



Leveraging Tech to Support Job Architecture

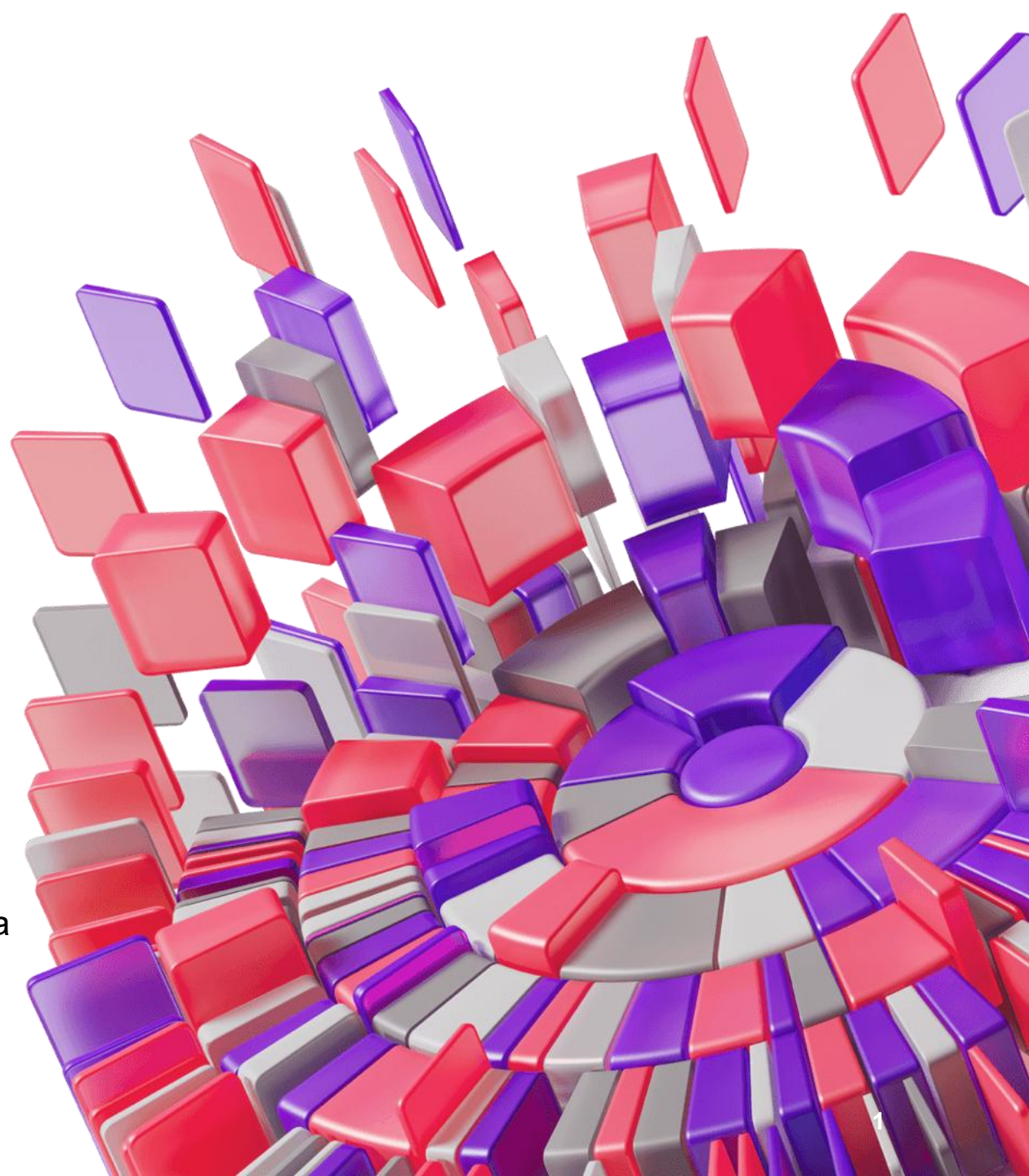
ODxT

24 February 2026

Orgvue Presenters:

Jill Dobbe – Director, Account Management – North America

John Lyon – Director, Solution Consulting



Re-Cap from Last Webinar

Introducing Orgvue

An organizational design & planning platform and expert services that empower your business to transform its workforce by understanding the work people do and the skills they have.

When it works

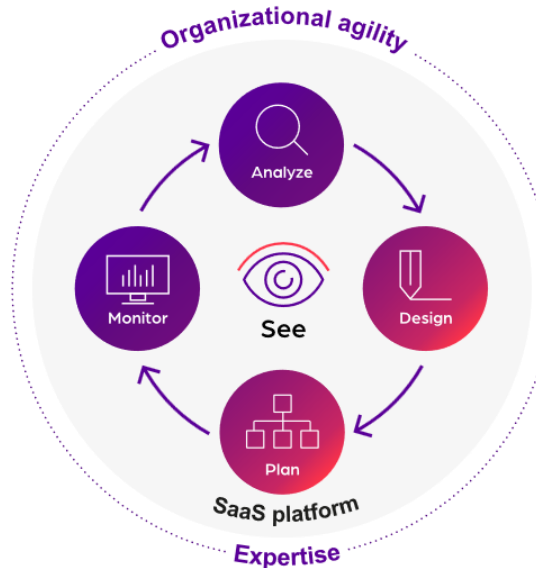
Our platform **connects strategy to workforce**, providing clarity of vision, so you can build a more adaptable, better performing organization.

Orgvue helps businesses **intentionally plan** the workforce by **accelerating transformation** & providing **operational control**, whether that is to:

- ✓ Understand AI impact on the workforce
- ✓ Support shifts in location strategy
- ✓ Redesign an operating model
- ✓ Plan for future growth
- ✓ Deliver and track against efficiency targets

How it works

Orgvue enables you to merge **disparate data sources in a schemeless way**, then visualize and model current and future states to enable faster, more informed decisions.



Why it works

Orgvue is used by the **world's largest and best-known enterprises and consulting firms** from offices in the UK, US, Canada, Europe, Australia.

- ✓ Central, secure, trusted data
- ✓ Control access for clients and 3rd parties
- ✓ Flexible and scalable
- ✓ Source system agonistic & schemeless
- ✓ Connects the org as a system
- ✓ Internal capability and increased agility



Organizations are ecosystems



You must own your operating model



You can't change what you can't see



Human led, AI enabled



Success is assured through partnership

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

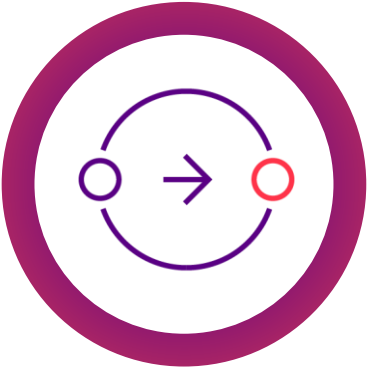
Using AI within Orgvue for outcomes

Applying AI tooling within the Orgvue platform itself on top of your workforce. This gives you greater clarity on your workforce quicker, to make changes within your organization in an agile and timely fashion.

Use of AI in Job Architecture

The Power of Job Architecture: enabling workforce agility

Shifting Market Demands



Emerging industries and evolving skills will drive job redesign and workforce rebalancing.

Technology & Automation Impacts



AI and automation will reshape roles, requiring a redefinition of job responsibilities and skill sets

Workforce Fluidity



Organizations need adaptable job structures to optimize talent mobility and workforce planning.

The Bottom Line

Robust job and people data, underpinned by a consistent job architecture framework, provides organizations with a systematic approach to maximizing the effectiveness of their talent strategies

Source: The Deloitte and Emsight 2024 global job architecture practices survey report .

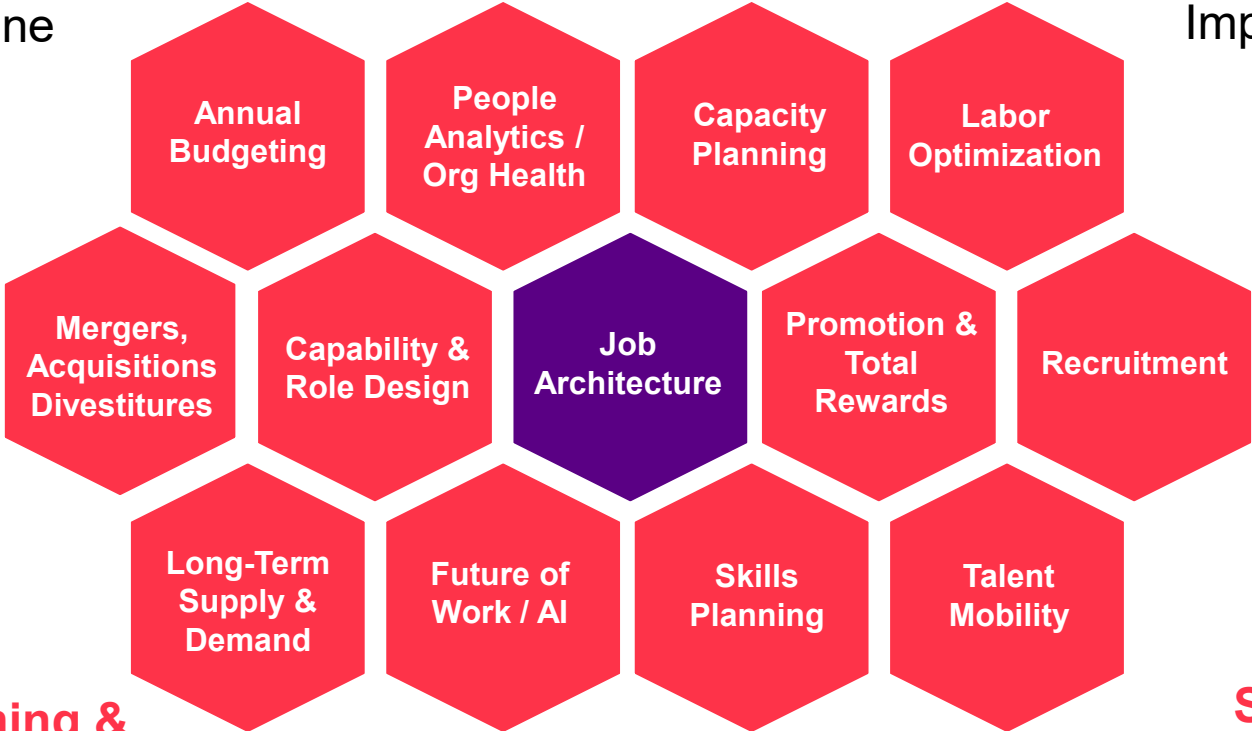
Data and job architecture is squarely in the middle of a variety of planning use cases



Financial Planning
Deliver Bottom Line Results



Operations
Improve Productivity & Capacity

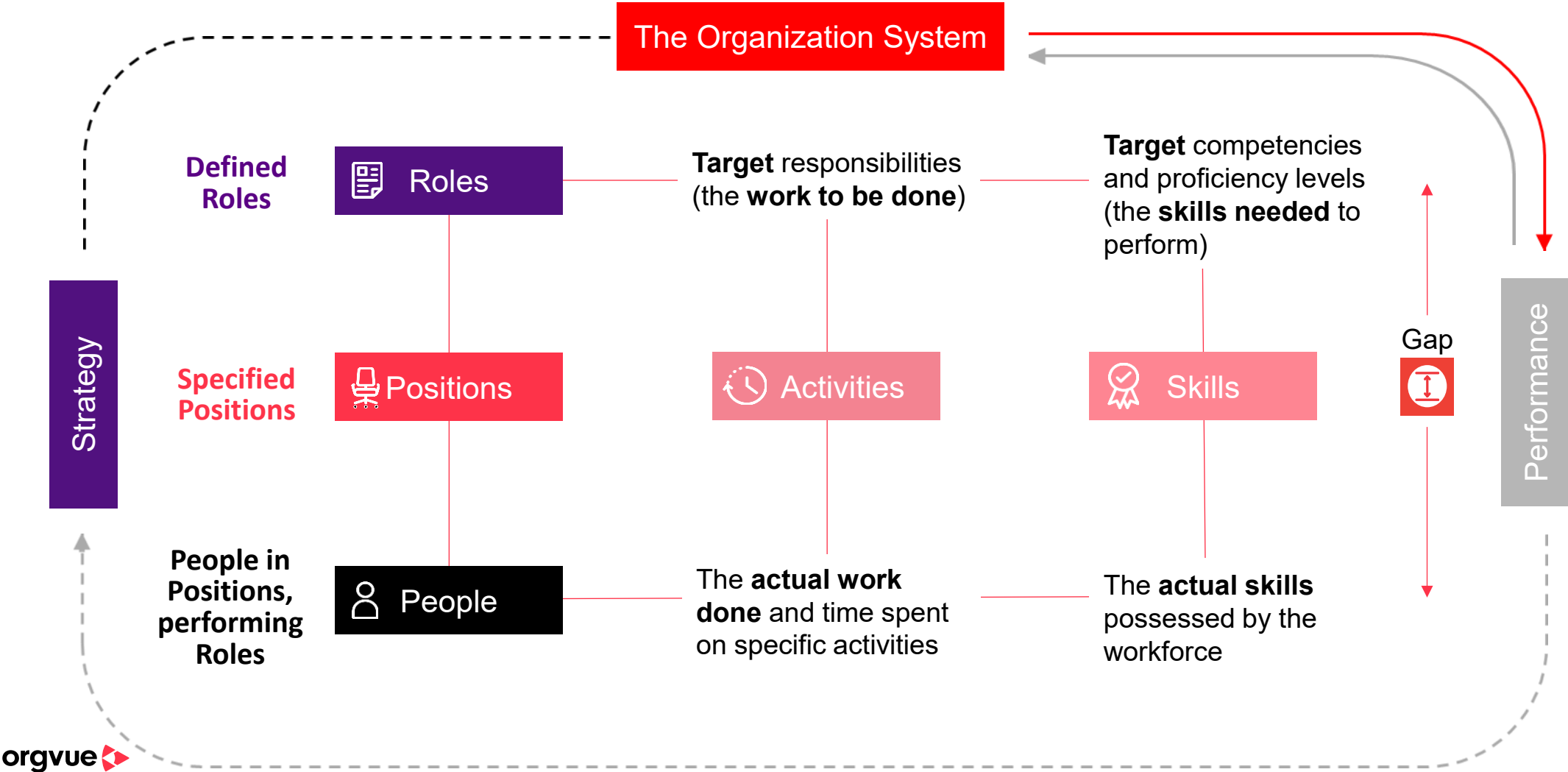


Workforce Planning & Transformation
Make Strategic Choices

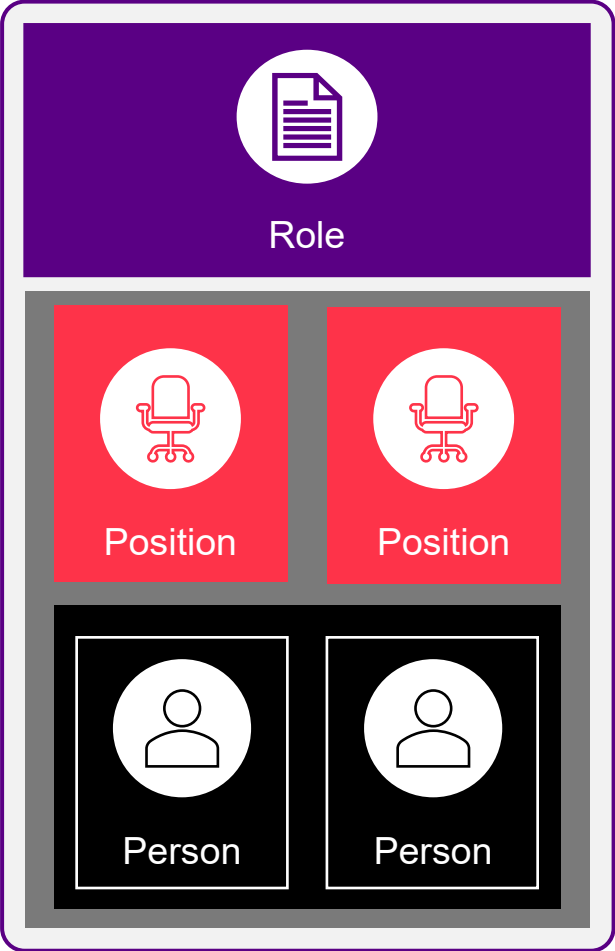


Skills-Based Org
Evolve Talent Supply

Understand the organization as a system, connecting the work, the workforce and the skills needed to perform



Roles, Positions and People are fundamental for planning the size and cost of the organisation



Finance (Role Cluster)



Finance Manager



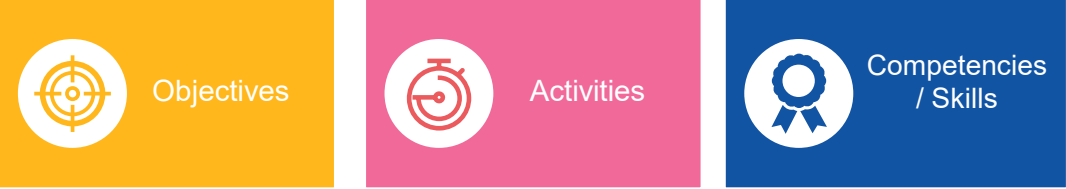
Finance Manager - EMEA



Hannah Smith

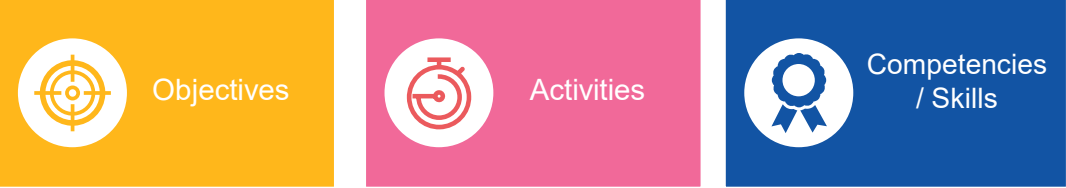


Roles are designed to deliver the strategy



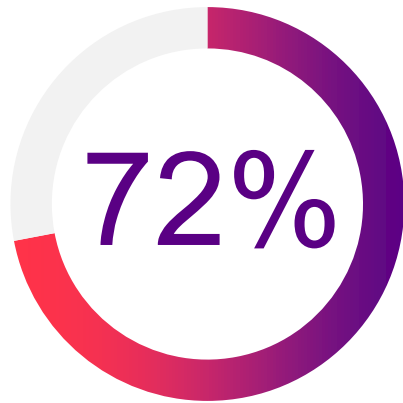
Positions are planned within designated **Roles**

People are appointed to **Positions**

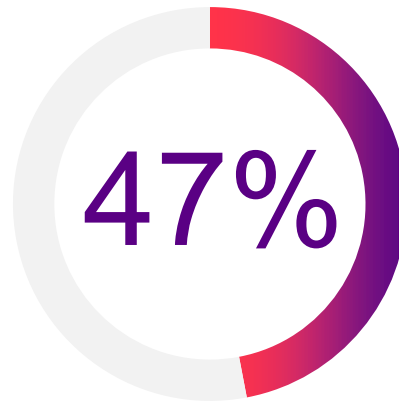


Market landscape

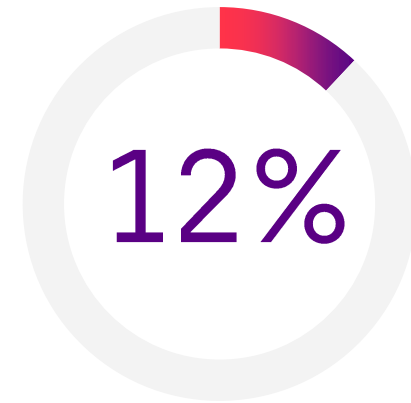
Despite many companies claiming to have a job architecture, the reality shows a need for more depth



Have a job architecture



Say it is incomplete or inaccurate



Maintain it on an ongoing basis

“We had different titles for the same work, same titles for different work, and pay all over the place. It was chaos and workforce planning was impossible.”

Demo

How Orgvue can help you start building a job architecture



Understand the position data being used



Aggregate positions into roles



Review the roles being created



Embed role data into data infrastructure



Wrap-Up

Henshaw roles transforms fast start organizational transformation

Leveraging AI to accelerate ongoing talent planning and optimization

“The role-clustering capability positions us to validate opportunities instead of searching for them. Truly game changing for design work! ”

Stacy Anderson

Director, Organizational Strategy & Effectiveness
Salesforce

76,000 positions mapped into role architecture in days

Henshaw Roles fast tracks job architecture validation to unblock SWP readiness

“Having a viable job family architecture is essential to effective SWP – Henshaw is a fast track to an entire SWP module for those that may be stuck at organization tracking...”

David Stroud – Director,
Workforce Insight

1st step job architecture created from scattered position titles in hours not months

Unlocking organizational transformation following major strategic change in direction

“This intervention has significantly accelerated our OD & SWP efforts, reducing the timeline by at least six months.”

Mark Prince
Organisation Design Lead

Turning 6 months of manual role mapping into 6 days

How Orgvue helps

Orgvue technology and expert services can help with various aspects of job architecture



Job Architecture Assessment

- Analyze the number of jobs and job proliferation in your organization
- Analyze job family framework
- Analyze leveling framework
- Visualize job grid
- Comp analysis



Job Architecture Mapping

- Create and consolidate job family data
- Job clustering and mapping
- Map job levels across the org
- Map jobs into a job grid
- Tie skills and work to jobs
- Link org data into external job architecture frameworks



Put job architecture to work in Orgvue

- Strategic workforce planning
- Org Design
- Skills planning and forecasting
- Work automation and transformation
- Career pathing and planning
- Succession planning

Q&A?

Let us help

Providing the data to support your approach, Orgvue enables you to:

- Speak in the language of finance on resources, costs and investments
- Build stakeholder engagement between your HRBPs and the rest of the business
- Respond immediately to questions on your current and future workforce
- Accelerate decision making on matters of your organization and workforce
- Drive your organization forward with actionable insight

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