



WORKFORCE & ORGANISATION DESIGN

Accelerating Change And Agility

G-Cloud 14 Service Definition Document

1 | ABOUT JCURV

JCURV OVERVIEW

Our mission is to sustainably increase the agility of organisations so they can thrive in an increasingly uncertain world

JCURV's EXAMPLE CLIENTS



Sainsbury's

J.P.Morgan



Schroders
personalwealth

JLR



Mercedes-Benz



SOCIETE
GENERALE

JCURV's EXPERT INSIGHTS



JCURV's INDUSTRY AWARDS



News UK



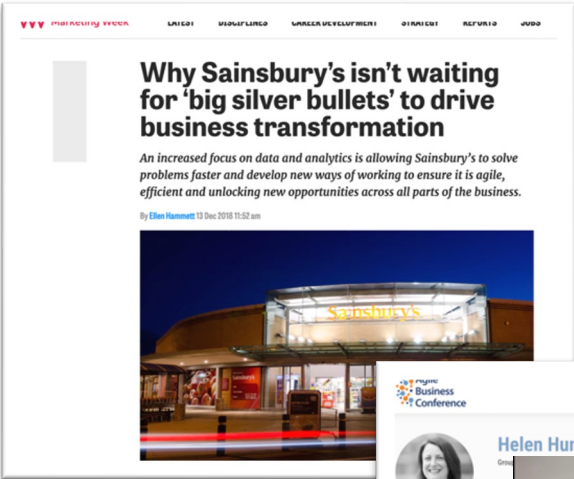
BEST NEW
CONSULTANCY



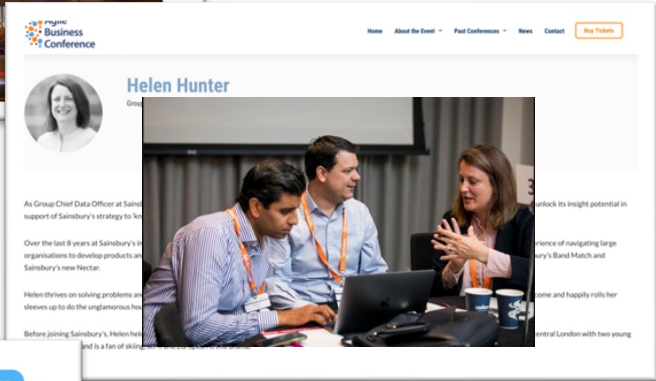
Sainsbury's



MEDIA RECOGNITION



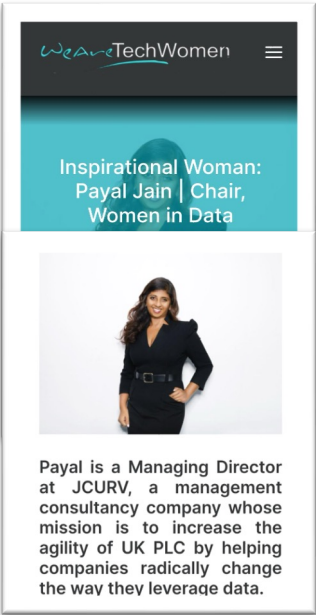
Article on the Agile transformation undertaken in DACE in Marketing Week



Agile in Data conference presentation at the '2018 Women in Data' conference by JCURV's client



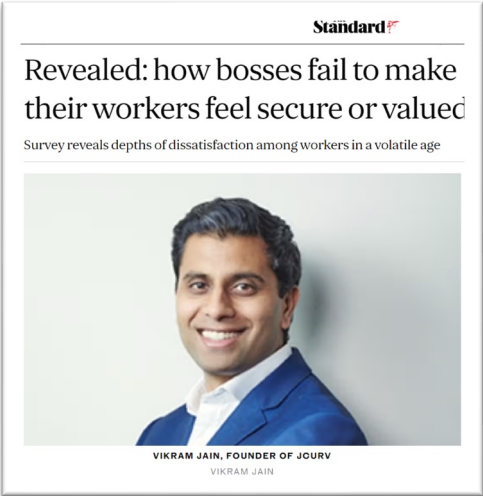
JCURV's client presented at the Agile Business conference about Sainsbury's Agile journey



JCURV's Vikram Jain discusses findings from our recent State of Agile Culture report on Ian King Live

JCURV's Payal Jain recognised as an inspirational role model by WeAreTechWomen.

Article on some insights from our 3rd State of Agile Culture Survey, with perspectives from our Founder Vikram on how organisations and leaders can respond.



JCURV's Payal Jain joined MPs and other female leaders at 10 Downing street for International Women's day

2 | ORGANISATION DESIGN

HOW WE HELP ORGANISATIONS TO SUSTAINABLY INCREASE THEIR AGILITY SO THEY CAN THRIVE IN AN UNCERTAIN WORLD

STRATEGIC AGILITY: STRATEGY, OKRs & PORTFOLIO MGMT

Designing and delivering simplified strategy with OKRs and lean portfolio principles to ensure business results are achieved

LEADERSHIP & CULTURE

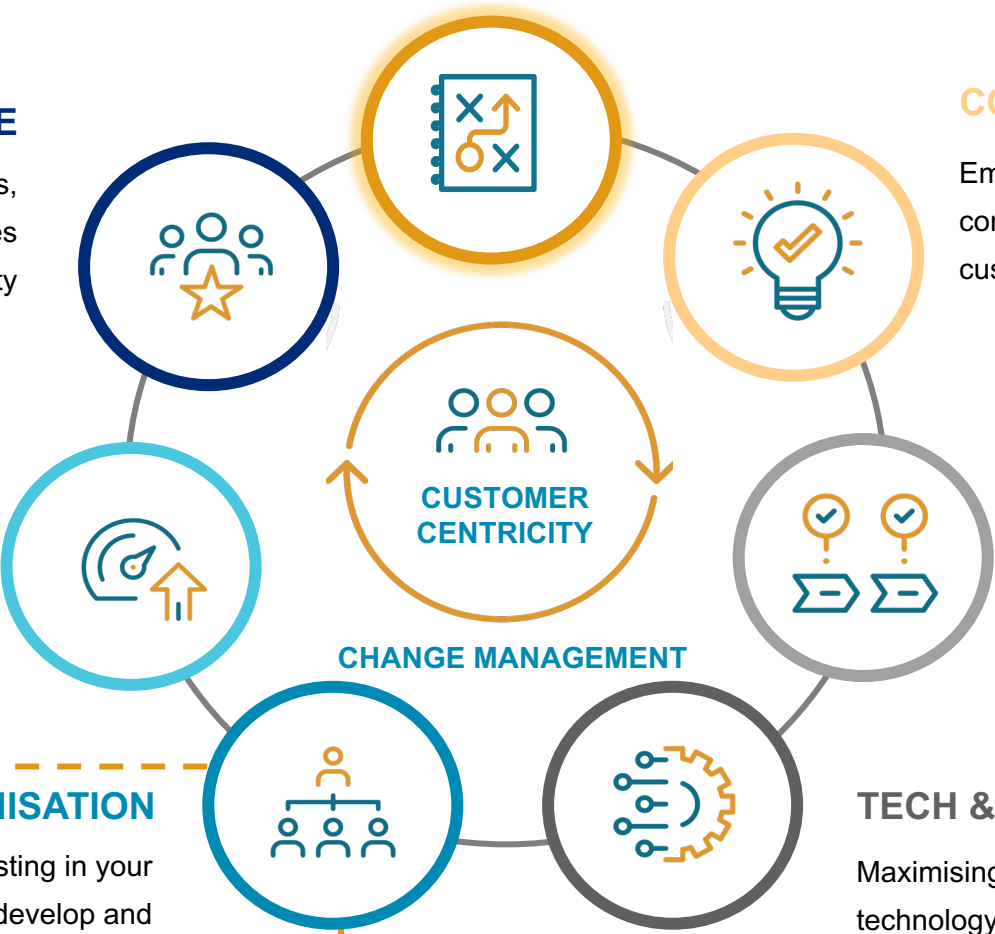
Supporting your leaders, at all levels, build an environment that enables greater organisational agility

TEAM WAYS OF WORKING

Building high-performing, cross-functional delivery teams, focused on maximising value for your customers

WORKFORCE AND ORGANISATION

Structuring, optimising and investing in your workforce to effectively design, develop and deliver a future-proof strategy



CONTINUOUS PRODUCT INNOVATION

Embedding the capability to design, deliver and continuously manage and improve products that customers love

VALUE STREAM & PRODUCT OPERATING MODELS

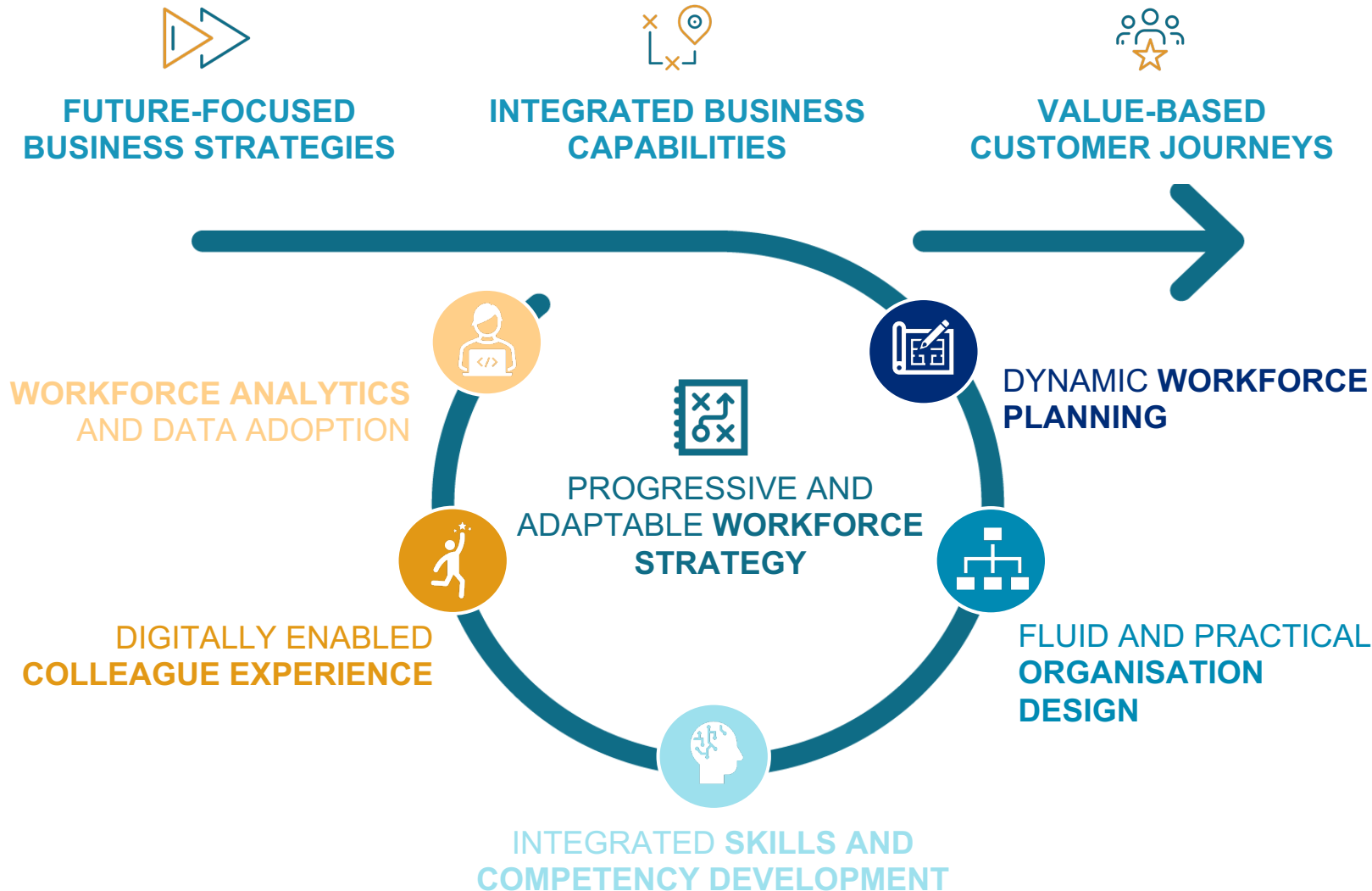
Improving the speed, efficiency and effectiveness of how you deliver value by pivoting from being project to product aligned

TECH & DATA AGILITY

Maximising the value from your data and technology investments and capabilities

JCURV'S APPROACH TO WORKFORCE AND ORGANISATIONAL EXCELLENCE

Focusing on optimising the workforce has become a key priority for organisations in the face of digital disruption



THE JCURV DIFFERENCE

Integrated approach: Aligns business strategy, workforce development, and customer outcomes.

Continuous Evolution: Emphasises the need for ongoing workforce adaptation to changing strategies.

Data Driven Decision Making: Highlights the critical role of data-driven insights in guiding decisions.

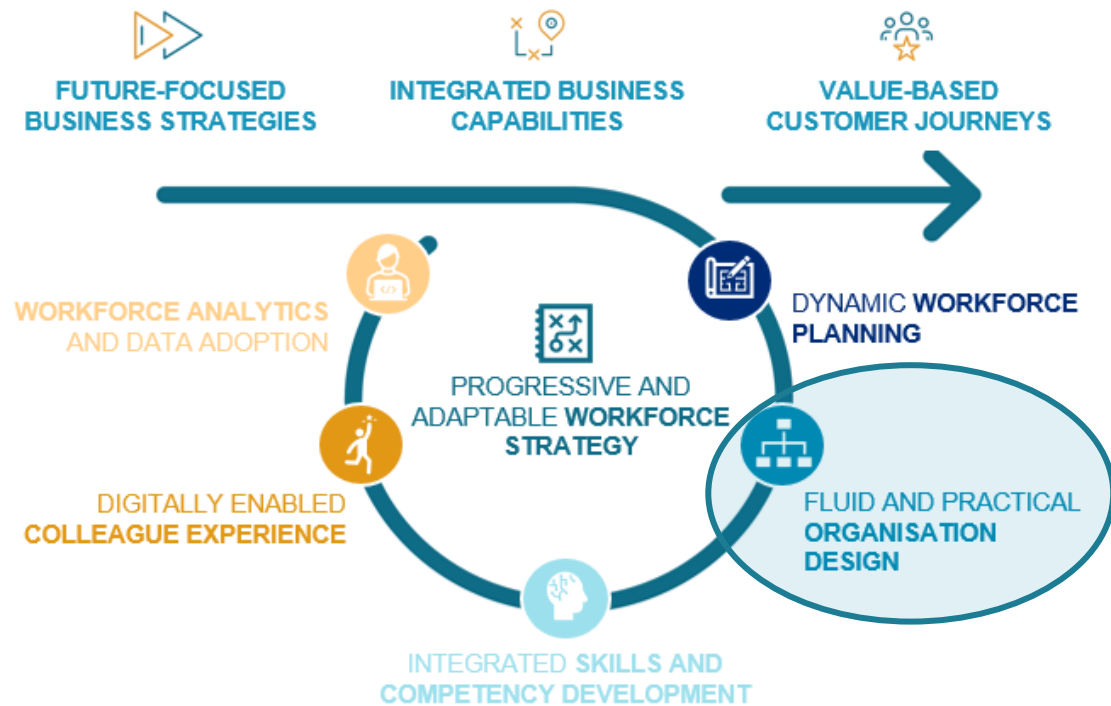
Holistic Framework: Fosters a dynamic and adaptive organisational environment.

How balanced are your workforce strategy and transformation capabilities today?

OUR APPROACH AND SUPPORTING FRAMEWORK TO ORGANISATION DESIGN

Clients are increasingly recognising the transparent linkage and dependency between workforce strategy, planning, and organisational design capabilities as they seek to swiftly and continuously shape their workforces

Our Approach to Workforce



How we define Organisation Design

We recognise that **Organisation Design is multi-faceted** and has rapidly evolved with the influential growth of Data and AI and the pace of global change.

Key disciplines to bring your organisation design to life include:

- Job architecture
- Role mapping
- Skills and capabilities
- Structural governance
- Insight led and data driven
- Enabling technology
- Behavioural change management

HOW WE BUILD THE KEY CAPABILITIES REQUIRED TO MODERNISE YOUR DESIGN

These are vital to maintaining organisational structures that are both adaptable and effective within the evolving business landscape



Dynamic job architectures, role mapping and flexible structural resilience enabling quick response to business changes



Data driven insights and visualisation capabilities to inform decision making and drive performance



Agile organisational structures removing traditional silos, spans, and layers yet maintaining consistent governance



Comprehensive skills and capabilities embedded within role structures, so employees fulfil responsibilities effectively



Change management to effectively manage and communicate changes to stakeholders, ensuring buy-in and improving culture

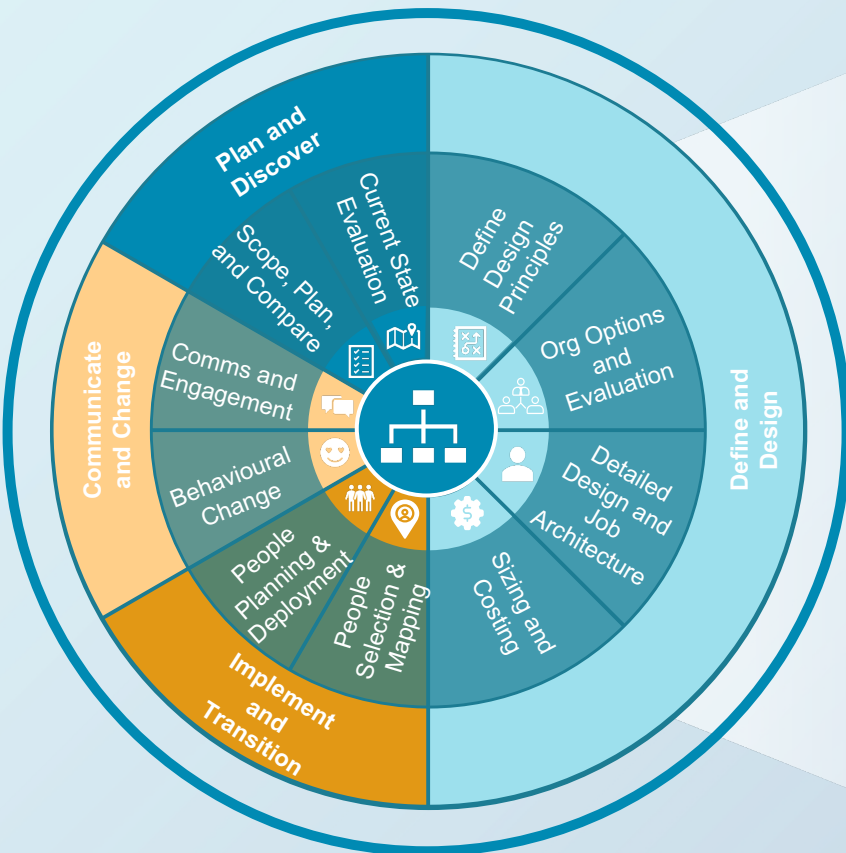


Technology solutions to support the desired changes and drive organisational performance improvements

RE-SHAPE YOUR ORGANISATION WITH A GROUNDED FRAMEWORK

Our framework to design your organisation is simple, scalable, and sustainable, applying a consistent and practical approach to designing your workforce

Our organisation design framework:



Plan and Discover

- Establish the scope of the project and internally and externally scan the environment to inform feature design

Define and design

- Define design principles an adaptable job architecture, and organisation structure including size and cost

Implement and transition

- Ready the organisation for transition from legacy structures and ways of working to the new world

Communicate and change

- Manage the change to ensure that it is sustainable and that people are willing ready and able to adopt new ways of working

THE JCURV DIFFERENCE





























Our Design Method ensures overall compatibility with business needs and customer outcomes by:

- Applying a data-led approach to leverage insight in design
- Harmonising & scaling with the business strategy
- Applying consistent design principles throughout
- Adapting and evolving with Change and Behavioural Insights



OUR ACCELERATION PARTNERS AND DELIVERY CAPABILITIES

We are proud to offer relationships and delivery capabilities across a variety of acceleration partners to support you in your transformation journey.

DYNAMIC WORKFORCE PLANNING	FLUID AND PRACTICAL ORGANISATION DESIGN	INTEGRATED SKILLS AND COMPETENCY DEVELOPMENT	WORKFORCE ANALYTICS AND DATA ADOPTION	DIGITALLY ENABLED COLLEAGUE EXPERIENCE
				
   	    	  	   	    

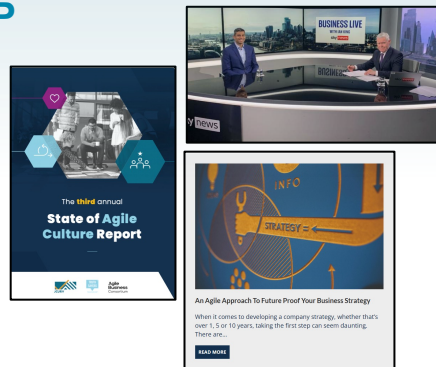
3 | WHY JCURV?

WHY JCURV?

- ✓ **We are on the same journey** – in the post pandemic era we continue to challenge ourselves in how to deliver the right skills at the right time in the right place across our workforce to meet our clients' evolving needs with agility and discipline whilst preserving both customer value and colleague experience
- ✓ **We understand the nuances between workforce strategy and execution** having designed, developed, and delivered a robust approach to clients of all shapes and sizes
- ✓ **We are experts in bringing the right tools and digital technologies** to support you on your journey and we know how to exploit these
- ✓ **We understand the UK market in your industry** and the challenges faced today when it comes to your workforce
- ✓ **We understand what makes a compelling business strategy and investment case** to unlock the value required to drive a successful workforce transformation

LINKS TO THOUGHT LEADERSHIP

- ✓ State of Agile Report
- ✓ Sky News / Business Line
- ✓ Our Agile Thinking | JCURV



INDUSTRY RECOGNITION



WHERE WE HAVE SUPPORTED CLIENTS LIKE YOU

The experiences our colleagues' clients have received extend beyond story telling turning strategies into quantifiable and tangible results. Here are just a few examples in the workforce domain.

UK-BASED ENERGY PROVIDER: Agile Operating Model & Organisation Design

Client challenges

- Disconnect between product development pipeline and customer needs / wants
- Desire to increase net promoter score and customer satisfaction metrics across the board
- Minimal cross sell of products
- Programmes failing to achieve targeted outcomes and defined benefits
- Limited visibility into workforce capacity and capability
- Recruitment and retaining optimal talent based on predicted business needs and customer demand
- Lagging speed and efficiency in speed to market of new products and services

Key Results:

- An enterprise-wide agile operating model focused on customer value streams with a pivot away from a historically product-centric design
- Realigned organisational hierarchy based on skills and capabilities reducing redundant cost in the organisation
- Retained client capability to maintain monitor and sustain a lens on value in contribution across the organisation
- An enhanced and enabled HR capability focused on continuous optimisation of the workforce

GLOBAL INSURANCE COMPANY: End-to-End Finance functional restructure

Client challenges

- Failed to consistently deliver value and quality across multiple geographical locations and jurisdictions
- Highly Federated function with minimal collaboration across borders
- Inconsistent structure and job architecture resulting in minimal career path visibility and capability awareness
- Incompatible operating model with an organisation currently pivoting to adopt scaled agile
- Ineffective finance leadership team sought guidance to better align on a unified strategy and vision to optimise capability and capacity of their team

Key Results:

- The comprehensive restructure of the function aligned to the overarching business strategy and operating model
- Optimised hierarchy reducing vertical silos and blockers enhancing the efficiency and effectiveness of the function
- A skills-based job architecture implemented to evaluate the collective capability and developmental needs of the workforce
- A sustainable and scalable organisation design implemented to grow over time with the function and corresponding business needs

UK-BASED GROCERY BANK: Agile Operating Model & Organisation Design

Client challenges

- Sought to reduce 15% headcount costs out of the organisation
- Continuously struggled to understand core capability gaps across the organisation resulting in both delivery and organisational risk
- Lack of process governance and structure resulted in failed opportunities to innovate and bring new products to market
- Less than desirable customer centricity resulting in organisation losing market share
- Continuous struggle to maintain market share across a highly competitive industry
- Lack of career paths an employee engagement led to heightened attrition across the workforce

Key Results:

- A customer centric operating model enabled by agile principles
- A rationalised product portfolio calibrated to the skills and capabilities required to innovate and deliver new products to market with greater speed and efficiency
- An agile organisational design with squads, guilds and tribes aligned to the new operating model
- Rationalised organisational hierarchy flattening structure and reducing the overall headcount cost to target
- Cultural strategy to evolve the workforce mentality into thinking as a unified organisation and be customer centric

HEAR FROM OUR CLIENTS ON WHY THEY CHOSE JCURV



CDO – Nicky Klein explains why they selected JCURV as a transformation partner



[CLICK HERE](#)



CCEP leaders and colleagues explain why they selected JCURV as their transformation partner and what makes JCURV different.



[CLICK HERE](#)

HEAR ABOUT OUR CLIENTS' TRANSFORMATION JOURNEYS WITH JCURV

Schroders
personalwealth

SPW colleagues, discuss how an Agile approach can bring business and technology teams closer together to help solve the key challenges faced by the industry.



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Coca-Cola
EUROPACIFIC
PARTNERS

CCEP leaders and colleagues explain why they selected JCURV as their transformation partner and what makes JCURV different.



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