

Digital Transformation

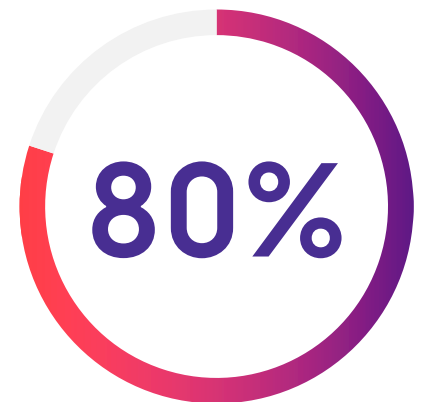
Empower your talent to adapt, innovate, and thrive with the introduction of new technologies

There is more to digital transformation than just adopting new technologies

Digital transformation is about reimagining how your business operates, competes, and creates value in an era of constant change. To stay ahead, organizations are accelerating digital initiatives, such as migrating to the cloud, integrating AI, automating workflows, and redesigning IT infrastructure.

Yet, transformation isn't just about systems and tools—it's about people. Without a workforce that's ready to adapt, learn, and evolve, even the most sophisticated technology strategies will unravel.

Many organizations focus on the digital side of transformation but struggle to assess workforce readiness, bridge skill gaps, and align talent with evolving technology needs. Yet, success depends on more than innovation; it requires a workforce equipped to drive, adapt to, and sustain change.



of knowledge workers' tasks will be supported by AI by 2028

Digital transformation leaders face significant challenges:

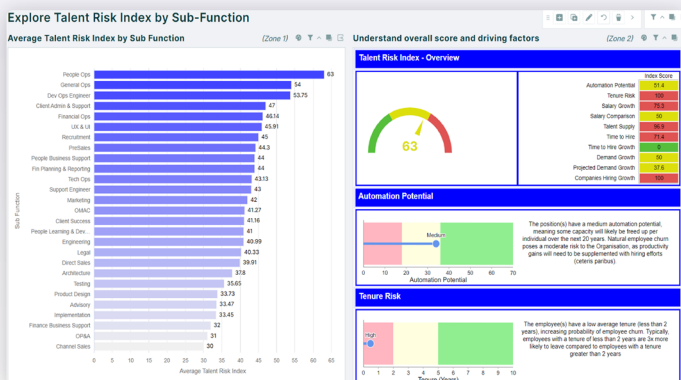
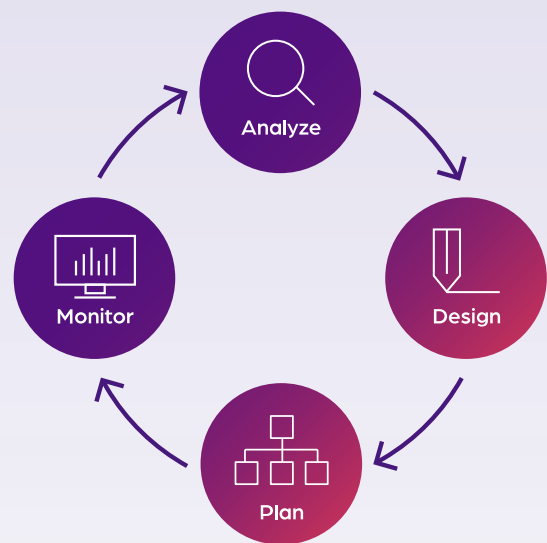
- ▶ Talent planning misaligned with complex, hybrid IT environments
- ▶ Navigating skills shortages, particularly in IT, cloud, AI, and cybersecurity
- ▶ Difficulty integrating new technologies with legacy systems and scaling workforce impact
- ▶ Managing the pace of transformation while maintaining business continuity
- ▶ Siloed data and no internal tools for dynamic workforce modeling

The question is, how can leaders tackle these challenges when driving digital transformation with their workforce?

Introducing Orgvue

Orgvue is an organization design and workforce planning platform, built to help you quickly assess and optimize your workforce in the short term while aligning with your long-term strategy.

By integrating internal workforce data with external labor market intelligence, Orgvue provides a richer data foundation for smarter decision-making. This enables organizations to model, plan, and execute large-scale, multi-year transformation initiatives with confidence—ensuring workforce readiness aligns with digital transformation for lasting impact.



▲ Using labor market intelligence to evaluate skills, talent risk, and automation potential

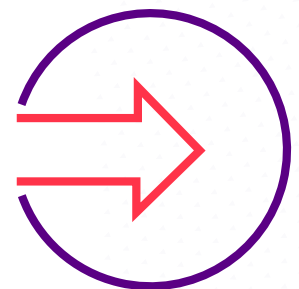
Unlocked knowledge

Orgvue makes external labor market insights instantly accessible and actionable.

By partnering with leading providers like Lightcast and Revelio Labs, as well as our strategic alliance consulting partner Deloitte, we integrate labor market data from over 70,000 global sources directly into our platform. This data sits alongside your internal organizational data, enabling you to compare, identify risks, and make informed decisions with ease.

With Orgvue, you can quickly...

- ▶ Visualize workforce implications of digital initiatives, ensuring alignment between IT and talent strategies
- ▶ Model future workforce structures based on automation, AI, and cloud adoption initiatives
- ▶ Identify skills gaps and plan reskilling or hiring to meet future technology needs
- ▶ Simulate different scenarios to understand risks, costs, and organizational changes before finalizing the plan
- ▶ Track progress in real time to ensure workforce transformation stays on course with business goals



Build a future-ready workforce for a digital-first world

1. Consolidate data to analyze your business today

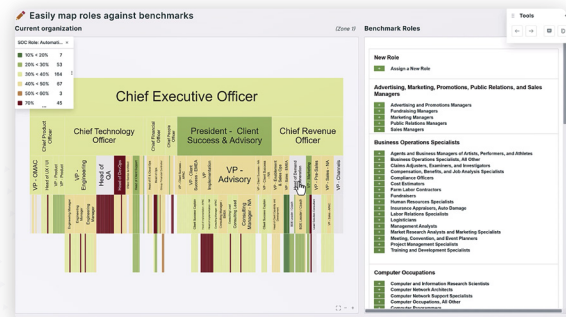
Data from your HR systems, finance tools, and spreadsheets can be seamlessly imported into Orgvue, where it is cleaned, structured, and readied for analysis. By integrating external market data, Orgvue enables you to uncover workforce risks, identify opportunities, and pinpoint areas that need attention in your digital programs, ensuring data-driven decision-making at every step.

Department	Current Location	Grade	Position Status	Location
Chairman & CEO	Chris Houghton			
Department				
Current Location				
Grade				
Position Status				
Executive	Philadelphia	3	vacant Position	
Chief Technology Officer	James Walker			
Department				
Current Location				
Grade				
Position Status				
Chief Finance Officer				

▲ Uploading rate card data alongside employee data from a spreadsheet for full understanding of workforce costs

Answer questions such as:

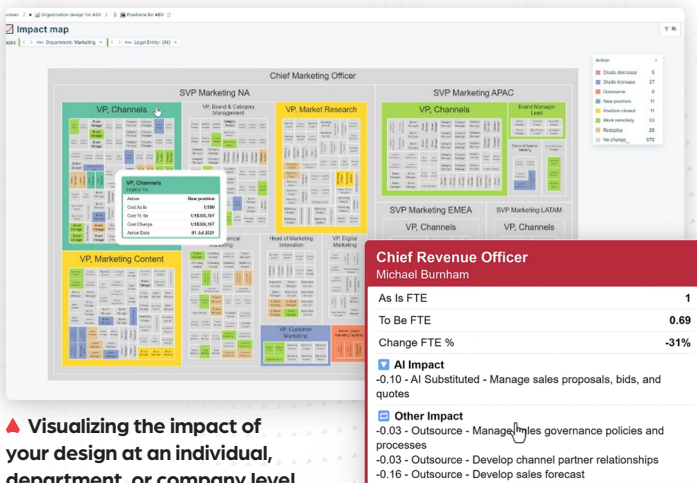
- ▶ What is the cost impact of digital transformation on my workforce?
- ▶ Where are inefficiencies or redundancies in work as we adopt new technologies?
- ▶ How will automation and AI affect management structures and reporting lines?
- ▶ Am I investing in the right areas to support digital transformation initiatives?
- ▶ Which roles and skills are critical for success?



▲ Map current roles against external benchmarks to understand AI's impact on your business

2. Model your future organization

With drag-and-drop functionality in Orgvue, you can model and instantly visualize the impact of adding, removing, or adjusting positions during a digital transformation. By leveraging criteria like skills, performance, tenure, and activities, you can explore multiple workforce scenarios, assess their feasibility, and discard ineffective options—ensuring smarter, data-driven decisions.



▲ Visualizing the impact of your design at an individual, department, or company level

Answer questions such as:

- ▶ What risks do I face by restructuring management layers during digital transformation?
- ▶ How would reducing my IT team impact our ability to implement and sustain new technologies?
- ▶ Would outsourcing certain roles, like design or development, accelerate our digital transformation goals?
- ▶ Where can I optimize costs by redeploying or reskilling employees for emerging technology needs?
- ▶ How does my workforce transformation strategy align with overall digital investment and cost-saving targets?

When you're ready, Orgvue helps you match the right people to the right roles. Easily shortlist candidates into talent pools based on role requirements and seamlessly manage role placements and transitions, including exits if needed.

- ▶ Who has the skills needed to drive digital adoption and transformation initiatives?
- ▶ Which critical technology-driven roles remain unfilled and require immediate attention?
- ▶ Where should I hire or upskill employees to support AI, automation, and cloud transformation?



With your plan in motion, Orgvue helps you track progress, measure value realization, and monitor workforce changes (joiners, movers, and leavers). And if unexpected changes arise, you can keep your transformation on track by quickly updating and remodeling your strategy.



- ▶ What does the executive report on our digital transformation progress look like so far?
- ▶ Are we on track to achieve the projected value and business impact of our transformation?
- ▶ Where are the gaps between our workforce transformation plan and actual execution?
- ▶ Have all workforce transitions and role changes been effectively implemented by HR?

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.

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