

Organization analysis

Visualize and understand your organizational effectiveness

Visualizing and understanding your organization

Understanding what's going on in your business is essential to achieving strategic objectives.

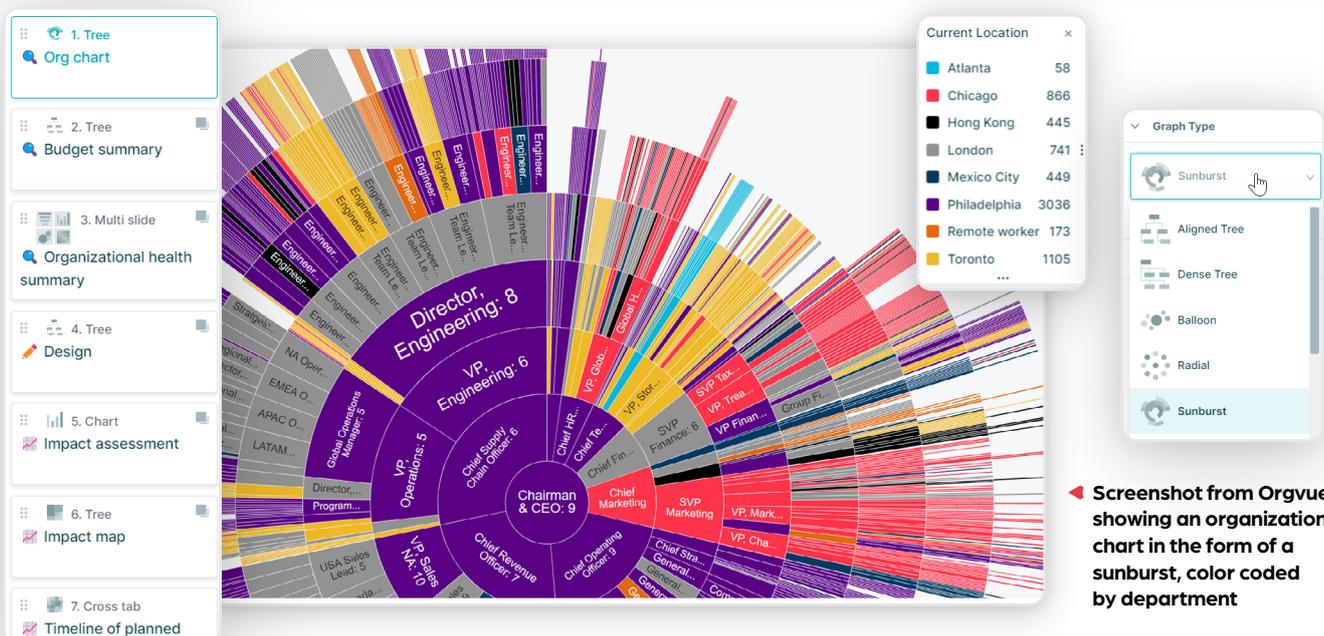
Whether it's part of your regular organization design process or in preparation for a significant transformation, making sense of your organizational effectiveness at all levels of the business is the first step toward a successful and sustainable workforce plan.

However, the complexity of managing people data can pose challenges, particularly when it is dispersed across multiple systems, markets, and regions. So how can you visualize and assess your main organizational metrics and reveal insights into your business to make data-driven decision?

Why Orgvue?

Orgvue is an organizational design and workforce planning platform which provides a holistic and comprehensive view of your organizational data, allowing you to see the big picture. It consolidates data from various sources and systems, giving you a unified view of your organization's structure, people, roles, and relationships. Ultimately, it empowers you to make informed decisions, drive performance improvements, and optimize your workforce effectively.

- ▶ Have one source of consolidated and aligned data
- ▶ Use pre-built packs to tell your story
- ▶ Choose between different graph types to view your data
- ▶ Add your brand colors to your visuals
- ▶ Share your visuals and findings with stakeholders through PowerPoint exports



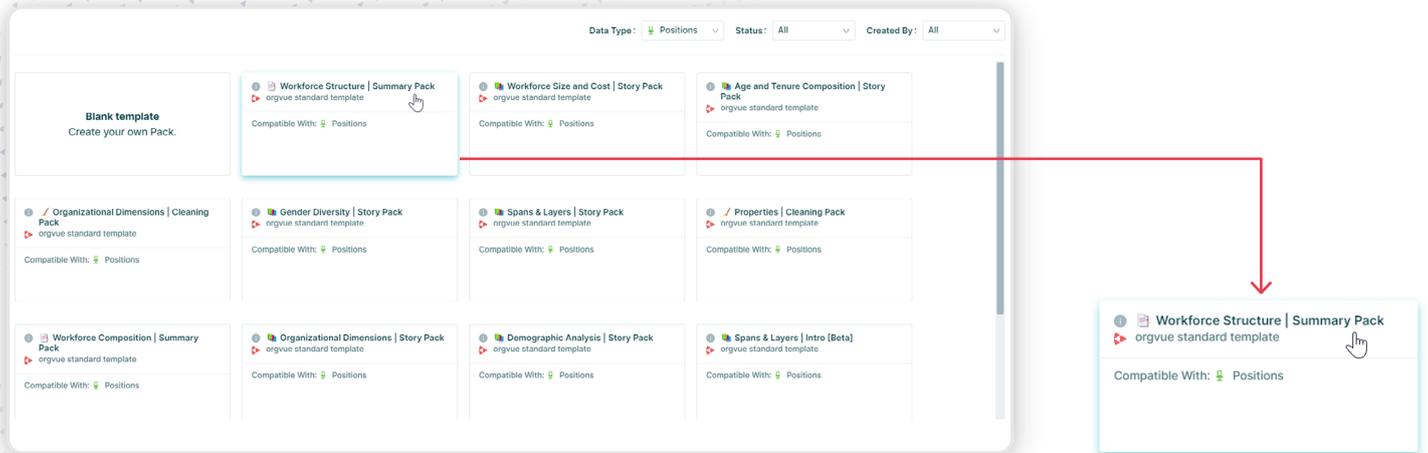
▶ Screenshot from Orgvue showing an organizational chart in the form of a sunburst, color coded by department

How it works

Deep dive into different areas of your business

Pick from a number of pre-built packs (sets of slides) that you can refer to throughout your journey. They'll enable you to explore specific areas of your business, as a whole and at a granular level.

On each visual, hover over the charts, look closer at numbers, zoom in and out and explore the data to answer your most pressing questions.



Workforce structure summary pack

- 1. Multi slide
Overview
- 2. Multi slide
Spans & Layers Summary
- 3. Multi slide
Spans & Layers Landscape (Drill-Down)
- 4. Worksheet
Spans & Layers Detail
- 5. Tree
Size & Cost Overview
- 6. Multi slide
Size by Dimension Summary
- 7. Multi slide
Size & Cost Functional Summary
- 8. Multi slide
Size & Cost Functional Landscape (Drill-Down)

Spans & Layers Summary

Zone 1: Count of Records by Span of Control (Zone 1)

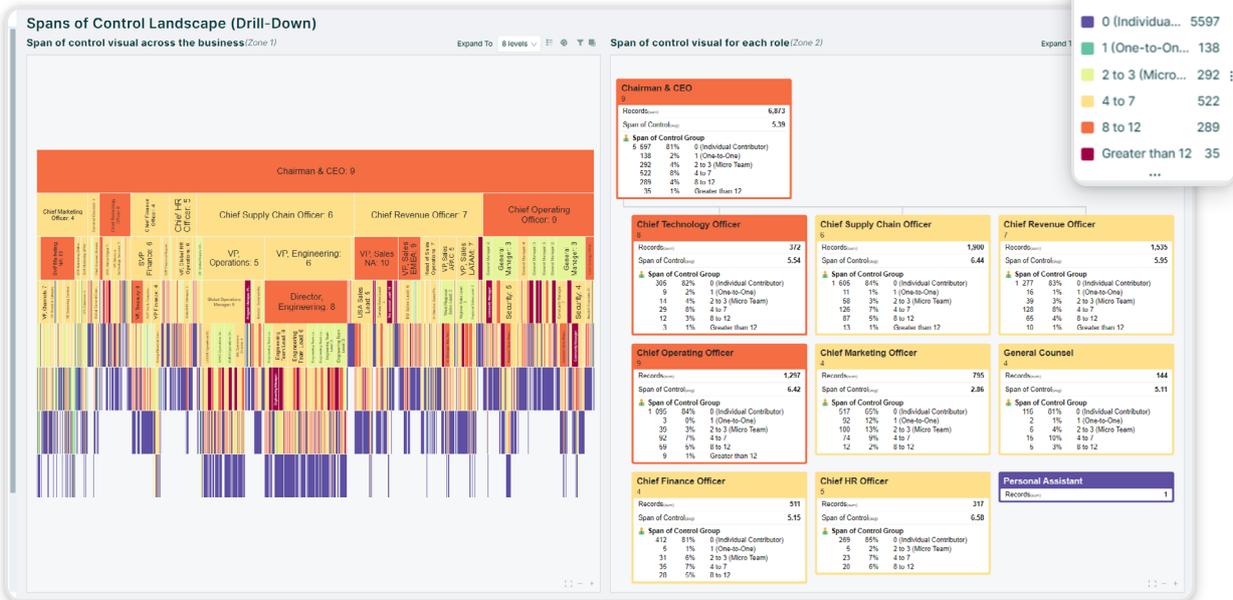
Span of Control Group	Count
0 (Individual Contributor)	5597
1 (One-to-One)	138
2 to 3 (Micro Team)	292
4 to 7	522
8 to 12	289
Greater than 12	35

Zone 2: Count of Records(%) by Level 2 (Zone 2)

Level 2	Count of Records (%)
Chief Marketing Officer	65%
General Counsel	99.6%
Chief Technology Officer	82%
Chief Finance Officer	60.6%
Chief HR Officer	84.9%
Chief Supply Chain Off.	84.5%
Chief Revenue Officer	63.2%
Chief Operating Officer	82.4%
Personal Assistant	100%

Zone 3: Total Records(%) by Org Layers (Zone 3)

Viewing spans and layers summary across the business ▲



▲ Drilling down into the spans of control landscape

The workforce structure summary pack can help you answer questions such as:

- ▶ How many layers do I have in my organization?
- ▶ Are my teams the size I want them to be?
- ▶ Where am I spending more and where could I be spending less?

Gender diversity pack



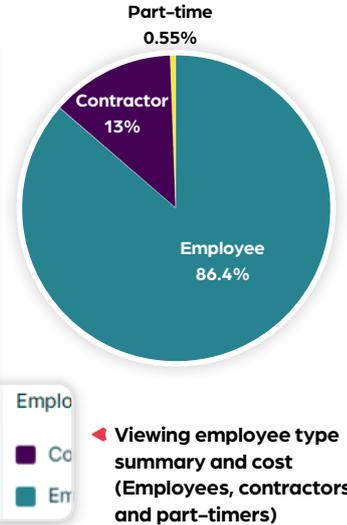
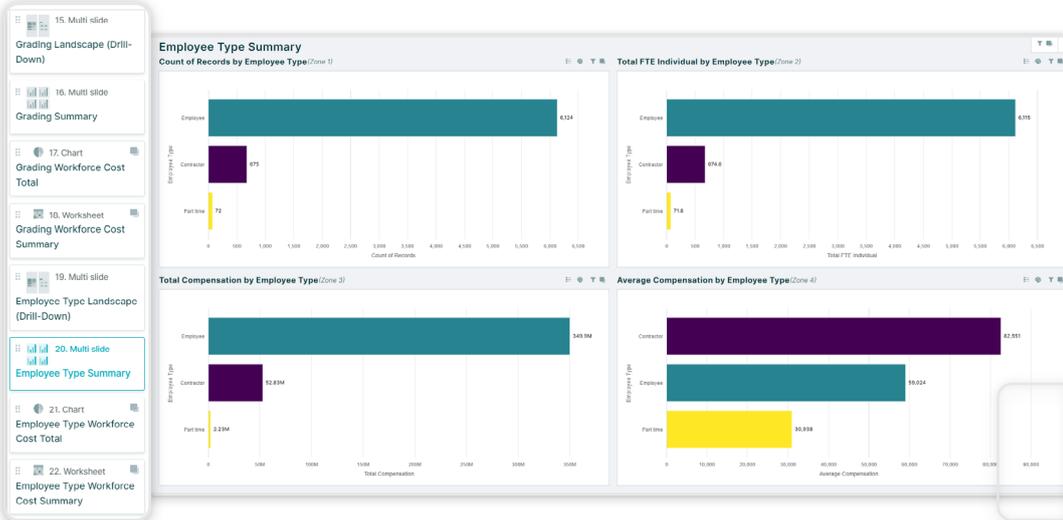
The diversity summary pack can help you answer questions such as:

- ▶ What's the gender split by grade? Do I have an imbalance in the top layers?
- ▶ Is there a major gender imbalance in one of my departments?
- ▶ What does the gender split look like overall in my organization?
- ▶ Is our compensation strategy fair across different areas of the business?

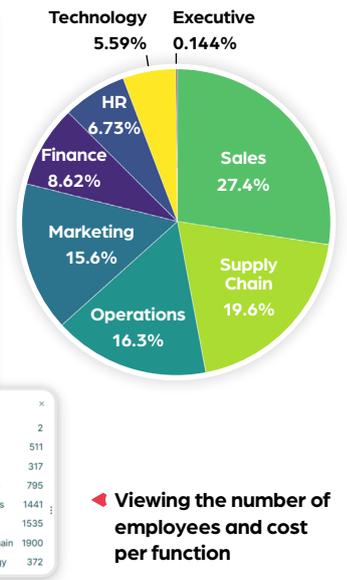
Workforce size and cost pack

The workforce structure summary pack can help you answer questions such as:

- ▶ What is our employee split, by function, employee type, location, grading, etc.
- ▶ Should we increase our spend on contractors, and reduce full-timers?
- ▶ Are we remunerating one part of the organization more than the other? And if yes, does that make sense?
- ▶ What's our location split? And how does the remuneration across locations differs?



◀ Viewing employee type summary and cost (Employees, contractors and part-timers)



◀ Viewing the number of employees and cost per function

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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