

OrgVue[®]

bring your organisation to life



PRODUCT OVERVIEW

Are your people and processes organised in the best way to perform?

OrgVue helps you use HR and other data to answer your key questions in a new and engaging way.

A web-based tool where you can instantly see how people and processes are organised to support improved performance.

OrgVue is a secure, web-based product for exploring and understanding organisations. It is built for simple and sustainable improvements and can be used by everyone.

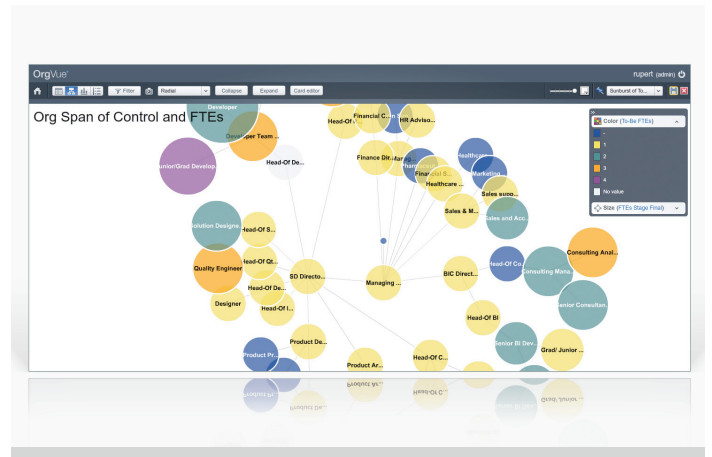
Three aspects are combined to help manage complex organisations in a unique way:

- **People**
- **Process**
- **Performance**

It enables instant reporting on any aspect of your organisation. Alternative approaches can be considered and changes over time can be played back.

Clear communication becomes easy at the individual, team, division or organisation level.

OrgVue puts the facts for strategic decision making at your fingertips.



HELPS TO ANSWER KEY QUESTIONS:

- 1 Is your organisation structured the best way to support its goals?
- 2 Are your top performers leaving?
- 3 Where is there too much management and where too little?
- 4 Where do your costs really occur?
- 5 Which teams have too many people compared to relevant benchmarks?
- 6 Who is performing and who is not?
- 7 Do your teams have the right ratios of capability?
- 8 What vacancies put you most at risk?
- 9 Are you meeting your demographic targets?

...and many dozens more.

PEOPLE

Explore your organisation from the top-down and bottom-up. Know who reports where and instantly answer your key HR questions.

Spot existing capability and coverage gaps and model the future to support capacity planning and highlight operational risks.

Easily undertake analysis on your HR data. Know your costs, leavers, tenure, demographics etc. and instantly create org charts and reports.

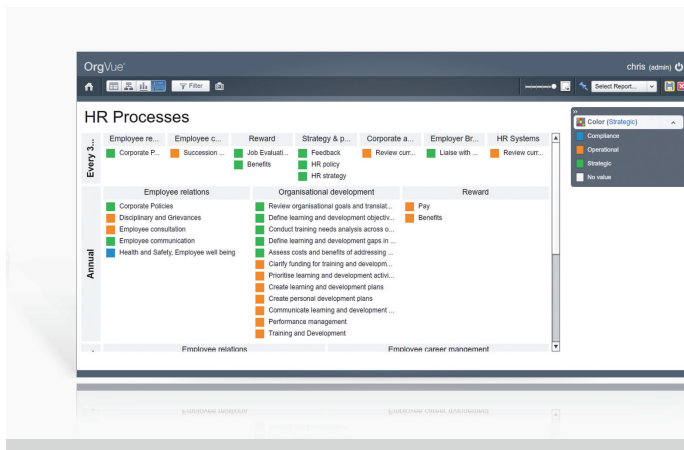
PROCESS

Understand who is doing what and how processes run across your organisation and even your suppliers.

Understand the costs of doing it the way you do now and explore how you could do it better and cheaper.

Talent is your most important asset and every employee has a set of responsibilities. Ensure you have the right skills in the right places by mapping competencies to processes.

Know the real cost of changes you have planned and manage to them. Enable the whole organisation to 'do more with less'.



OrgVue has transformed the conversation we are able to have with our senior leadership. Information which is invisible in normal circumstances can now be brought to the table.

Sam Healey, Head of Organisational Design - RSA

PERFORMANCE

Everyone in your organisation has a role to perform and how well they do it determines your success. Knowing who owns what and how well they are doing becomes simple.

See current performance views for any individual and roll-up to any level. Changes in performance and development over time can be played back against agreed targets to see the trend.

Important ratios such as front-line to back-office staff and internal or external benchmarks can be explored.

Whatever your strategy, is everyone in the organisation helping to make it happen?

OrgVue is developed by Concentra, an award winning business consultancy and technology firm whose sole focus is to make business improvement real.

Call now or visit www.orgvue.com for an invitation to get started immediately.

APPEALING AND EASY TO USE

OrgVue is a secure, web based service with no need for hardware or software. A fixed monthly fee covers everything you need for all users.

It is available anywhere you have the internet. Once you've signed-up, simply cut-and-paste your data or if preferred we can directly connect to your systems and integrate your data.

You'll be up and running in minutes and from the moment you start you'll see how intuitive and fun exploring your organisation can be.