Organizational Transformation

Powered by OrgVue

Version 1.0

OrgVue By CONCENTRA

DETECON CONSULTING

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An essential part of any organizational transformation is the coherent execution of the transformation from analysis to implementation supported by state-of-the-art software

With the introduction of new organizational designs, new challenges emerge.

Placing the right people into the right positions is vital to ensure optimal team performance in the new organization.

Excavating disparate data silos is required as a foundation for activity based analyses of the current organization, which can reduce organizational deficiencies.

Scenario modeling featuring alternate organizational structures can only be fully exploited with valid and easy-to-access data.

Divergent HR policies and procedures demand re-definition and alignment to suit the new needs and requirements.

Optimizing new organizational structure needs to ensure that key staff stays and feels confident in job security.

The alignment and refinement of disparate processes requires clear roles and responsibilities to deliver superior value to customers.

Detecon Approach

Maintaining a healthy organization is imperative to your success!

Detecon supports the client with

- a definition of strategic requirements for the organizational design and the HR function
- brief review of standards, policies and procedures
- identifying key resources/immediate measures in regards to retention strategy
- end-to-end support of organizational redesign and set-up
- identification of quick wins

To ensure the delivery of organizational transformation, Detecon has partnered with Concentra Analytics, utilizing a proven methodology to align the target organization to the business strategy.

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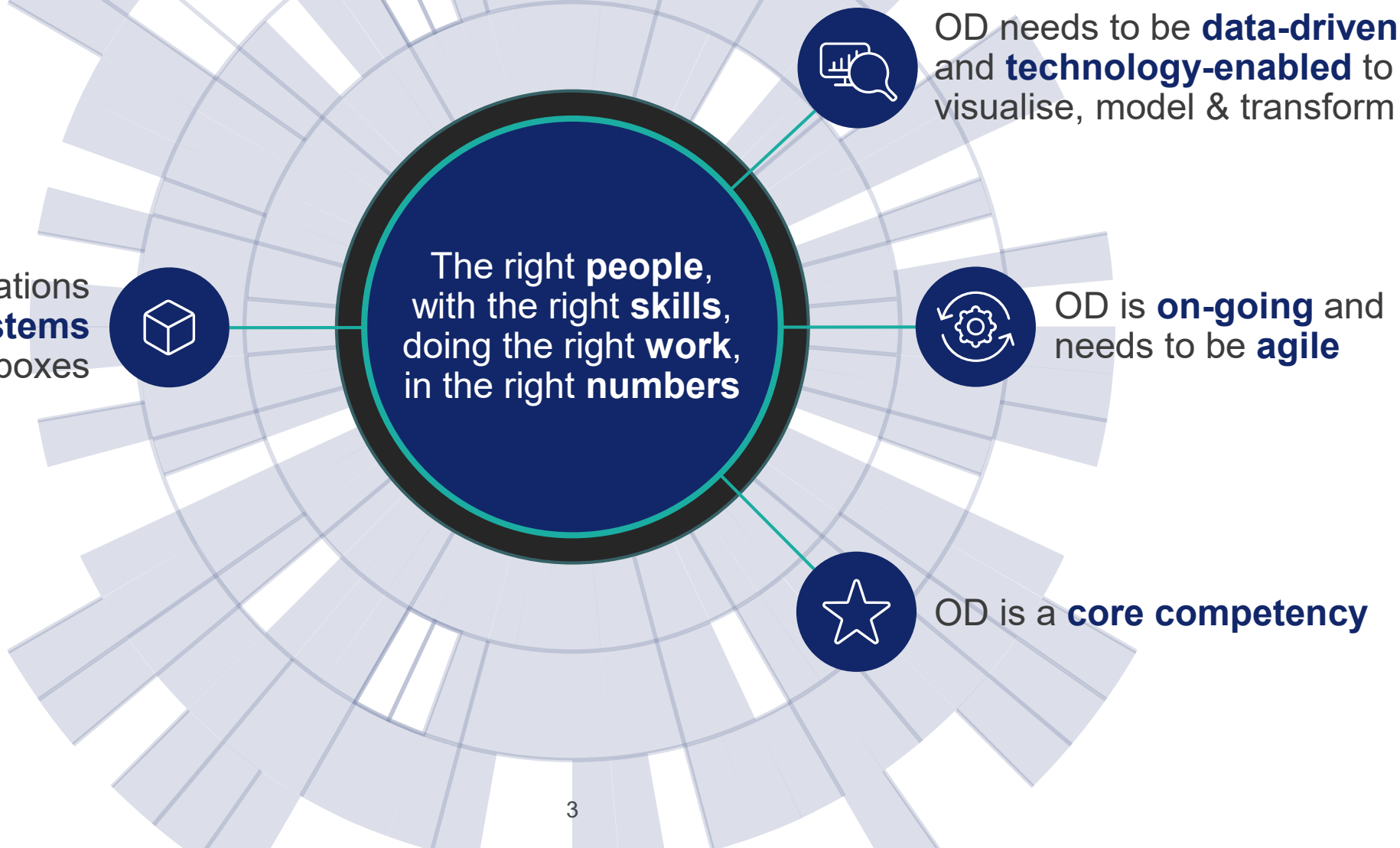
Organizational Design is fundamental to delivering strategy and optimally allocating the workforce in the new organization



OD needs to be **data-driven** and **technology-enabled** to visualise, model & transform

Organizations are **eco-systems** not just boxes

OD is **on-going** and needs to be **agile**

OD is a **core competency**

Due to its data-driven approach and capability to holistically visualize and model org scenarios, Detecon successfully utilizes OrgVue in its projects

OrgVue
By CONCENTRA

Used by leading orgs around the globe to identify, deliver, and evolve their target operating model and enable agile responses to the fast changing business environment

A flexible, intuitive and secure SaaS solution for people analytics, operating model design, organizational health checks, workforce planning and transition management

Supporting 50+ global corporate clients currently including 20%+ of the FTSE 100 and enabled 500+ workforce transformation programmes

AVIVA · TD Ameritrade · mastercard · lululemon athletica · FedEx Corporation · HSBC · ALDI

TESCO · TATE & LYLE · DIAGEO · itv · zalando · TRANSPORT FOR LONDON · ZURICH

"OrgVue has become **mission critical** for our organization" *Org Design Executive*

Detecon uses OrgVue in order to enhance organization management by combining many capabilities in a single, secure, multi-user platform

Business Intelligence

- Operating model database
- Leverage multiple data srcs
- Data visualization
- HR specific IP and analytics
- Spans, layers, compression
- Retention analysis
- Org charts & matrix reporting
- Data quality

Org Modelling
People & work & skills

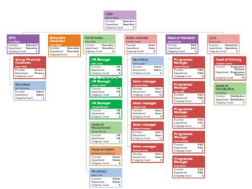
- What-if & scenario analysis
- Process definition, mapping and costing
- Role design
- Accountability mapping
- Design business around work being performed
- Competency mapping

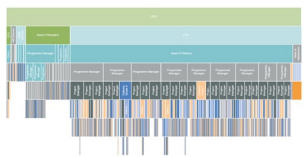
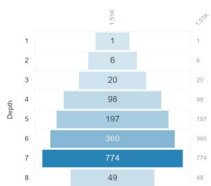
Transition Management

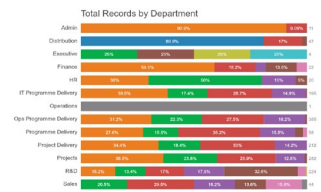
- People to position pools
- Assessment & selection
- Exception & risk mgmt
- Track progress to targets
- Avoid common issues like contractor creep or unapproved positions being (re)created

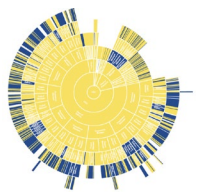
Ongoing Org Effectiveness

- Ongoing org health monitoring
- Agile org continuous improvement
- Talent management
- 9-box grid
- Succession planning
- Objective mapping







We have successfully applied OrgVue in a wide range of Use Cases creating sustainable value for HR and the entire organization

1

Build the data foundation

We have so many data sources and systems, but no trusted consolidated view

2

Org analytics and insights

Data analysis means painful 'Excel hell' with lots of revisions required

3

Org charting

We need to be able to easily and quickly view our organization's team structures

4

Structural organization design

We need to restructure fast and understand the headcount and cost impact

5

Options modelling

We need to create alternate org structures and model cost/benefits of each

6*

Activity analysis

We don't understand what activities employees do and how much that work costs us

7*

Activity-driven organization design

We are transforming and must define what work we do and who's responsible for it

8*

Priority setting and alignment

We struggle to prioritise across competing objectives (and stakeholder demands)

9*

Transition

We need to map our people to the new structure appropriately and track progress and benefits

*Use cases 6-9 may require specialist Advisory Services to configure OrgVue

With our end-to-end expertise from innovation to implementation, we help clients all over the world to benefit from digitization

Beyond Consulting

- Detecon accelerates competence-driven growth and provides transformation - from innovation to implementation
- We are known as trend setters through a heterogeneous team of excellent experts in digitization business and infrastructure
- Our clients choose Detecon because of our high expertise paired with a unique way of doing things: Cooperative. Unpretentious. Confident. Competent.

Business meets Tech

- Detecon is the leading management consulting company that unites business knowledge with profound digital technology expertise
- We generate sustainable value for our clients – as a true digital transformer with a deeper understanding than classic consultancies
- Our core areas cover digitalization featuring technology & infrastructure as the enabling basis and our DNA.

Telco Experts

- We know better than anyone else how to (re)invent telco companies! 40 years of experience make us the best consultancy in the telco space with extensive knowledge in:
  - Setup and launch of carriers
    T · · Mobile · etisalat
  - Mergers & Acquisitions
    mobily Singtel
  - Organization & Processes
    T · · Systems · 1&1 versatel
  - …

Partnership Network

- Detecon is able to provide end-to-end transformation solutions based on strong partnerships.
- We are closely involved with the development of Digital Transformation standards:
  - Digital Maturity Model
  - eTOM Business Processes
  - The GC Index
  - OrgVue

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THE GC INDEX®

Detecon is your ideal partner for successful transformations in the telco industry!

Björn Menden
Managing Partner

Phone: +49 69 951 559 369
Mobile: +49 160 972 657 50
e-Mail: Bjoern.Menden@detecon.com

Silvia Flachowsky
Managing Consultant

Phone: +49 351 648 900
Mobile: +49 171 223 4959
e-Mail: Silvia.Flachowsky@detecon.com

Detecon International GmbH
Hahnstrasse 43
60528 Frankfurt / Main (Germany)
www.detecon.com

contact

Supervisory Board:
Christian Till Roga (Chair)

Executive Committee:
Sven Erdmann

Commercial Register:
Cologne Local Court HRB 76144,
Corporate Headquarters: Cologne

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