and business leaders use the platform to take control of their business and make faster, more confident data driven decisions to fearlessly build the organizations they want tomorrow, today.



Learn more at orgvue.com
or email us at info@orgvue.com
+44 (0) 20 3633 1090

See tomorrow's business today **orgvue**