Organization Design in the Age of AI

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Introducing Orgvue

SaaS platform that brings together organizational design and workforce planning, so you can confidently drive your business forward

Systems

Anaplan   ORACLE   sage

SAP SuccessFactors   +ableau   workday.

Data

- Positions
- Skills
- Roles
- Activities
- Performances

- Budget
- Goals
- People
- Plan
- Vacancies

Organizational agility

Analyze

Design

See

Monitor

Plan

SaaS platform

Expertise
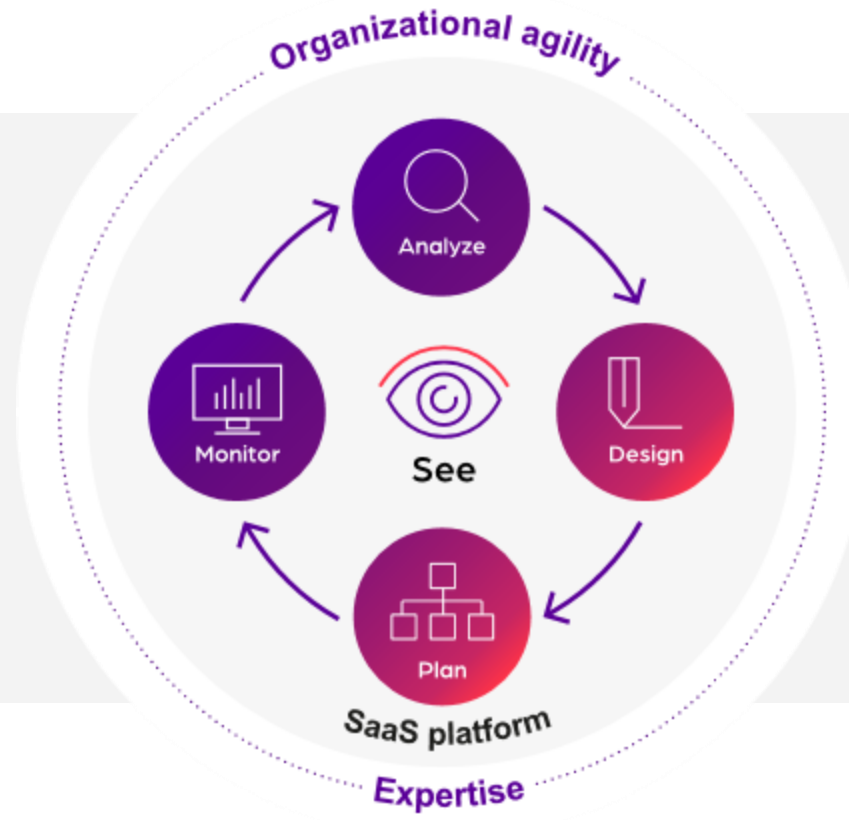
Continuous planning capability to get the right people doing the right things at the right time

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Common problems we solve

Key Use Cases

Growth/cost Transformation

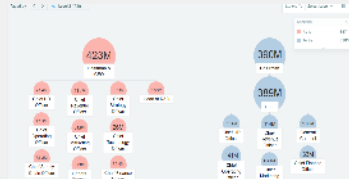- Current state structure & cost analysis
- Scenario modelling
- Impact analysis
- Talent selection & impact reporting
- Tracking against goals

Work/workforce Transformation

- Activity/work analysis & planning
- Skills analysis & planning
- Succession planning & role fit analysis
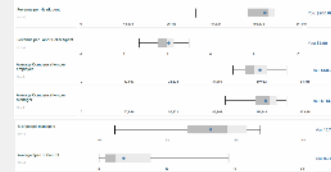- Compensation analysis & planning
- AI impact on work

Mergers & Acquisitions

- Data cleansing & integration
- Mapping & levelling
- Synergy analysis
- Integration modelling
- Talent selection & impact reporting
- Synergy tracking

Sample Functional Cases

Workforce Benchmarking

- Measure labor efficiency, cost, spans & layers, shape
- Compare against multiple dimensions: industry, revenue size, headcount size, function, AI readiness
- M&A analysis and due diligence
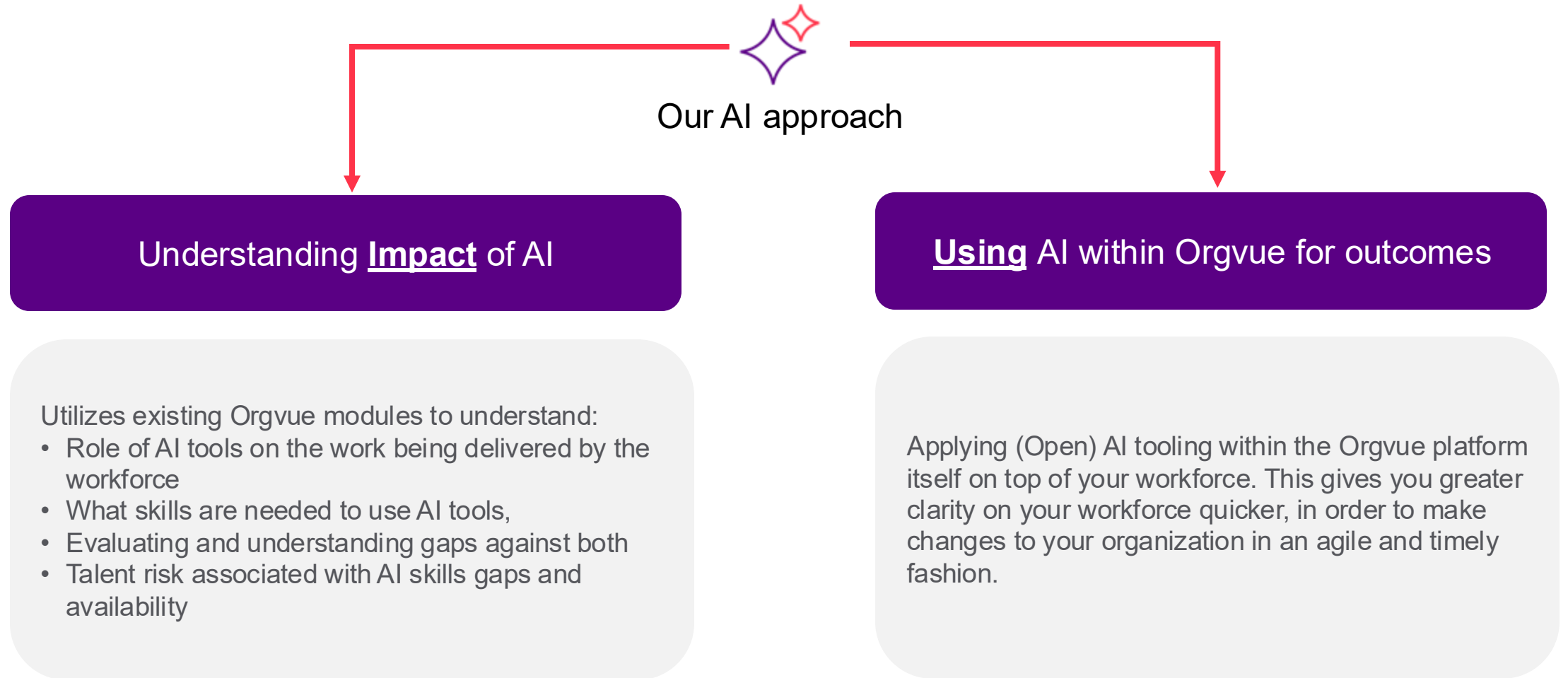- Peer organisations

Continuous Org Design

- Analyse and assess org health and efficiency levers
- Ongoing assessment of work & activities
- Regular design & planning

Strategic Workforce Planning

- Baseline current state
- Demand planning
- Supply forecast
- Org modeling to close the gap
- Tracking and monitoring against plan

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Two distinct focuses around AI in Orgvue

Our AI approach

Understanding **Impact** of AI

Utilizes existing Orgvue modules to understand:
- Role of AI tools on the work being delivered by the workforce
- What skills are needed to use AI tools,
- Evaluating and understanding gaps against both
- Talent risk associated with AI skills gaps and availability

Using AI within Orgvue for outcomes

Applying (Open) AI tooling within the Orgvue platform itself on top of your workforce. This gives you greater clarity on your workforce quicker, in order to make changes to your organization in an agile and timely fashion.
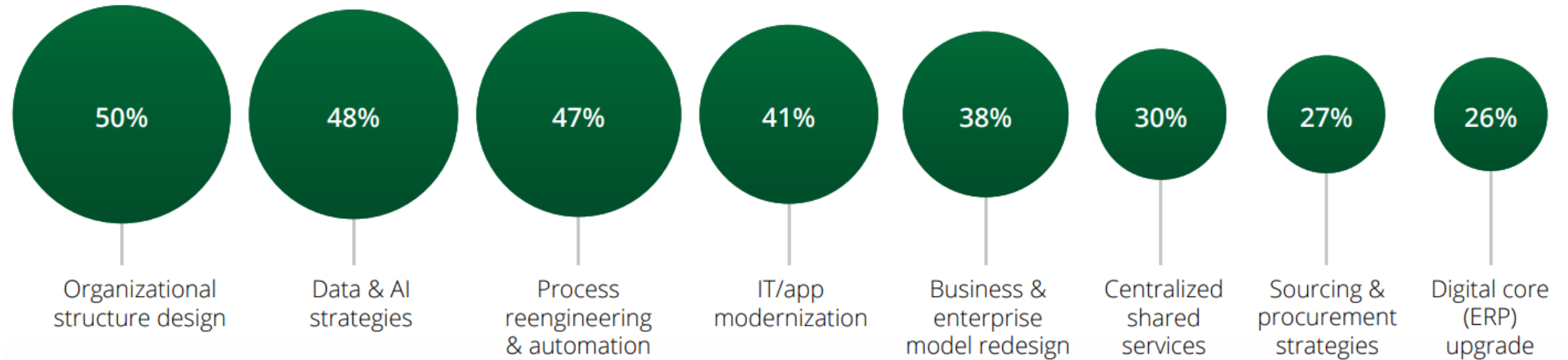
No surprise companies are focused on structure, digital and AI strategies as levers for transformation

Deloitte.

Transformation levers

2025 ■

What transformation levers do you expect to address in order to achieve your objectives?

50%	48%	47%	41%	38%	30%	27%	26%
Organizational structure design	Data & AI strategies	Process reengineering & automation	IT/app modernization	Business & enterprise model redesign	Centralized shared services	Sourcing & procurement strategies	Digital core (ERP) upgrade

Industry leaders are using data to find ways to pivot talent, avoid layoffs and enable AI business transformation

AI & Call Center Workforce Redeployment

- Implemented AI in call centers, reducing manual workload.

- Instead of layoffs, used job architecture **to identify transferable skills** and redeploy 2/3 of employees into roles like customer success, sales support, and AI monitoring.

Internal Talent Marketplace for Career Mobility

- Built a structured job architecture to **map skills across roles.**

- Launched an internal gig marketplace, allowing employees to **shift into new projects and roles** based on evolving business needs.

Reskilling for Digital Transformation

- As manufacturing shifted towards automation, job architecture helped **identify adjacent skills** for displaced workers.

- **Employees were reskilled and moved** into data analytics, robotics maintenance, and software engineering roles.
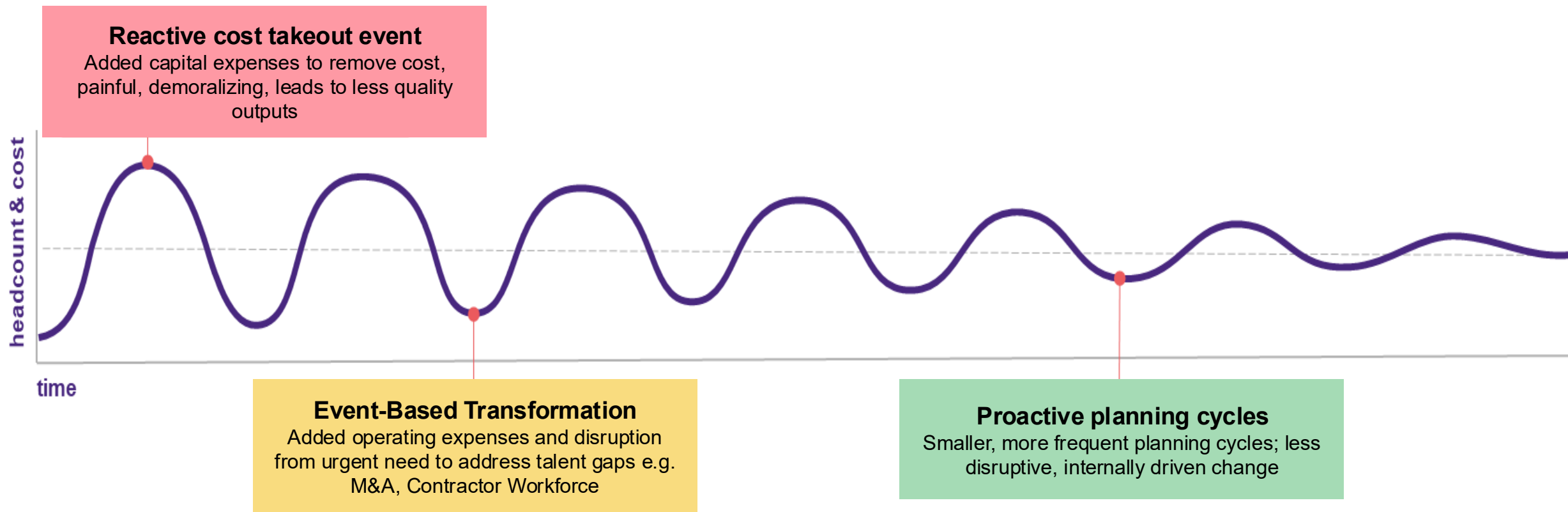
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Most companies remain unprepared to deal with the knock-on effects of AI

55%
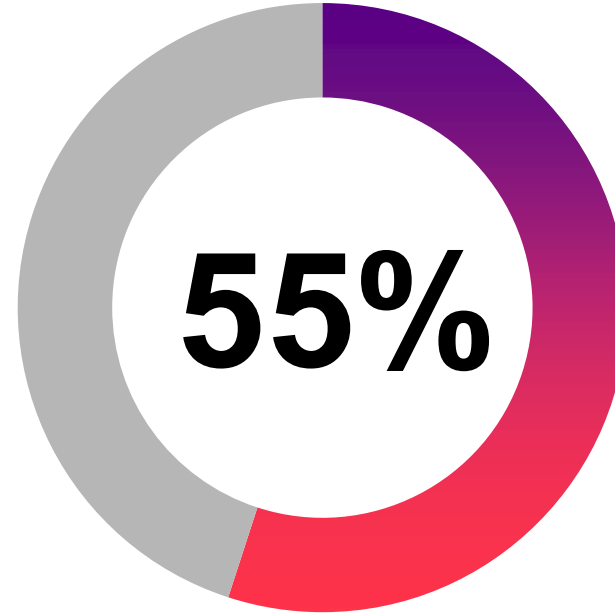
Admit it was the wrong decision to make people redundant following the implementation of AI
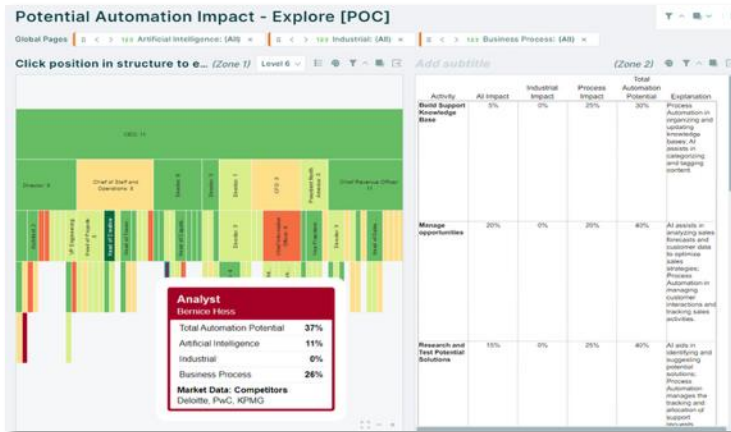
Customers are investing in moving from large scale transformation events to proactive planning cycles

**But levels of maturity in this capability are low**

Reactive cost takeout event
Added capital expenses to remove cost, painful, demoralizing, leads to less quality outputs

Event-Based Transformation
Added operating expenses and disruption from urgent need to address talent gaps e.g. M&A, Contractor Workforce

Proactive planning cycles
Smaller, more frequent planning cycles; less disruptive, internally driven change

headcount & cost

time

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How Orgvue helps you prepare for the impact of AI
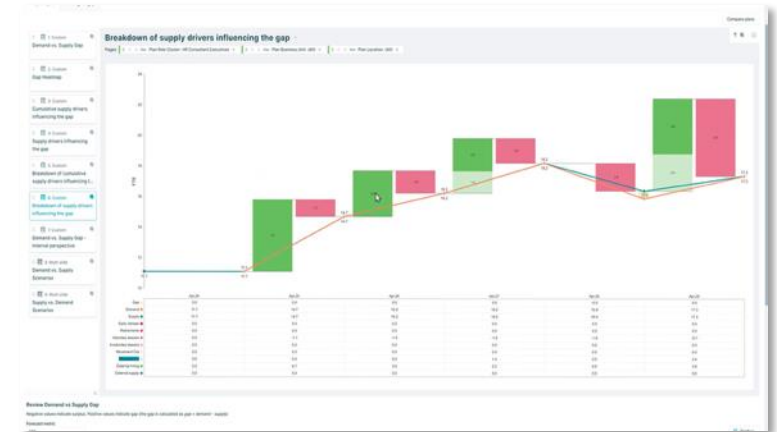
Workforce Automation Impact Assessment

- Repetitive tasks
- Estimated AI impact on roles & capacity
- Technology expected to drive automation
- Skills availability to oversee and optimize AI

Talent Risk Assessment
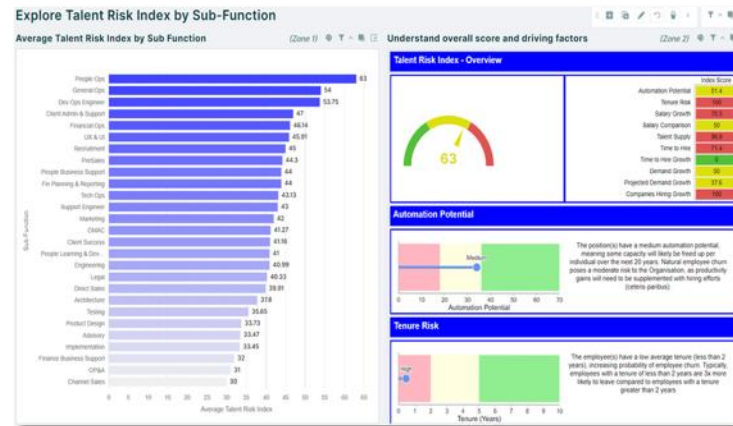
- Risk of talent loss
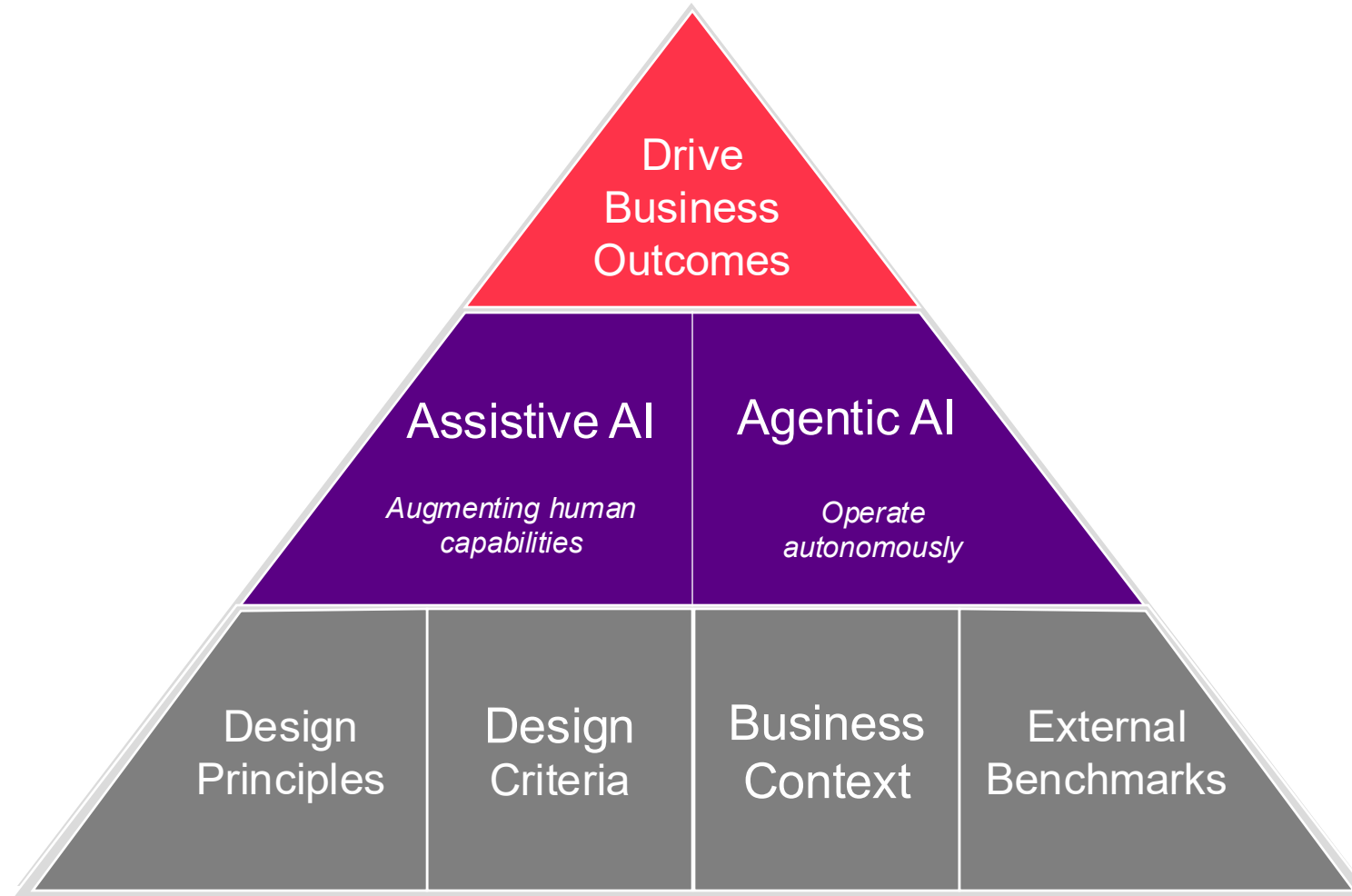- Difficulty to replace individuals in key roles
- Job disruption

Supply / Demand Driver Analysis

- Largest gaps to demand plan
- Options to address gaps (BBBB)
- Roles with biggest risks to business results
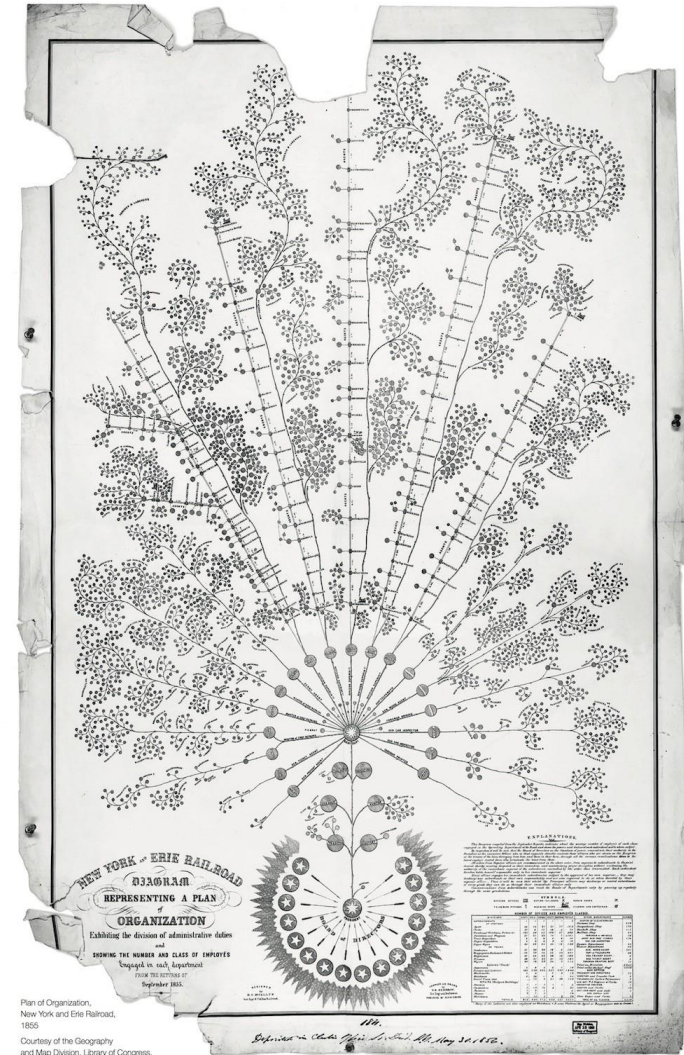
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Driving outcomes faster with AI

What can you not do today with humans, that you could do with a digital workforce?

Drive Business Outcomes

Assistive AI

Augmenting human capabilities

Agentic AI

Operate autonomously

Design Principles

Design Criteria

Business Context

External Benchmarks

Henshaw, Orgvue's suite of AI Tools

Why Henshaw?

- Back in 1855, the first ever organizational chart (right) was produced for the New York and Erie Railroad.

- George Holt **Henshaw** was the draftsman who drew the organizational chart to represent Daniel McCallum's concepts.

- McCallum was focused on improving management efficiency and Henshaw then translated these concepts into a visual format, creating what is recognised as the first organizational chart (and a beautiful piece of art in its own right!)

Plan of Organization,
New York and Erie Railroad,
1855
Courtesy of the Geography
and Map Division, Library of Congress.

Orgvue AI: Henshaw

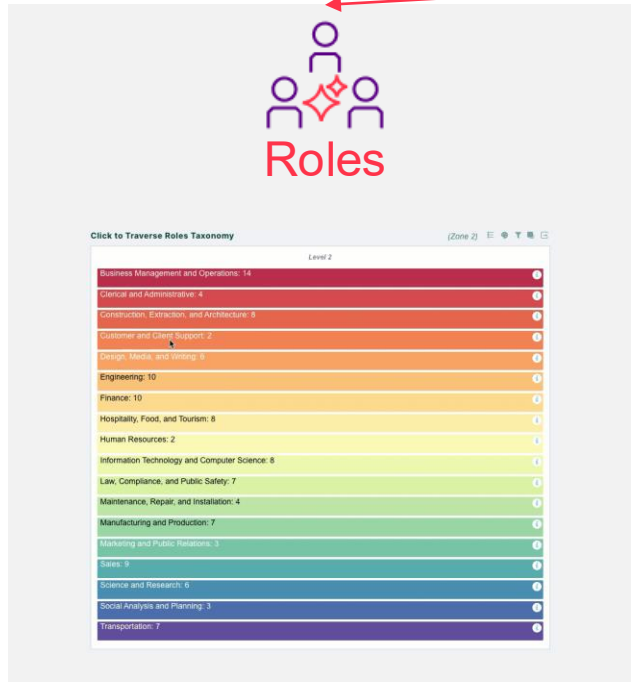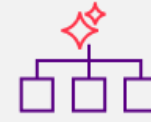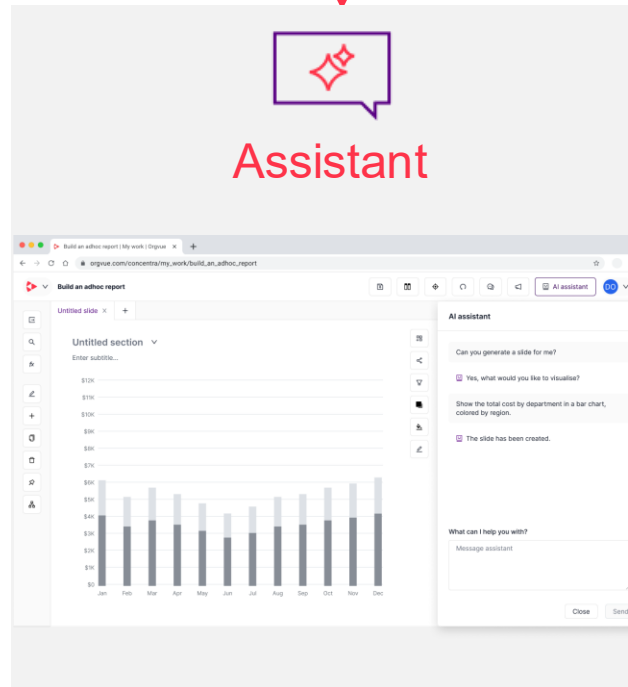**Henshaw is Orgvue's suite of AI tools to help customers see value faster**

Henshaw

Roles

Assistant

Spans