October 1, 2024

Nakisa X ODF Tech Talk

Driving dynamic org design with next-gen tools



Morgan Campbell HR Coordinator

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Agenda

Who is Nakisa? | **p4**

What does next-gen organization design software look like? | **p8**

Org design case/software demo | **p14**

Benefits of using an org design solution | **p21**

Q&A| **p24**

Learning objectives

We hope **you gain** the following from this session:

- 1. Better understanding of how tech can supercharge your OD/WFP initiatives
- 2. Augmented business case

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Meet your speakers



Philip Hofton

Director, Business Development & Strategy





Sebastiaan Bos

Director, HR Product



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Who is Nakisa?

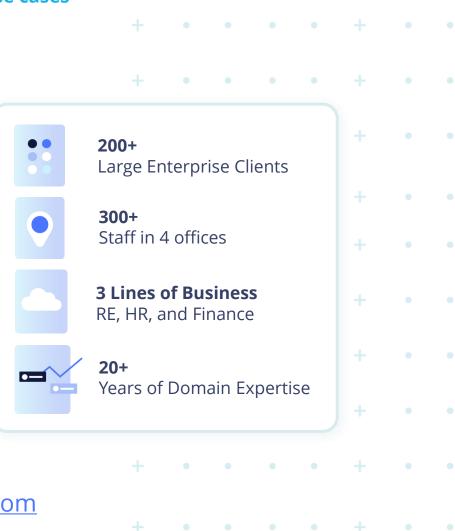
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About us

Fortune 1000's software choice for solving complex finance, real estate, and HR use cases

- A product-led company, founded by <u>Babak Varjavandi</u>, Nakisa's current CEO
- Builds innovative SaaS solutions for large enterprises, leveraging a solid cloud-native architecture
- Offers native bidirectional integration with enterprise ERPs incl.
 SAP, Workday, and Oracle Financial cloud
- Ensures security and privacy for large enterprise data: GDPR, ITGC, SOC I Type 2 & SOC II Type 2, FIPS 140-2 compliant
- Nakisa grows through building innovative solutions and the acquisition of complementary products

Learn more about Nakisa at nakisa.com



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Our product portfolios

Three lines of business: Real estate, finance, and HR

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NAKISA WF Planning Product Portfolio Organization design and workforce planning for large enterprises	NAKISA IWMS Product Portfolio IWMS for large enterprises	NAKISA Accounting Product Portfolio Cloud-native accounting for global large enterprises	•
NAKISA HR Core	NAKISA Finance Core		•
NAKISA Open Cloud Platform	The trusted platform partner of our	r clients, their IT and developers.	• •
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Our client snapshot

Global deployments at Fortune 1000 companies in multiple industries



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What does next-gen organization design software look like?

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Org design/WFP solution supporting processes

Achieving organizational design & strategic workforce planning objectives

Any workforce planning and organizational design solution *must* have the following integrated capabilities:

- Access to baseline data
- Easy-to-use data analysis tools
- Support for scenario planning and 'what-if' analysis
- Seamless integration into strategic planning
- Scenario structuring based on various themes such as jobs, positions, talent, and teams
- Collaboration features for stakeholder engagement
- Structured, flexible governance and workflow management



Workforce planning – A spectrum of solutions

Workforce planning can involve anything from **managing** schedules, capacity, daily activities to strategic long-term planning. These processes help organizations have the right skills and capacity to achieve its goal and mission.



Nakisa org design and workforce planning focus areas

Nakisa org desigr	and workforce	planning sol	utions
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optimization:	
Optimize workers	
schedule to ensure	
fairness	

Workforce scheduling

Operational workforce planning:

Plan for right number and types of workforce resources to meet projected business targets Org modeling & transformation mgmt:

Align resources with new organizational structures after significant transformations Strategic workforce planning:

Ensure workforce skills and resources align with short- and longterm strategies

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C Focus on tactical activityOperationalFocus on strategic investment
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Source: Workforce Planning - how to use technology to support planning process by Helen Poitevin, Gartner, 2020

Workforce

optimization:

Optimize assignment

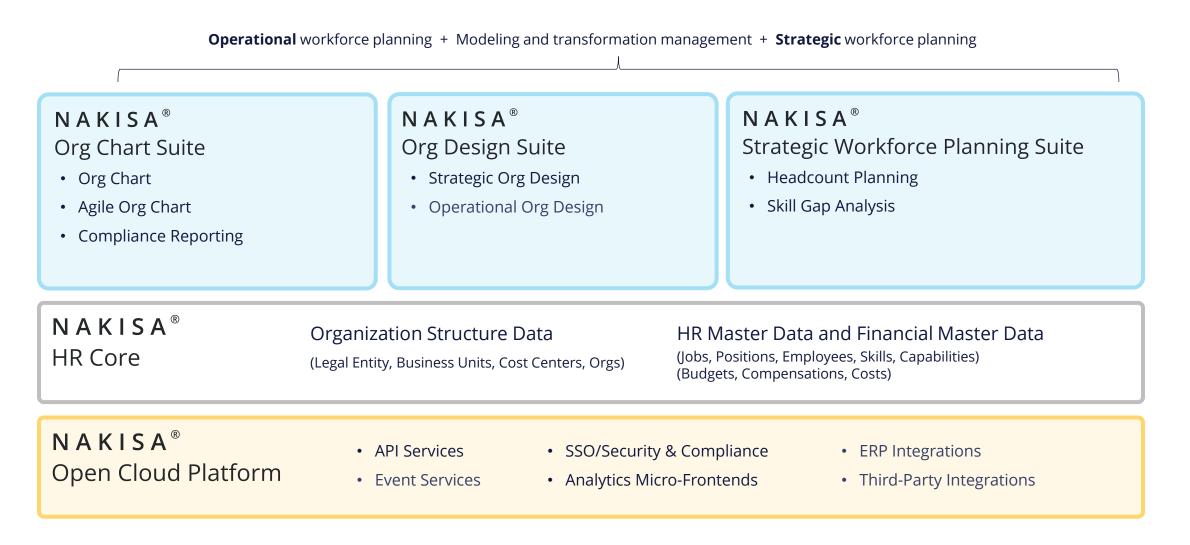
and distribution of

business outcomes

tasks to improve



Nakisa Workforce Planning Portfolio



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Who uses organization design and workforce planning tools?

Primary product suites:

Suite

Nakisa Org Chart Suite

Nakisa Org Design Suite (Strategic)

Nakisa Strategic Workforce Planning



Oscar

Excellence

Organization Design Center of

Hilda HR General	Primary product suites:Nakisa Org Chart SuiteNakisa Org Design Suite
 User persona also applies to: HR Business Partner (HRBP) HR Shared Service Center (HR SSC) HR Generalist 	Nakisa Headcount Planning Suite



Annabelle The HRIS Analyst	Primary product suites:Nakisa Org Chart Suite
User persona also applies to: • HRIS Integration Specialist	

6	Patricia The People Manager	Primary product suites:Nakisa Org Chart SuiteNakisa Org Design Suite (Operational)
E.	User persona applies to anyone who manages a team of subordinates.	 Nakisa Strategic Workforce Planning Suite



Evan
The EmployeePrimary product suites:
• Nakisa Org Chart SuiteUser persona applies to anyone who works
in an organization.Primary product suites:
• Nakisa Org Chart Suite



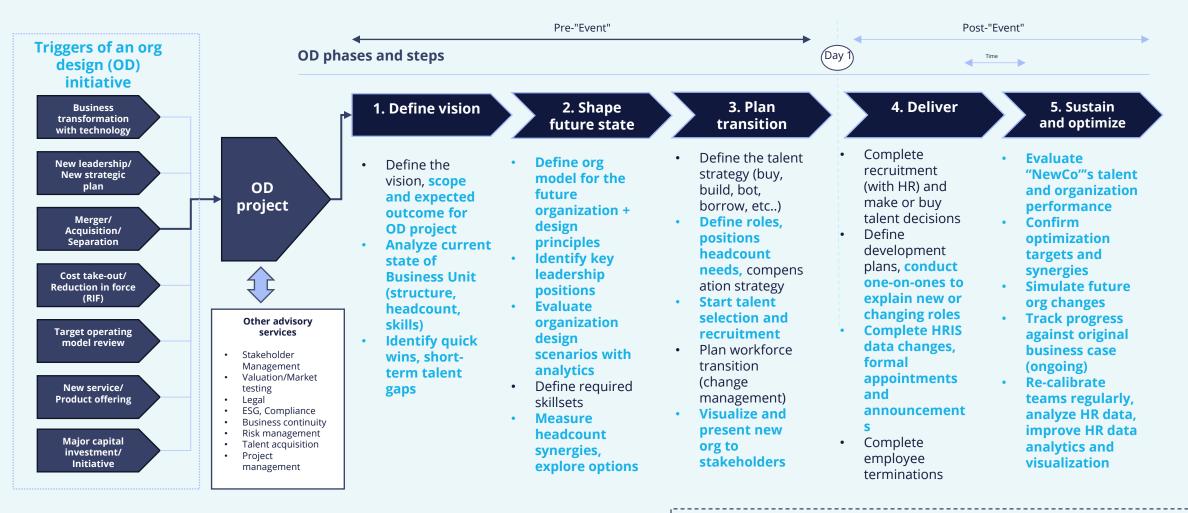


Demo!

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Organization design augmented by tech

Tech greatly facilitates and accelerates key steps in organization integration process during acquisitions



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Tech-augmented steps

Main use cases for org design software

9

Organization visualization

Org charts

- Simplify visualization of large data structures
- Multiple display options/Summary views
- Real-time decision support
- Provide timely, informative insights
- Gain holistic overview

Organization design

Operational Org Design

- Empower managers to manage team structure
- Foster collaboration
- Simulate organizational changes
- Streamline change approval and

execution



Strategic Org Design

- Follow structured process and delegation of responsibility for building future organization
- nges Foster collaboration and document
 - changes
 Help with organizational restructuring, reduction in force, M&A,
 - organizational efficiency
 - Understand impact of changes through analytics and dashboards



Strategic workforce planning



Headcount Planning

- Launch and manage headcount planning process
- Empower management team with bottom-up planning
- Consolidate in final headcount plan
- Analytics & reports to show plan results

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Nakisa org design solution demo

Live Demo











NAKISA[®] Strategic Workforce Planning Suite

Headcount Planning

Carla manages headcount planning process:

(1

- Reviews global plan Delegates sub-plan to
 - Patricia

Patricia creates her HC Plan:

- Adds/removes headcount based on needs
- Collaborates with HR

2

• Submits plan for approval once she receives feedback from Hilda

Hilda reviews the plan

• Hilda reviews plan

3

Hilda provides feedback

NAKISA[®] Org Chart Suite

Org Chart

Patricia reviews her current organization:

 Understands current structure and key metrics

NAKISA[®] Org Design Suite

- Strategic Org Design
- Operational Org Design

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Patricia creates her

- future organization:
- Creates positions
 (new HC)

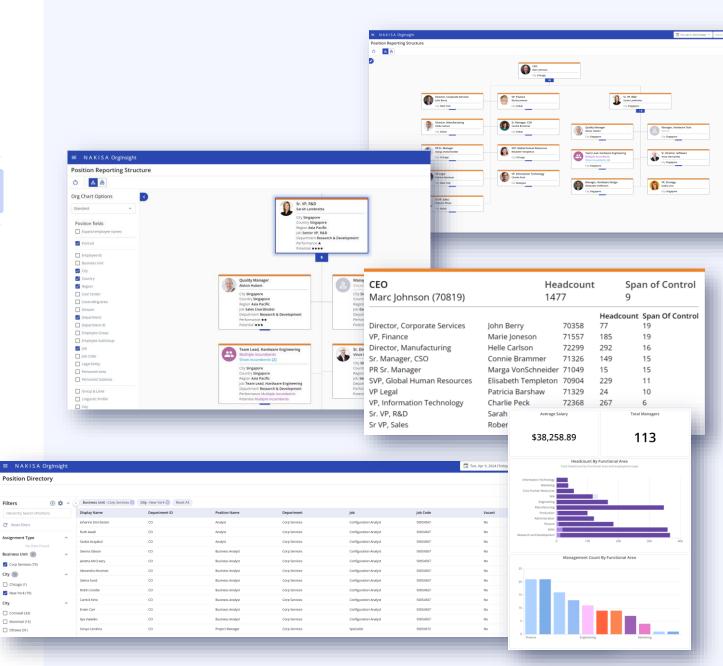
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- Adjusts current
 workforce
- Collaborates with Hilda to make changes

Real-time organization visualization

8

- Simplified visualization of large data structures
- Multiple display options and summary views
- Real-time decision support
- Holistic overview and informative insights



Top-down and bottomup org design



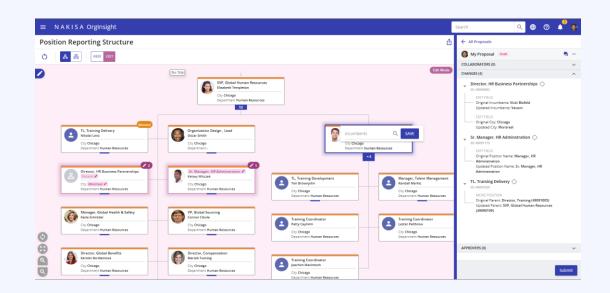
Operational org design

- Empower managers to manage team structure
- Foster collaboration
- Simulate organizational changes
- Streamline approval and execution of org changes

Strategic org design

 Organizational restructuring, reduction in force, M&A, organizational efficiency.

NAKISA Orginsight 🕀 🕐 单 🧕 Position Reporting Structure Scenario # Draft F Scenario #2 SVP, Global Human Resou Oscar Smith's Proposa -Elisabeth Templetor Organization Design , Lead Oscar Smith TL, Training De Nikolai Lenz City Chicage City Chicage Director, HR Business Partnerships Sr. Manager, HR Adminstration City Montreal A () () () () 20 Director, Training Manager, Global Health & Safet C Tyler Flower Karla Schröder Q VP, Global Sourcing Director, Global Benefits



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Strategic workforce planning

Headcount planning / Modelling

- Budgeting and financial planning
- Workforce expansion or reduction

Skills gap analysis

- Workforce capability assessment
- Forecast future skill needs
- Identify skill gaps

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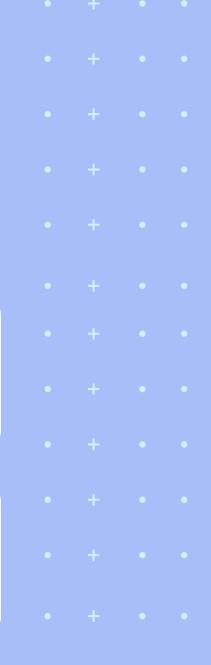


Benefits of using an org design solution

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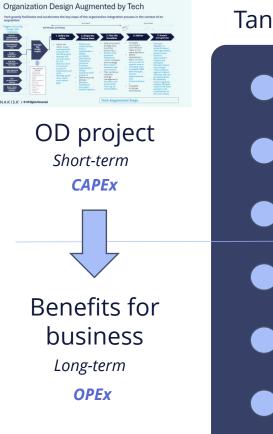
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Executive 🔵	
HR General	Patricia
HRIS Analyst	People Manager
People Manager 🔵	
System Administrator	
	Hilda HR

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Establishing ROI of tech-assisted org design

What are the business benefits? How do you make the case?



Tangible benefits

- Quicker/better/faster more agile project management
- Reduced reliance on and \$ for external OD expertise
- Fewer FTEs crunching data/less manual work by humans
- Quicker achievement of synergies/talent optimization targets
- Reduced business risks on HR data governance, privacy regulations, and cybersecurity
- More demonstrable ROI of the HRIS systems landscape

Intangible benefits



Better stakeholder engagement across HR, Finance and the business



Quicker decision making for all

Increased transparency and credibility of the project, for steercos, exec committees, boards

More efficient permanent OD/HR processes

Better employee experience for users/HR practitioners/Leaders

Better dialogue with Finance dept on ROI for talent/OD projects



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