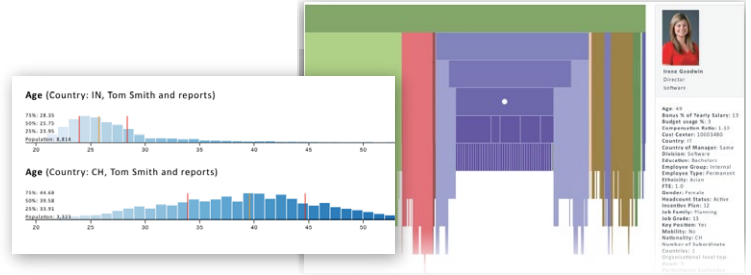# OrgInsight™

Visualize Your Workforce

We help companies of scale (5,000 – 500,000 employees) visualize their entire workforce on one screen. Why? So, HR can easily gain insight at a macro level but also drilldown into their workforce data using an intuitive and dynamic user interface. Easily add and remove attributes collected in your HR systems to create visual charts and insights in real time. Save and report on those insights periodically or create new ones to help the data tell the story when action is required to mitigate risks and identify opportunities to help the business. Take HR decision science to the next level with OrgInsight!

THE DNA OF YOUR ORGANIZATION

How do I get up and running?
We can easily integrate your HR data, from one or various sources, so you can visualize your HR data in OrgInsight simply and easily. You'll be up and running quickly!

Data elements may include, but are not limited to:

Employee Details: Name, Age, Gender, Ethnicity, Nationality, Tenure, Time in Position, Job Grade, Level, Expatriates, Employment Type, Span of Control.

Organization Design: Divisions, Departments, Business Units, Countries, States/Provinces, Regions.

Talent Management: Education, Compentencies, Training Days, Key Position Holders, Risk and Impact of Loss, Skills and Qualifications, Performance Metrics, Performance Ratios, Mobility/Relocation.

Compensation and Benefits: Compensation Ratios, Salary Grade.

Recruitment, Retention, Attrition: Termination Types and Reasons, Tenure, Time in Position, Open Positions, Employee Satisfaction, Employee Engagement Index.

More: Diversity, Absenteeism, Budget Levels, Approval Authority, Cost Centers, Overtime Hours, Data Quality Issues, Range Exclusions. Just about anything...

ALLOWS YOU TO ACCESS, FRAME, DISTILL, AND PROACTIVELY PLAN.

BIG DATA ISN'T SO SCARY ANYMORE!
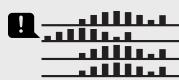
See and Compare Data Across Time

Export and Share Visualizations & Data

Track Trends and Inquiries on the Dashboard

Visual Search

Compare Workforce Distributions

In the Cloud for Easy, Secure Management

OrgInsight reinvents visualizing data and provides HR with a means to easily aggregate and represent workforce data visually. This empowers HR with a whole new set of lenses to gain insight and support evidence-based planning and decision-making like never before.

Retention Management & Flight Risks

Highlight performers in an organization who also have low compensation ratios. Matches to this query are displayed and can be viewed across divisions or layer-by-layer. Quickly spot higher concentrations of flight risks.

Succession Planning & Identifying Your Best Talent

Instantly spot waves of retirement in key positions — those who are reaching retirement age and those who have announced retirement. Rather than relying on aggregate reports, the visualization shows groups and reporting lines who are at risk of leaving in the near future. Intelligently prepare succession plans and simultaneously spot highly-qualified future leaders.

Spans and Layers

Color density provides an instant ability to see distribution and concentrations of high spans of control across the organization. Request specific ranges to illuminate those within or outside of your goal. Dive into specific divisions for further analysis.

You Name It

Aggregating your data into a single interactive platform makes it more useful than ever. Balance your organization, conduct diversity inquiries, optimize compensation ratios, spot the most talented individuals, mitigate retirement waves, integrate merged workforces, or treat OrgInsight as a powerful browser for organizational discovery.

OrgInsight is designed to help companies with 5,000 to 100,000+ employees.

*Organizational metrics and great data at your fingertips.*

Visualize your workforce and its data to improve decision-making.

→ Proportionally, how big is our Latam division? What are its main functions?

→ Where are our highest performing talent across geographies, divisions, and layers?

→ Who is most at risk of leaving due to compensation and performance imbalance?

→ What are the relationships between compensation ratios and performance on layer four?

→ How many people are retiring in the next three years across our 24 geographies and 8 divisions?

→ Who are the most highly qualified candidates to fill these future gaps?

→ Who is the highest performing employee who could potentially lead the China division?

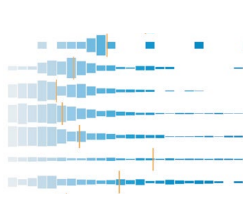→ Where are the concentrations of high spans of control and low job grades?

Sunburst

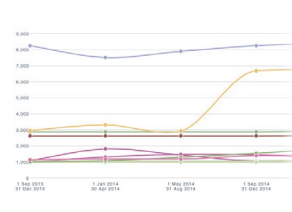Company leader in the center with reports and divisions radiating out.
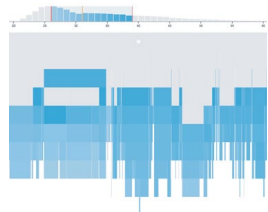
Icicle

Company leader on top with reports and divisions falling beneath.

Layers

See data distributed across layers or levels of the organization.

Trending

Monitor multivariate trend charts for organizational changes over specified periods of time.

KPI View

Monitor the dashboard for an executive summary and the KPIs that matter most to you.

LET'S GET STARTED.
CONTACT US TODAY!

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