





# Building the intentional enterprise

Design the organization your strategy demands

James Walker  
Chief Technology Officer

Current cost 

Critical skills

- Risk Management 
- Strategic Vision 

## AI Role Fit

-  Poor
-  Okay
-  Great

# Introducing Orgvue

Workforce decisions matter. Whether you're optimizing costs, navigating M&A, or building transformation capability through organizational design and workforce planning, the impact ripples through your entire organization. Yet most businesses lack the data intelligence to model what happens before they commit.

Orgvue exists to change that. For over a decade, we've built the workforce transformation platform that connects strategy to structure, brings clarity to complexity, and lets you see the impact of workforce decisions before you make them.

## For every workforce challenge in an AI-driven world

Every business challenge is a transformation challenge. Whether you're responding to immediate pressure or building for the future, Orgvue adapts to where you are.

- ▶ **AI-ready workforce:** Design and shape AI around your future workforce
- ▶ **Labor market shortage and skills gap:** Connect work, roles and skills for a single view of your workforce
- ▶ **Profitable and scalable growth:** Plan and scale your workforce while optimizing costs
- ▶ **Industry convergence and transformation:** Connect strategy to structure with actionable data insights



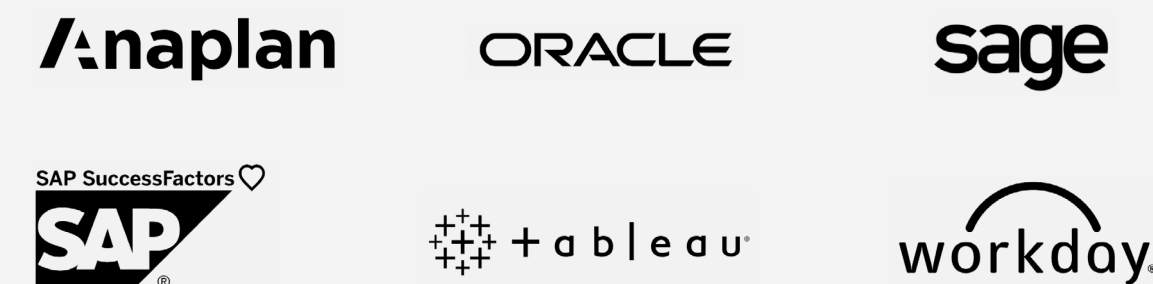
No longer can enterprises think of organizational planning as the headcount line item in their yearly budget. No, executives and managers must think more strategically about their workforce as a framework for driving innovation and improving the bottom line. Orgvue is addressing this sea change.

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

# Intentionally design your future workforce

Bring data from across your business—HRIS, finance, spreadsheets and even market intelligence—to create a dynamic model of your workforce. Understand the work, explore scenarios, and design a future organization that delivers on your strategy with confidence and clarity.

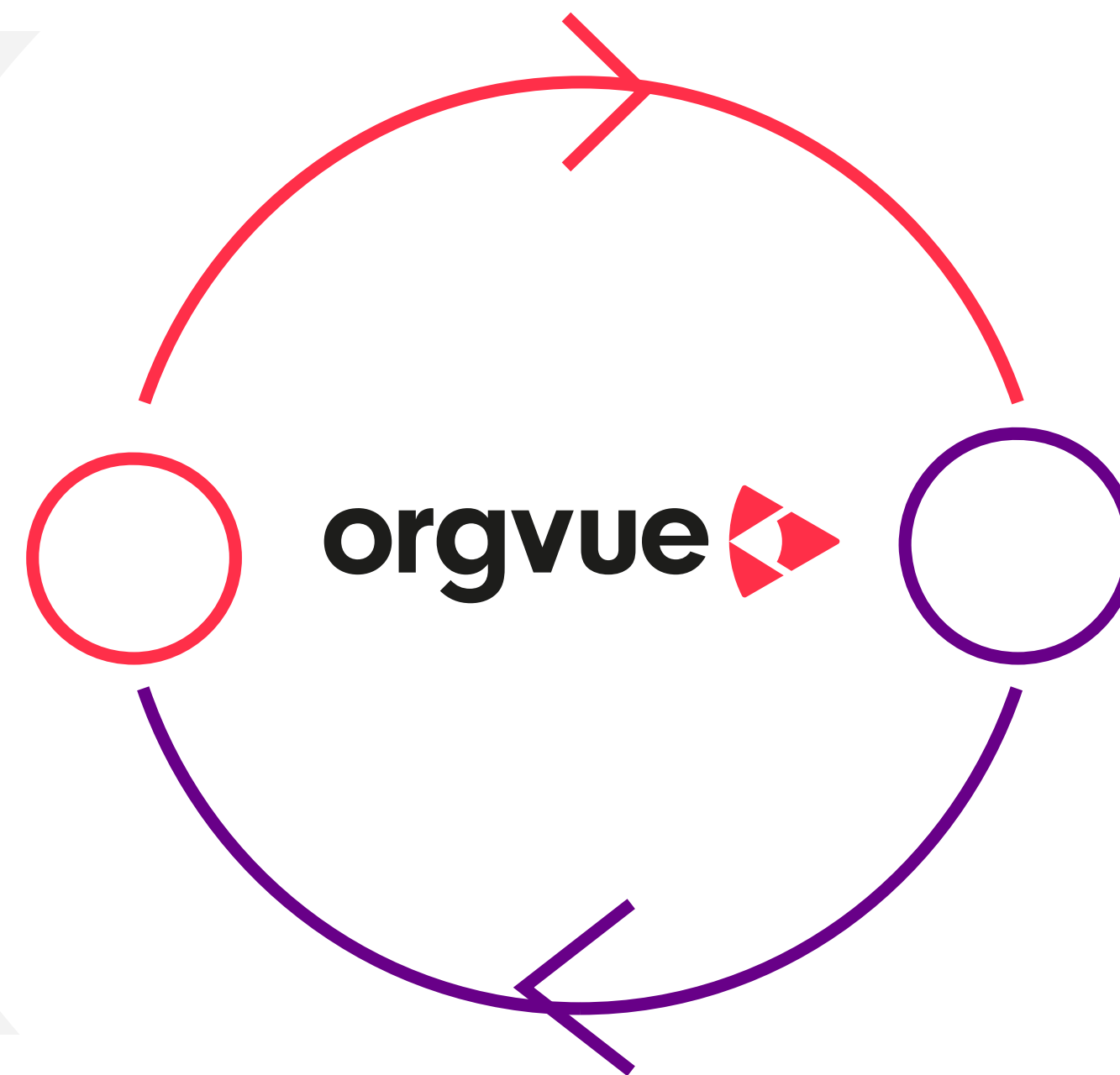
## Systems



## Data

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

Systems and data



Intentional design

## Analyze

See exactly where capability gaps, cost inefficiencies, and transformation risks sit across your workforce.

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

## Design

Compare multiple organizational design scenarios. Assess impact on costs, capabilities, and delivery before you commit resources.

- 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

## Plan

Identify the skills you'll need, the talent you already have, and the fastest path to readiness through workforce planning.

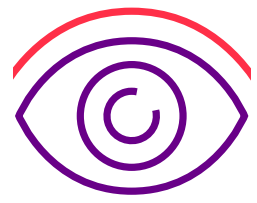
- Map roles, activities, skills, and competencies
- Model the future organization
- Manage multiple workstreams securely
- Track delivery against the 'to-be' design

## Monitor

Maintain continuous workforce intelligence so you're never caught off guard by shifts in demand, attrition, or capability.

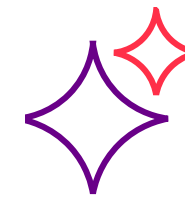
- Monitor actuals and forecast against targets
- Track in-flight initiatives
- Spot opportunities and risks
- Recommend actions

# Why Orgvue



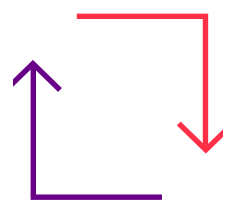
## From complexity to clarity

Bring disparate data to life and see exactly where capability, cost, and transformation risks sit across your workforce—in the age of AI.



## Human-led, AI-enabled expertise

Our experts are always on hand to help you transform your workforce through organizational design and workforce planning.



## Transformative possibilities

Model multiple future states and compare scenarios before you commit. See which structures deliver on strategy and where trade-offs really are.



## Better outcomes, faster

Make decisions in weeks that used to take months. AI-enabled intelligence turns data into actionable insight at the speed transformation demands.

## Meet Henshaw – Orgvue's AI companion



### Henshaw Roles

Transforms messy position data into structured roles and job families, replacing months of manual work with rapid, AI-driven insights that accelerate confident organizational decisions.



### Henshaw Assistant

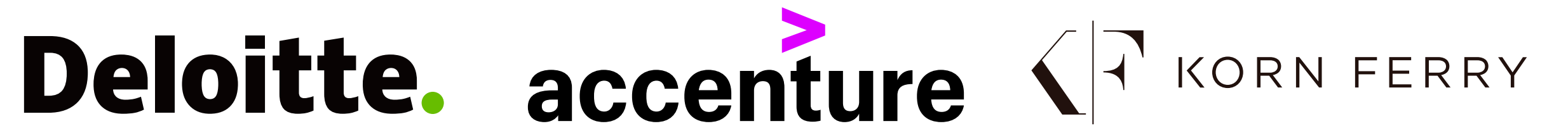
A conversational interface that simplifies workforce decisions—ask questions, uncover insights, and move from data to action faster with clarity and confidence.

# Our customers and partners

## Customers:



## Partners:



# Customer stories

## 50%

Faster modeling across 120 countries

Shifted to continuous organization design at global scale, cutting modeling time by 50% and integrating data from multiple sources to speed decisions across 16 regions and 11 functions.

**Orgvue was used to:**

- Integrate fragmented data into one view to design at scale
- Reduce modelling time by 50% for faster structural decisions
- Enable 171 HR and business partners to monitor progress of new designs

## \$100K

Savings through workforce redesign

Unlocked savings by merging data from over 30 systems, building a unified view of workforce cost and supply, and using scenario modeling to pinpoint optimization opportunities.

**Orgvue was used to:**

- Unify data from 30 systems into a single source of truth
- Identify cost savings, assess efficiency, and benchmark effectiveness
- Model "what-if" scenarios, achieving projected cost savings of over \$100K

## 6 weeks

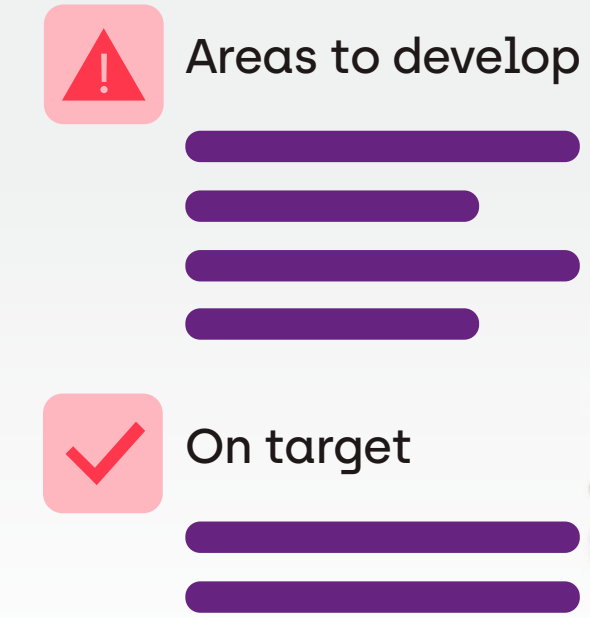
Workforce redesign reduced from 6 months

Replaced six months of manual role mapping with six days of AI-powered analysis, organising 8,000 positions into 83 clusters to unlock workforce planning.

**Orgvue was used to:**

- Analyze 8,000 positions and group them into 83 clusters
- Automate role mapping for a 100x reduction in complexity
- Build a structured roles taxonomy to accelerate planning

Macy Smith ✓



★ People, skills & roles

# How Orgvue helps

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.

Orgvue is used by the world's largest and best-known enterprises and consulting firms to ensure the right people are doing the right work at the right cost to meet their business objectives.

We operate from offices in the United Kingdom, the United States, Canada, Europe, and Australia.

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