Talent Selection and Transition Management
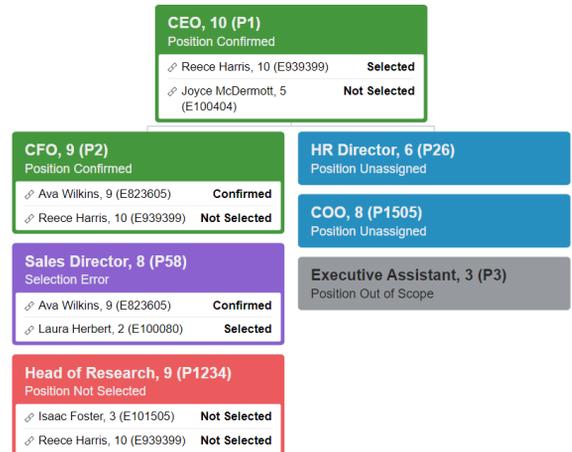
Go from what your business could be to what it will become

Confidently manage your talent selection process

When making large scale workforce changes, selecting the right people for the right positions will determine your success.

Mapping thousands of employees to thousands of roles is, however, challenging. Planners need to make informed decisions based on advanced criteria such as skills, financial planning, location preference, and more recently the desire for hybrid working.

They need a platform which will merge their data in one place, so they can visualize it in a way that will empower them to make the right choices, and confidently transition to their future design.

CEO, 10 (P1)
Position Confirmed

Reece Harris, 10 (E939399)	Selected
Joyce McDermott, 5 (E100404)	Not Selected

CFO, 9 (P2)
Position Confirmed

Ava Wilkins, 9 (E823605)	Confirmed
Reece Harris, 10 (E939399)	Not Selected

HR Director, 6 (P26)
Position Unassigned

COO, 8 (P1505)
Position Unassigned

Sales Director, 8 (P58)
Selection Error

Ava Wilkins, 9 (E823605)	Confirmed
Laura Herbert, 2 (E100080)	Selected

Executive Assistant, 3 (P3)
Position Out of Scope

Head of Research, 9 (P1234)
Position Not Selected

|	
Isaac Foster, 3 (E101505)	Not Selected
Reece Harris, 10 (E939399)	Not Selected

Why orgvue?

The complex process of managing the 'many-to-many' relationship across people and positions can be simplified by using a powerful digital platform that can handle large amounts of data at scale, and which offers advanced data visualization capabilities,

Many employees considered for a single position   Single employee considered for many positions
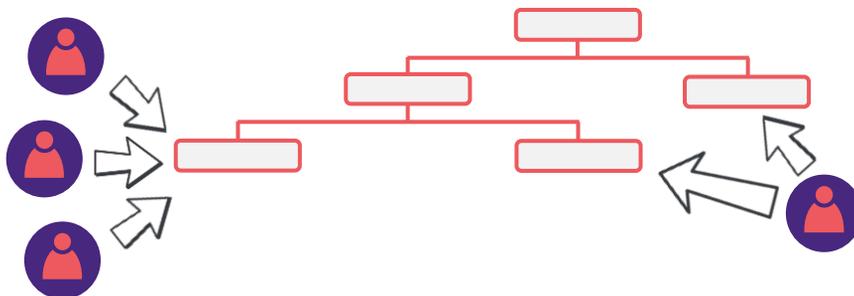
orgvue brings your HR and finance data together so you can visualize your talent supply, including advanced criteria such as FTE, skills or preferences, and confidently link it to your design for a fast and effective transition process.

orgvue

1. Identify positions and people that need attention

After aligning your data from multiple sources into the platform, orgvue allows you to identify unassigned positions and to view their status. In parallel, you can identify talent with filters on criteria like skills, grade or location, work preferences, and much more. From there, see talent availability, nominate applicants based on relevant attributes, and highlight missing talent or skills gaps to the recruitment team.

✏️ Review current employee list, pulling in all relevant data for decision

Pages | < > | Abc Talent scope?: In Scope × | < > | Abc Talent Stage: (All) × | < > | Abc Department: (All) × | < > | 123 Grade: (All) × | < > | Abc Location: (All) × |

Department - Region - Location	Current role	Talent stage: Employee	Talent: Group	Grade	Tenure		Years to retirement
☐ ⊙ Nathan Nolan	General Manager	Candidate unassigned	🏷 Exceptional	5		5	23
☐ ⊙ Isaac Stanley	Community Manager	Slated	⭐ Star	4		1	24
☐ ⊙ Michelle Sherrod	Assistant store manager	Slated	⭐ Star	3		0.3	20
☐ ⊙ Georgia James	Security	Candidate Unassigned	High Potential	4		1	35
☐ ⊙ Rogelio Meza	Health & Safety Manager	Slated		4		4	22
☐ ⊙ Boots Letessier	Global operations Manager	Candidate Unassigned	Core Player	7		5	10
☐ ⊙ John Willis	General Counsel	Salted	⭐ Star	8		5	10
☐ ⊙ Rhea Duffus	Counsel	Candidate unassigned	❌ Risk	4		0.2	19
☐ ⊙ Jocelyn Lindgren	Chief Counsel, Brands	Not Selected	Core Player	5		6	13

Get visibility on candidates, their performance and status

2. Map people to positions and build talent pools

Use orgvue's drag & drop simplicity to assign people to positions based on role requirements. Create talent pools and confirm candidates when ready. Once someone is selected for a role, let orgvue automatically validate the selection, or flag errors for attention, so you can make the necessary edits before presenting the aggregated picture to stakeholders

VP, Sales APAC, 8, Hong Kong
Review selection

Talent: Automated Validation
Multiple employees selected

🔗 HR Director (P15) **Selected**
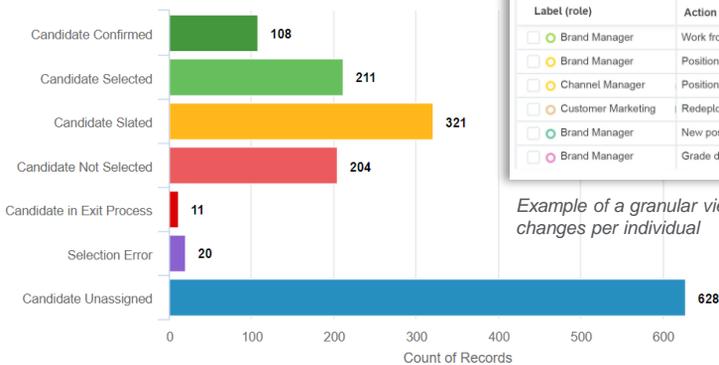
🔗 HRBP (P26) **Selected**

Example of a flagged error due to the selection of two employees for the same role

Modelling example in orgvue: selecting talent in the HR department and above grade 7 to create CHRO talent pool, and dragging and dropping them to the CHRO position to create talent pool

orgvue

3. Review the impact of decisions an execute your plan

See the financial impact of your models at a granular level, then roll-up to ensure they adhere to your design principles (culture, financial planning, diversity and equal opportunity).

Finally, feed your plan into your HRIS system for execution, assign responsibility to the right implementation team, and show them how they fit into the bigger picture to drive better buy-in to actioning your plan.

Label (role)	Action	Full Name	Cost As is	Cost To Be	Cost Change
○ Brand Manager	Work from home	Abraham Duchatel	$84,740	$67,792	-$16,958
○ Brand Manager	Position closed	Albert Pennino	$75,933	$0	-$75,933
○ Channel Manager	Position closed	Aki Lee	$175,344	$0	-$175,344
○ Customer Marketing	Redeploy	Albertina Knot	$44,790	$44,790	$0
○ Brand Manager	New position	Aldridge Steere	$0	$74,218	$74,218
○ Brand Manager	Grade decrease	Aleece Siphas	$67,871	$54,297	-$13,754

Example of a granular view showing the financial impact of decisions and cost changes per individual

Example of a chart showing progress across the whole organization

Customer story: A worldwide transition for a low-carbon future

Business goal:
› Move away from a traditional oil & gas operating model towards a model focused on renewable sources
› Redesign more than 50,000 positions and undertake the full transformation quickly and at scale

Solution:
› Created surveys to capture additional employee information such as performance, and linked the results to existing employee and position data in orgvue
› Managed employee selection and transition, firstly for the top org layers (1,000 employees), then the entire company (50,000 positions)
› Trained, activated and supported over 300 users to deliver repeatable workforce planning

> **"Thanks to orgvue, we managed to finalize this process in 6 weeks instead of 6 months"**
>
> VP of Org Design, oil & gas multinational

50K+ Employees involved in globall transformation

6 Weeks instead of 6 months for the full workforce redesign

300 Upskilled OD practitioners in repeatable workforce planning

orgvue.com

orgvue

orgvue ▶