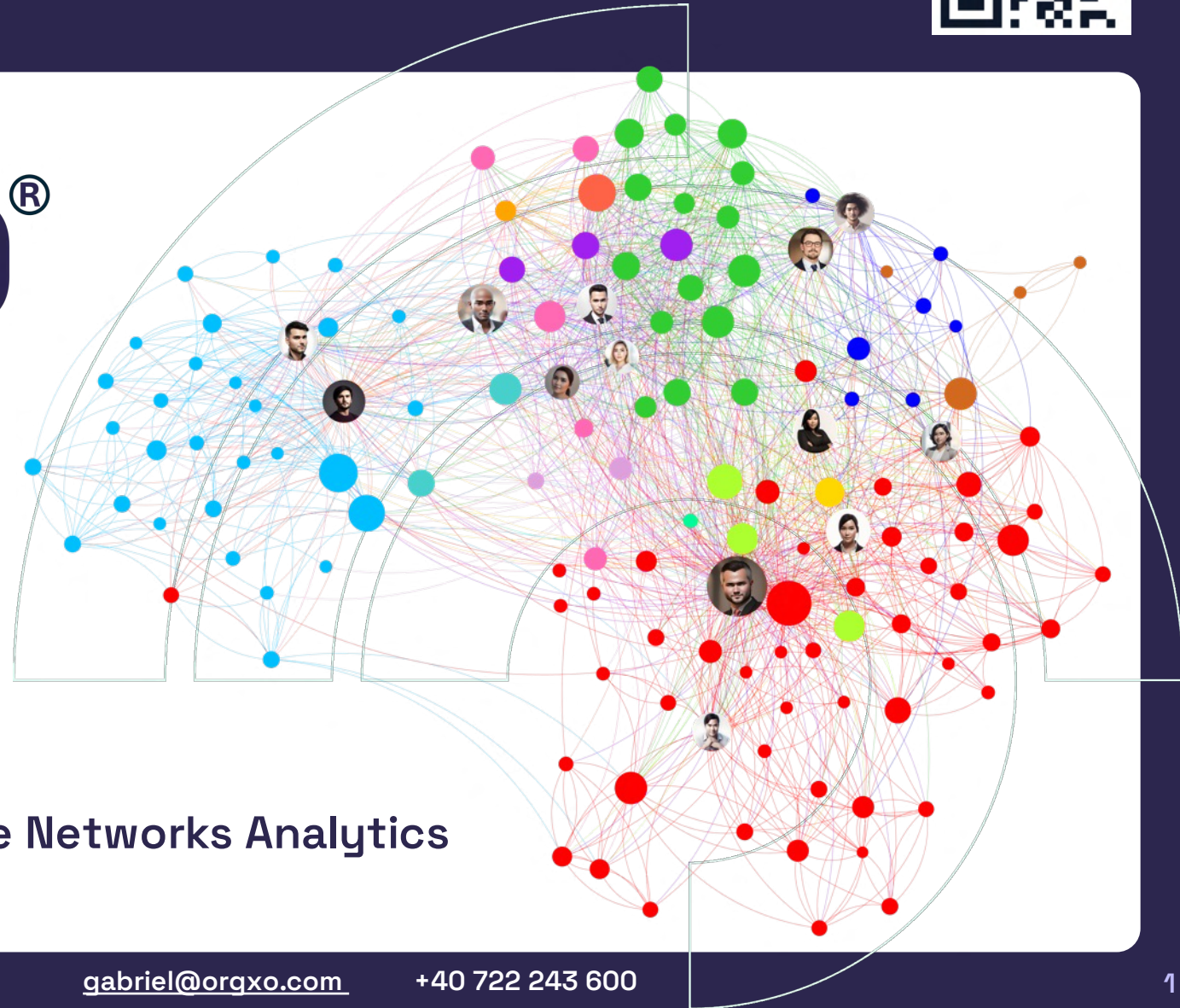


Building Resilient Organizations



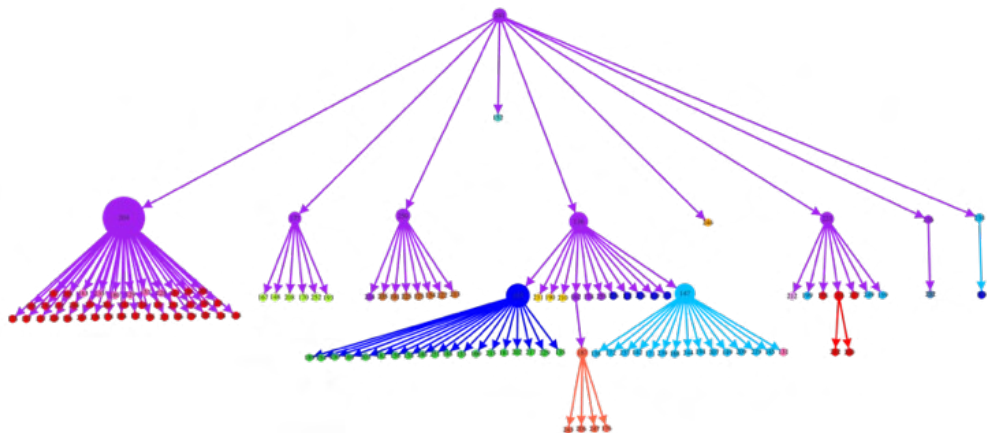
Harness the power of people and
their networks of collaboration

The premier SaaS tool for PNA - People Networks Analytics



Same Organization - Two Opposing Views

Hierarchy

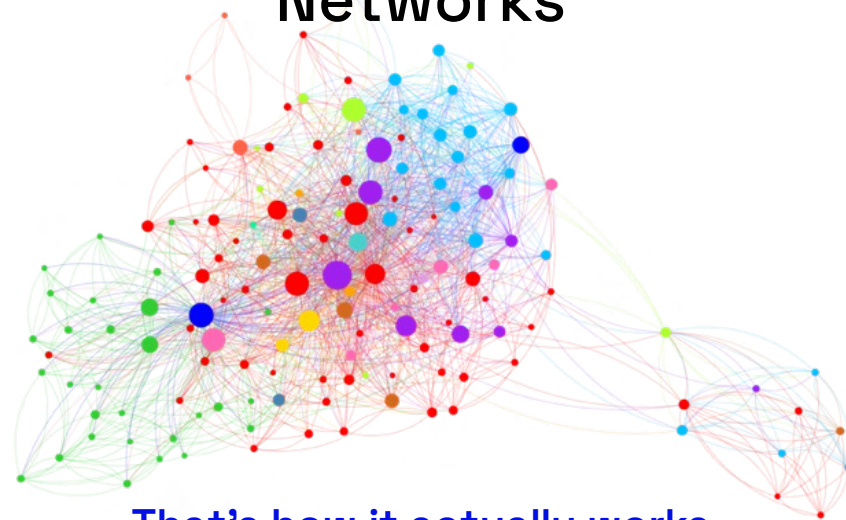


That's how Management thinks it works

- Centralized Decision-Making
- Relies on clearly defined rules & procedures
- Values predictability & clear lines of authority
- Creativity and innovation are encouraged *but not welcomed*
- Change is seen as a threat to the status-quo



Networks

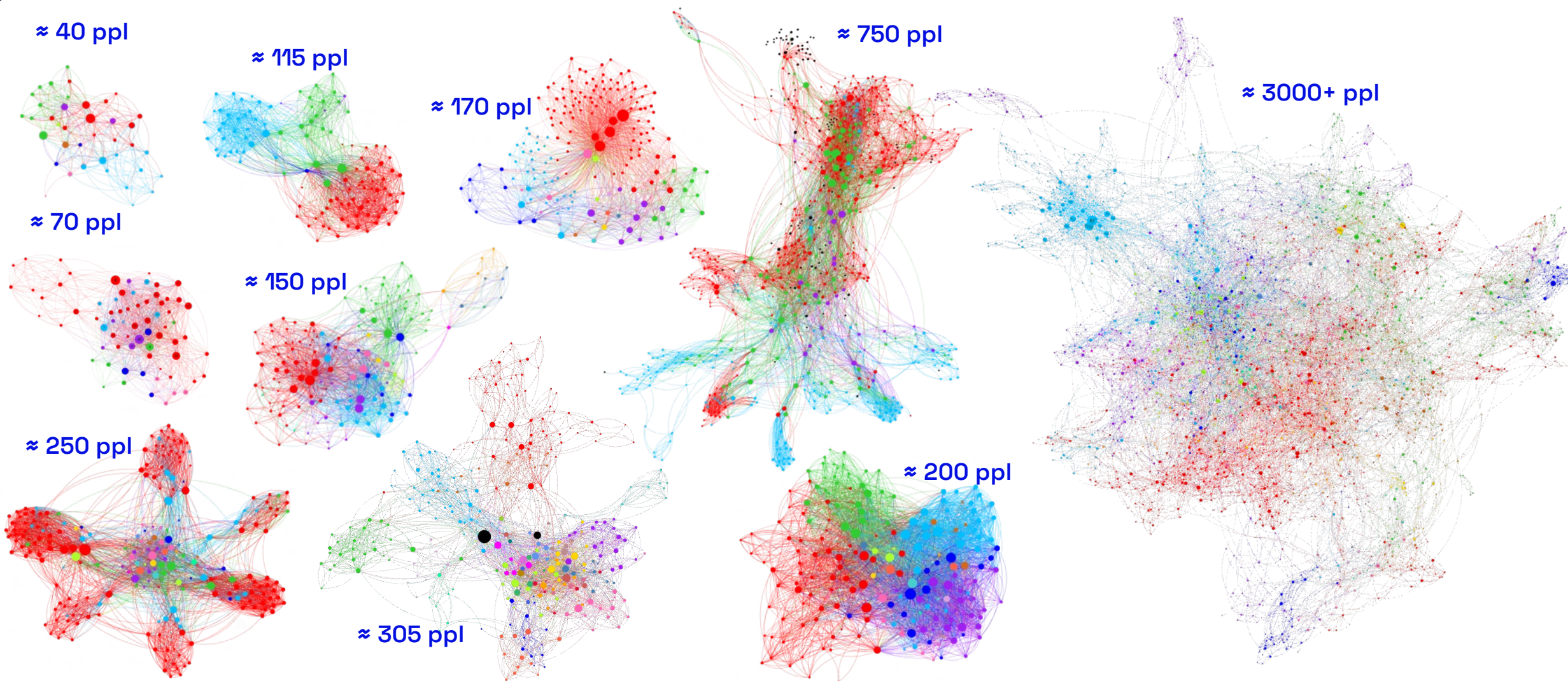


That's how it actually works

- Decentralized Decision-Making
- Relies on relationships, connections & autonomy
- Values flexibility, agility and collaboration
- Generates innovation and stimulates creativity
- Change is seen as a given and an opportunity

They are both Valid & Valuable, they Co-exist, and are in a Continuous Conflict

Every organization is unique and has its own „signature pattern“



Yet beneath it lies a shallow or deeper hierarchy

≈ 25 ppl

≈ 35 ppl

≈ 45 ppl

≈ 70 ppl

≈ 200 ppl

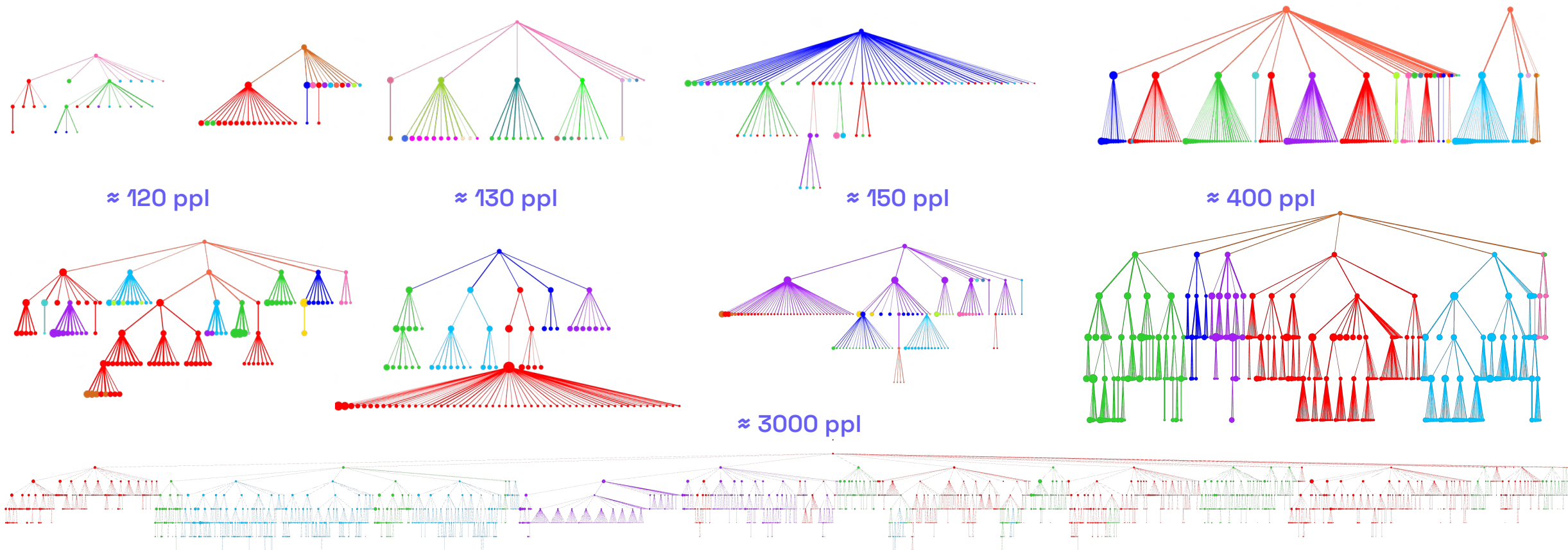
≈ 120 ppl

≈ 130 ppl

≈ 150 ppl

≈ 400 ppl

≈ 3000 ppl



The Distribution Analysis

The continuum between

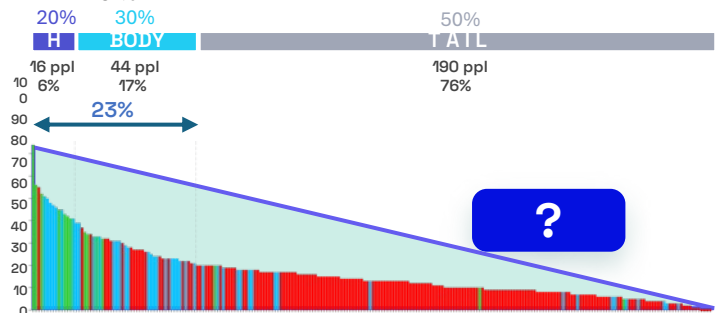
Fragility

and

Robustness

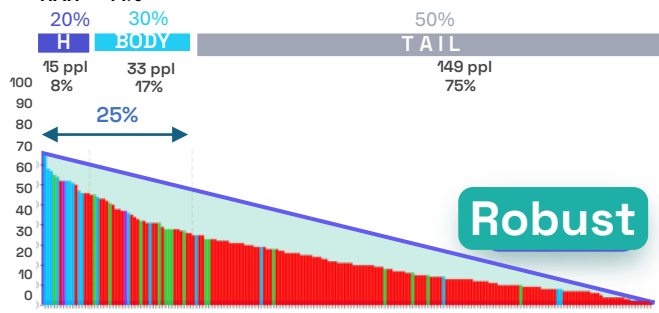
Company A = 250 ppl

Density = 7%
Average Path Length = 2.67
RAR = 31%



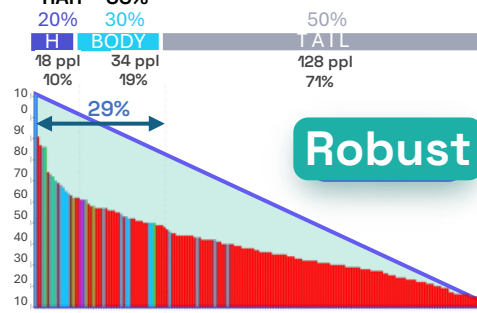
Company B = 200 ppl

Density = 13%
Average Path Length = 2.25
RAR = 41%



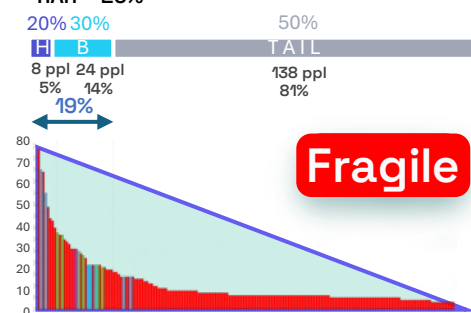
Company C = 180 ppl

Density = 17%
Average Path Length = 2.07
RAR = 33%



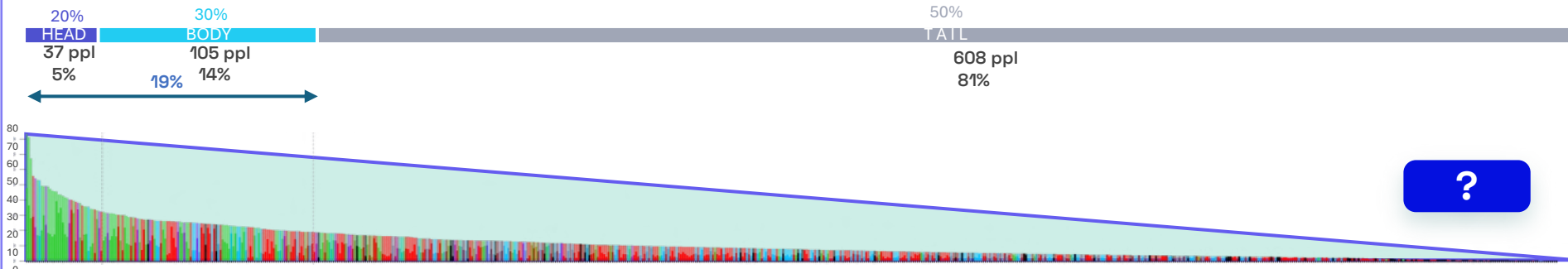
Company D = 170 ppl

Density = 6%
Average Path Length = 2.24
RAR = 29%



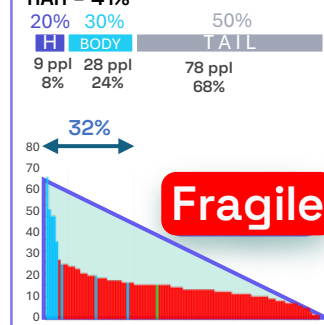
Company E = 720 ppl

Density = 1%
Average Path Length = 3.93
RAR = 25%



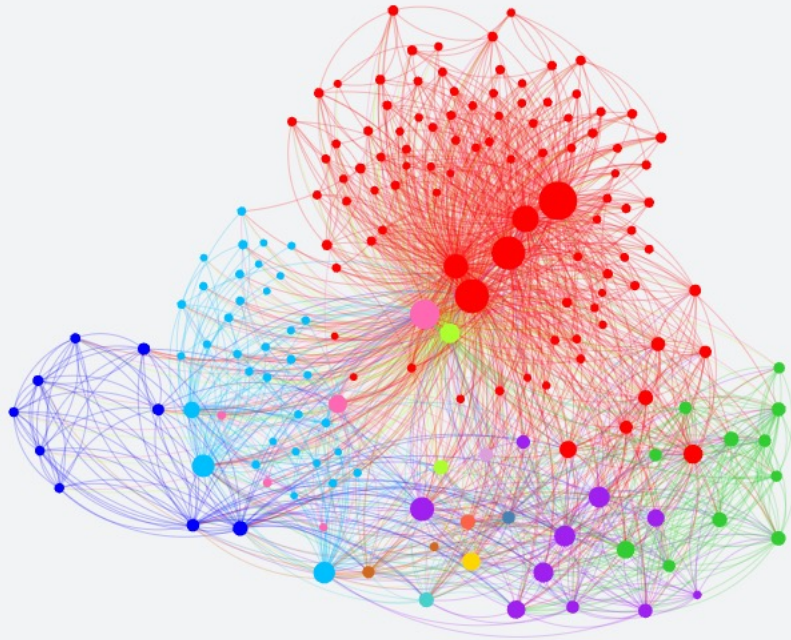
Comp. F = 115 ppl

Density = 13%
Average Path Length = 2.15
RAR = 41%

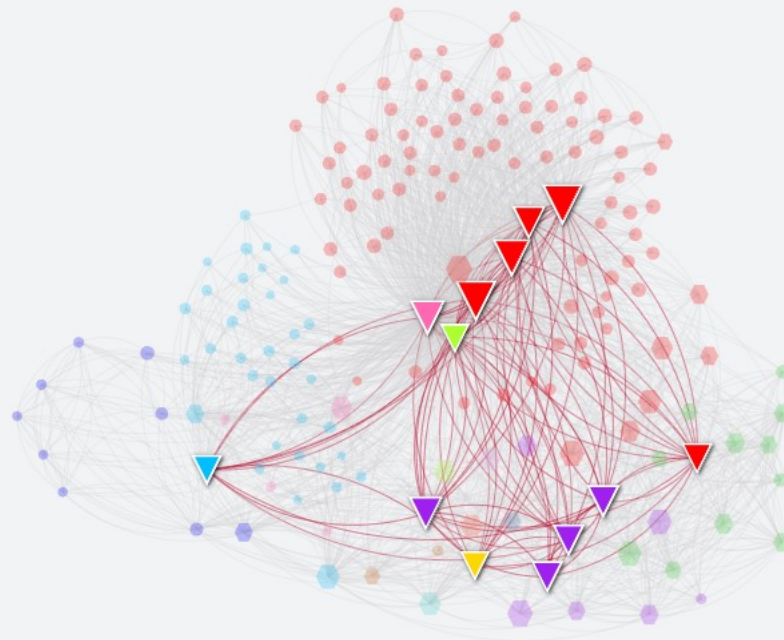


maps the internal collaboration flows and...

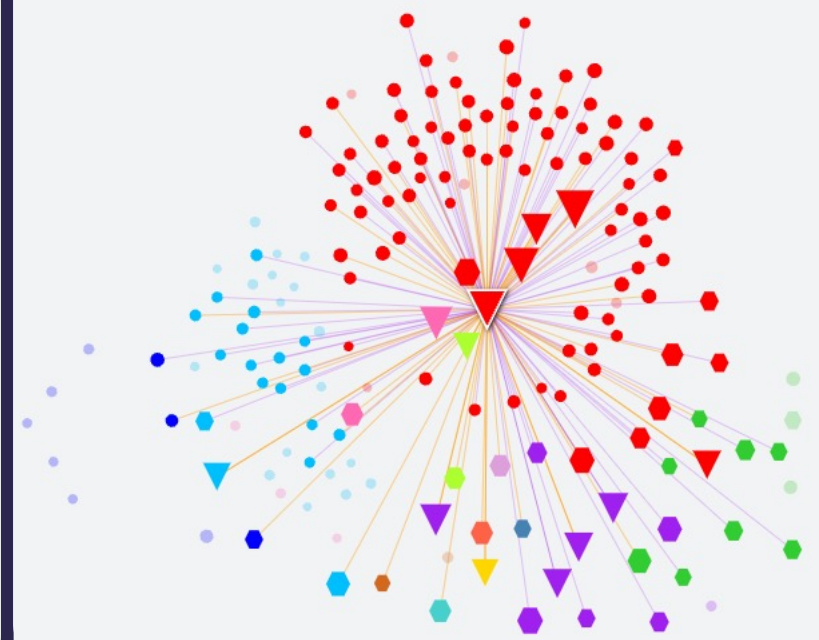
Reveals silos



Pinpoints influencers



... and the people they have influence over

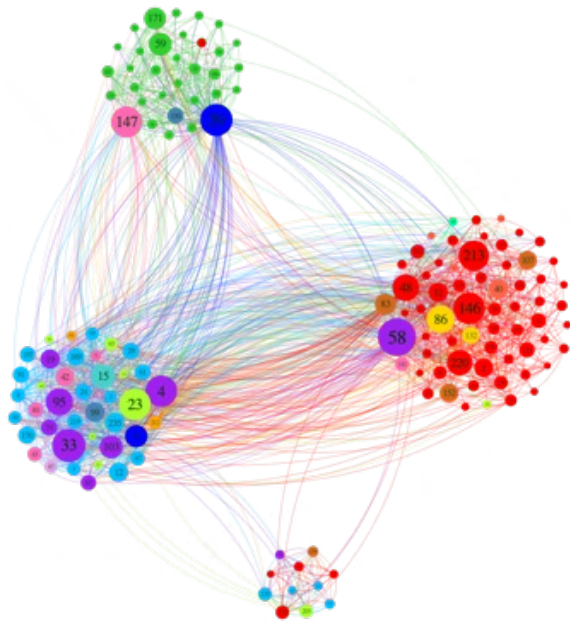


Leverage this data to improve:

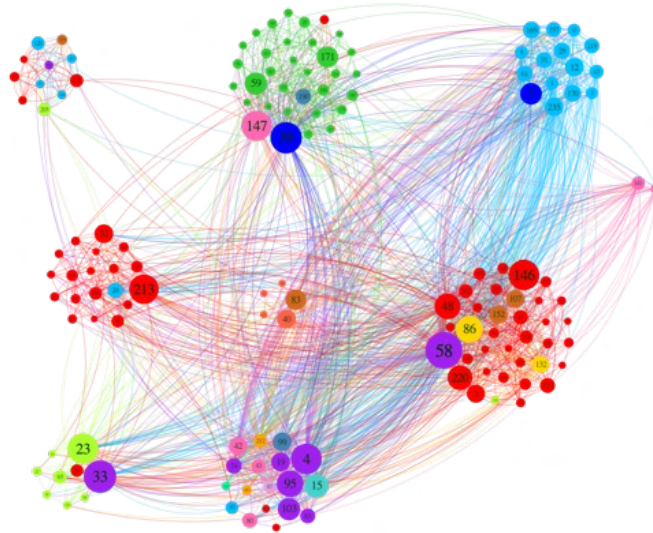
- collaboration flows
- knowledge sharing
- innovation

Small Worlds & Cluster Analysis

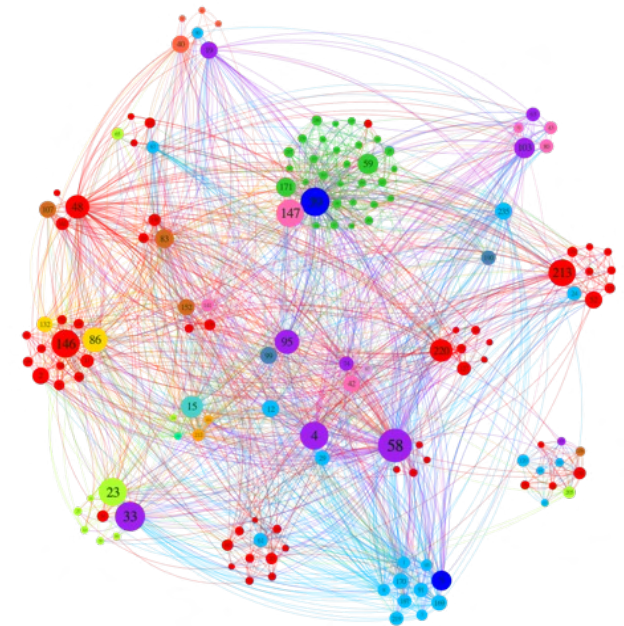
4 clusters



9 clusters



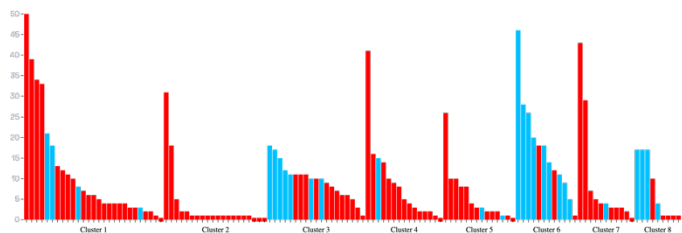
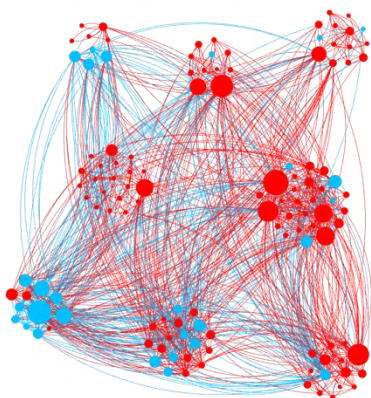
22 clusters



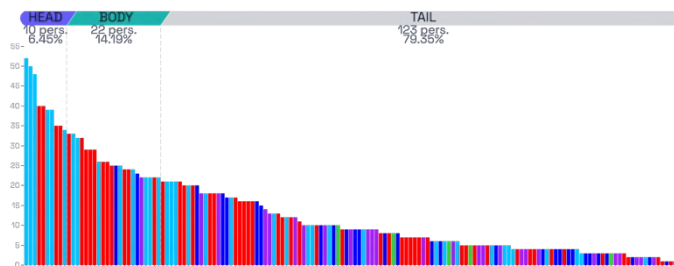
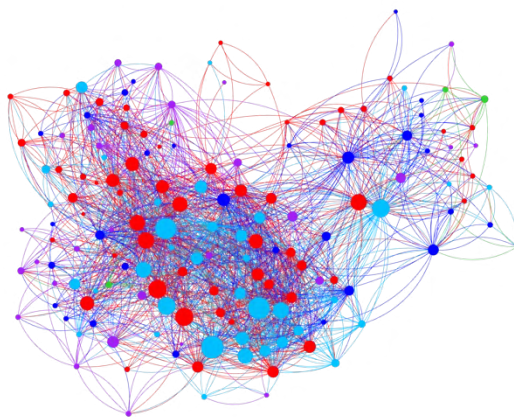
Extremely useful in Organizational Development and Redesign

Addressing the Social component of ESG requirements

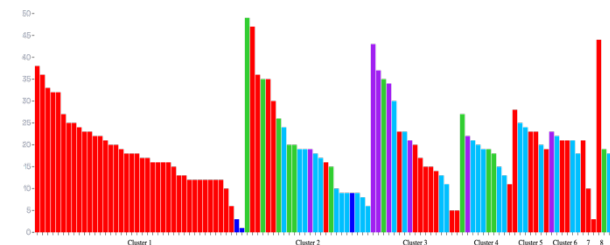
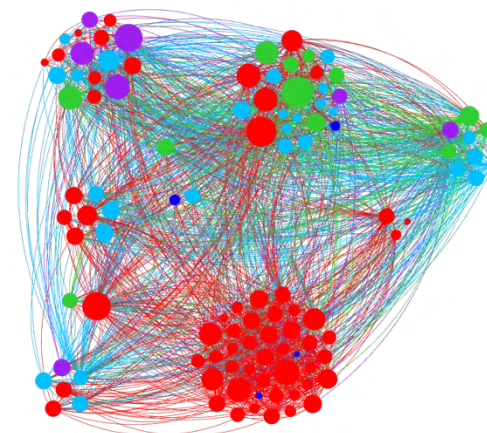
Distribution by Gender



Distribution by Generation



Distribution by Tenure

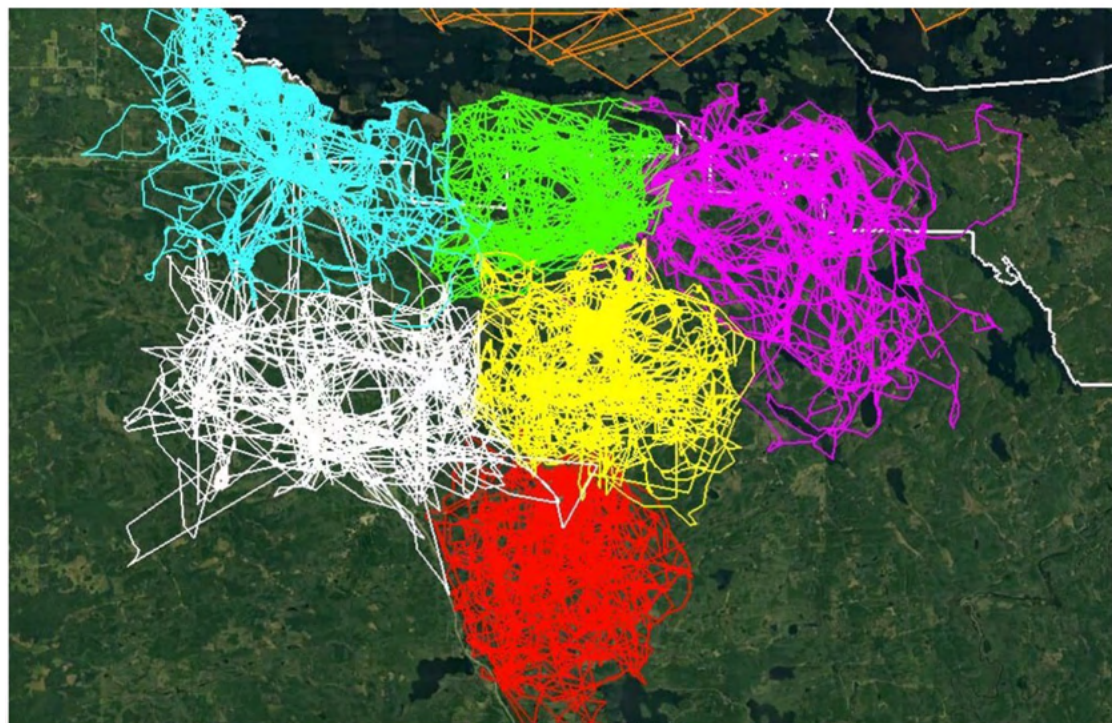


Territoriality of Wolf-packs vs. Silos in Organizations

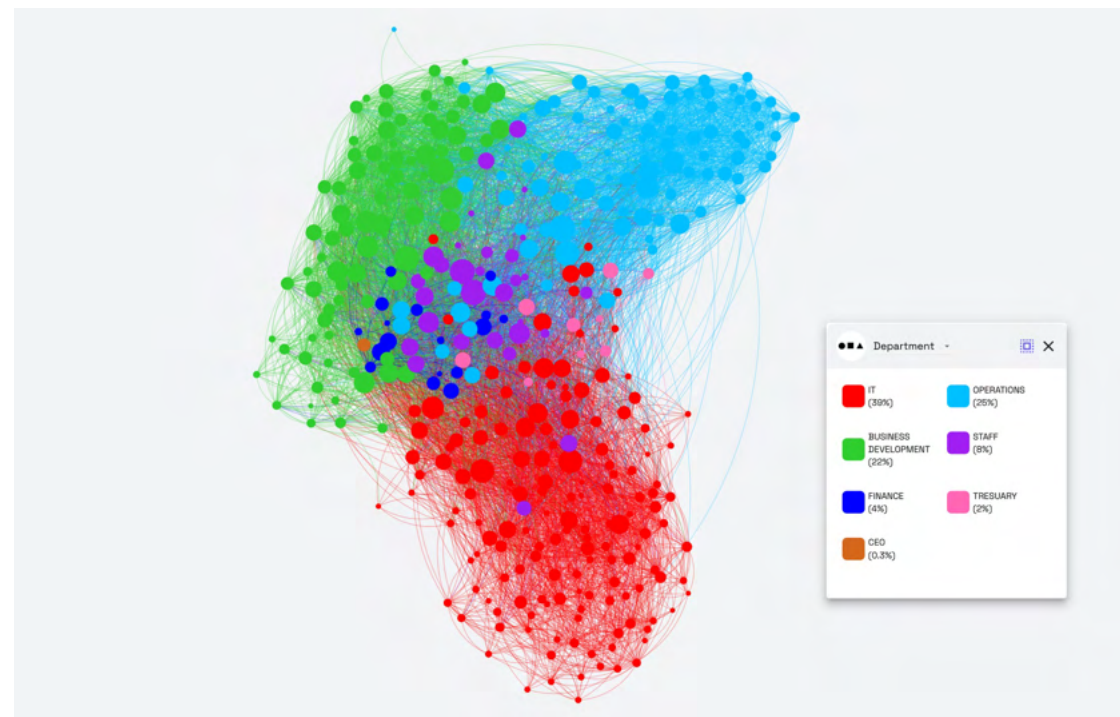
GPS Map Composed of 68,000 Pinpoints Tracks the Territorial Nature of Minnesota Wolves

JANUARY 31, 2019

KATE SIERZPUTOWSKI



Territoriality at an innovative brokerage company in Brazil with 380 people



Key Use Cases

1. M&A Due Diligence & Integration:

Mitigate investment risks associated with human factors by identifying key personnel, hidden influencers, and potential vulnerabilities, as well as ensure smooth post-merger integration and minimize disruptions.

2. Enhance Governance:

Improve board effectiveness, organizational transparency and executive accountability by providing unabridged data-driven insights into organizational dynamics gathered from all employees.

3. CEO Onboarding and Succession Planning:

Facilitate smooth new CEO onboarding and develop succession plans by identifying emerging leaders, assessing organizational readiness, and planning knowledge transfer.

Key Use Cases (continued)

4. Assess Organizational Resilience:

It evaluates the organization's positioning on the continuum between Fragility & Robustness, enhancing the likelihood of long-term sustainability.

5. Boost Organizational Performance:

OrgXO enables targeted strategies for enhanced effectiveness, productivity, and employee engagement, fostering overall success.

6. Generational Transfer in Founder-Led Companies :

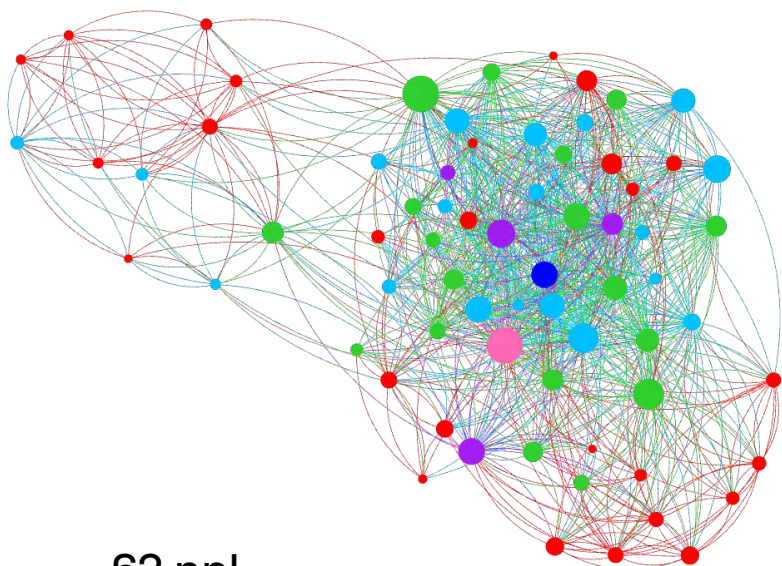
Ensure continuity and prosperity of founder-led organizations by facilitating the transfer of leadership and knowledge to next generations, maintaining the founders' vision and values.

Use case #1 – Company in the B2B industry

2018 - 2022

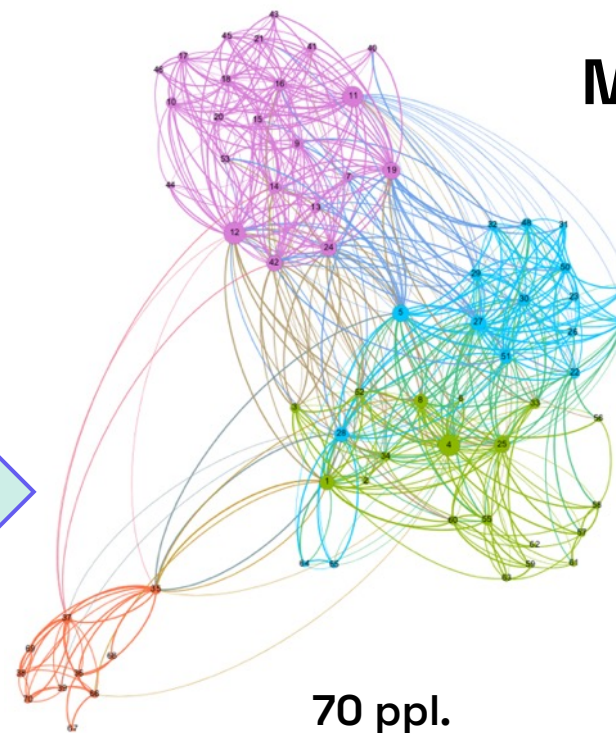
Base-Line June, 2018

1st Iteration May, 2019



62 ppl.

- ✓ Change Management & Process Redesign
- ✓ Investor Due-Diligence
- ✓ Sell 90% to a strategic investor

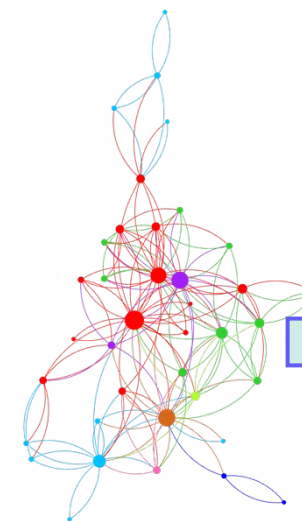


70 ppl.
+20%

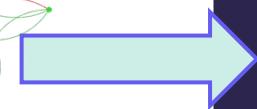
M&A



Acquired organization



39 ppl.



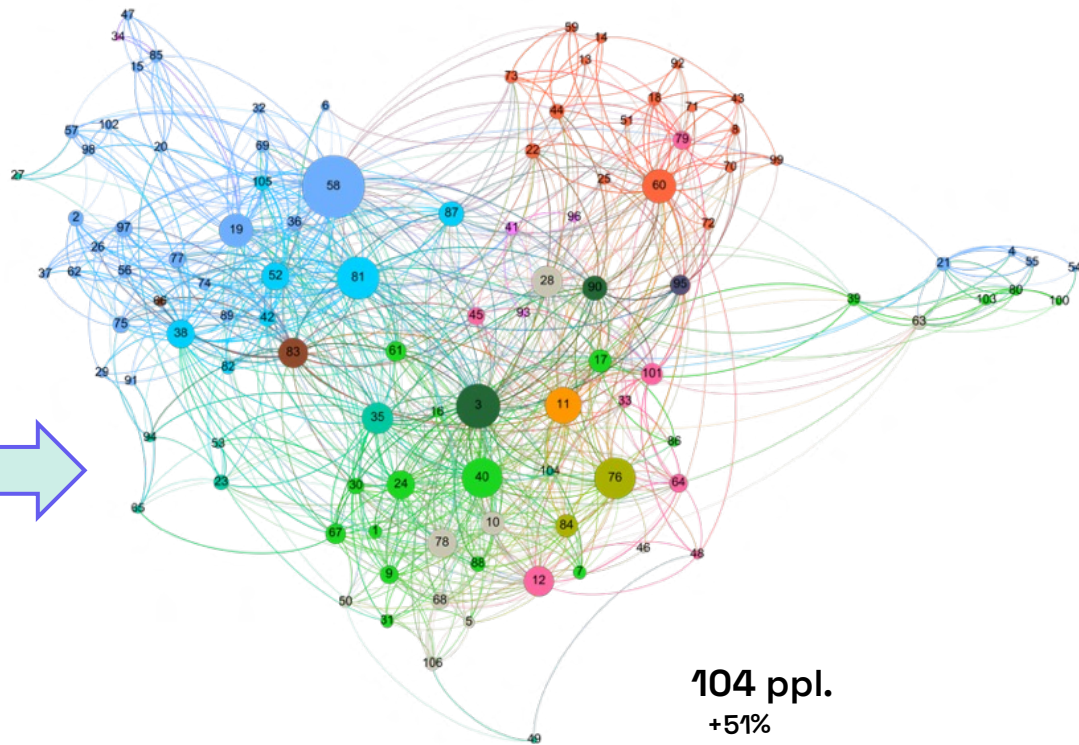
- ✓ Secure the success of the Merger
- ✓ Identify Key People at acquired organization
- ✓ Plan for Expansion

Use case #1 – a Company in the B2B industry

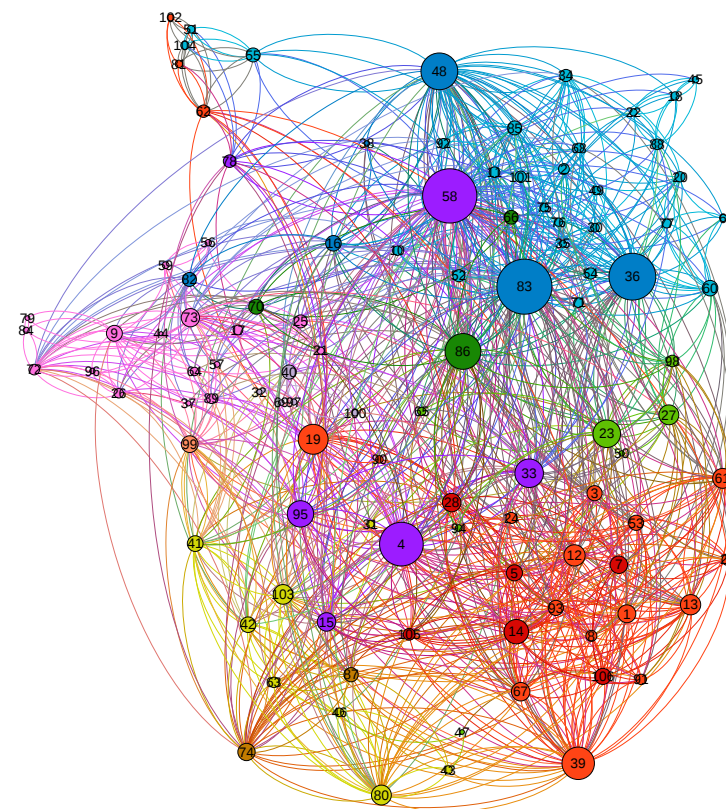
2016 - 2022

2nd Iteration June, 2018

3rd Iteration May, 2019



- ✓ Post Merger Integration Analysis
- ✓ Work Process Fine-Tuning
- ✓ Improve Productivity



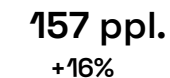
- ✓ Breaking-down Silos
- ✓ Identify Bottlenecks
- ✓ Improve Efficiency & Team Collaboration

May, 2020

June, 2022



- ✓ Adaptation to the Unpredictable Business Environment (COVID-19)
- ✓ Remote-Work & Stress Response



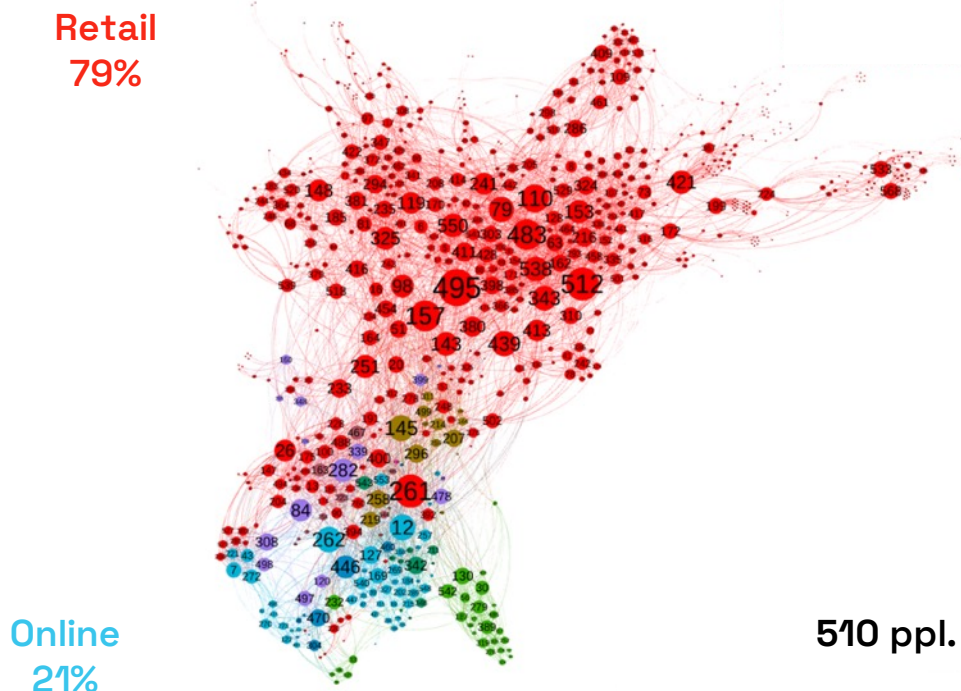
- ✓ Dismantle silos & improve work processes
- ✓ Improve efficiency and productivity
- ✓ CEO Transition & Onboarding

Use case #2 – Company in Retail & online Industry

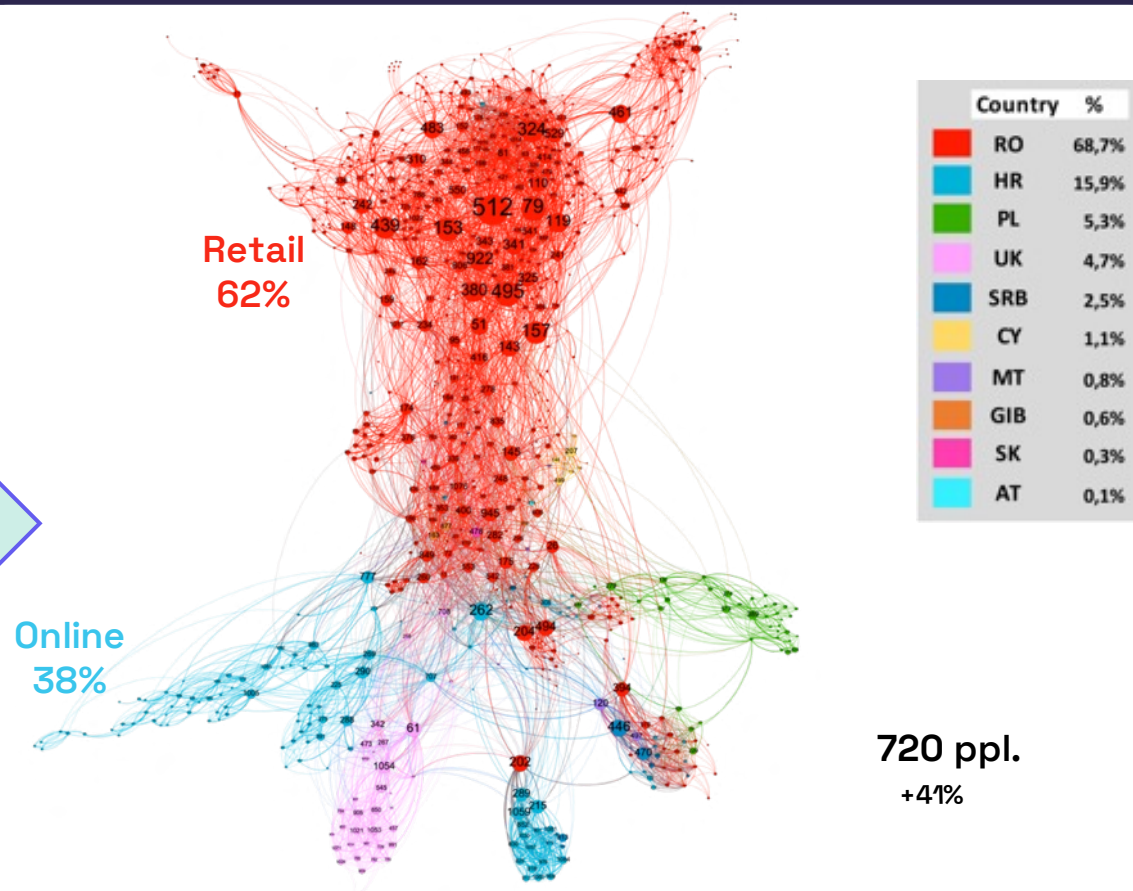
2017 - 2019

Base Line Oct-Dec, 2017

1st Iteration May, 2019



- ✓ Coping with Fast Growth
- ✓ Bottlenecks
- ✓ Process Redesign



- ✓ Investor Due-diligence
- ✓ Improve Team Collaboration & Efficiency
- ✓ CEO Transition & Onboarding

3 Easy Steps:

1 Building “My Network”

OrgXO Survey for Persona Survey

My Network (34 ppl)

TOP 3

EN

With whom do you collaborate in order to fulfill your work duties?

Brody Philips

1

Frequency of collaboration

How often do you collaborate with this person on job related duties? (on person, over the phone, e-mail and/or any other remote instruments)

- Daily
- Weekly**
- Monthly
- Quarterly
- Yearly

2

Dependency

To what extent does your individual performance depend on this particular person?

- Very high
- High
- Average**
- Low
- Very low

3

Evaluation of collaboration

How do you evaluate your collaboration with this person during the previous year?

- Outstanding
- Highly Effective**
- Effective
- Satisfactory
- Insufficient
- Unsatisfactory
- Destructive

4

Advice / Suggestions (optional)

Please add here any advice or suggestions related to the collaboration with this person using the Continue, Stop, Start framework.

e.g. What are the things that she/he should 1. Continue to do because they are well done, 2. Stop doing, because it hinders the quality of your collaboration, 3. Start doing together with you because they could contribute to a better

max. 280 characters

+280

NEXT

Go to next uncompleted person


Discover OrgXO Networks

Continue

Optimized for laptop, desktop and mobile



2 Select TOP 5



OrgXO Survey for Persona Survey

My Network (4 people)

TOP 5

EN

Select the TOP 5 people you rely on the most in doing your job. Rank them from 1 to 5 below, 1 being the most reliable.

1


2

3

4

5

1



Annie Jones

Frequency

Weekly


Dependency

Medium

Evaluation

Effective

2



Alexander Johnson

Frequency

Weekly


Dependency

High

Evaluation

Effective

3



Alexander Martin

Frequency

Weekly

Dependency

Medium

Evaluation

Highly Effective

4

+

Add or Drag & Drop

Frequency

Dependency

Evaluation

5

+

Add or Drag & Drop

Frequency

Dependency

Evaluation

Discover OrgXO Networks

Back


Go to Top 5

Average completion time



20 – 30 minutes

3 Indicate Six Top 3 Hubs


OrgXO Survey for Persona Person
My Network (34 ppl) > TOP 8
EN

Select TOP 3 people in each of the categories below.

You may choose any colleague even if they haven't been selected at the previous stage as part of your collaboration network.

Information	Energizers	New Ideas	Fixers	Access	Trust
<p>Top 3 people who give me valuable, accurate and timely information.</p> <div> <div>1 Grego... JD 36</div> <div>2 Allie C... JD 17</div> <div>3 Jack ... JD 36</div> </div> <div> <input type="checkbox"/> No One </div>	<p>Top 3 people who boost my morale and energize the whole team.</p> <div> <div>1 Laura ... JD 15</div> <div>2 David ... JD 36</div> <div>+ Add</div> </div> <div> <input type="checkbox"/> No One </div>	<p>Top 3 people with whom I discuss new ideas and out-of-the-box solutions.</p> <div> <div>1 Ronal... JD 36</div> <div>2 Alexa... JD 13</div> <div>+ Add</div> </div> <div> <input type="checkbox"/> No One </div>	<p>Top 3 people I turn to to solve administrative-bureaucratic blockages.</p> <div> <div>1 Ethan ... JD 36</div> <div>2 Adelin... JD 2</div> <div>+ Add</div> </div> <div> <input type="checkbox"/> No One </div>	<p>Top 3 people to whom, if I had access, my work performance would improve considerably.</p> <div> <div>1 David ... JD 36</div> <div>2 Antho... JD 36</div> <div>3 Jerry ... JD 13</div> </div> <div> <input type="checkbox"/> No One </div>	<p>TOP 3 people I trust the most when the organisation goes through periods of crisis.</p> <div> <div>1 Antho... JD 36</div> <div>2 Allie C... JD 17</div> <div>3 Philip ... JD 36</div> </div> <div> <input type="checkbox"/> No One </div>

Discover OrgXO Networks >
Go to My Network
Finish

Available in multiple languages



EN



ES



IT



RO



FR



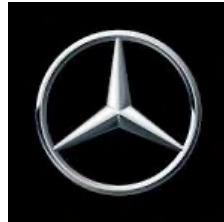
PT-BR



D

...and coming

Organizations that are using OrgXO[®] to unlock their potential



Mercedes-Benz
Romania



What Partners and customers say about OrgXO[®]



Andrei Ristea - CEO, TREND Consult

"OrgXO manages to bring something new and extremely useful to organizations.

It shows us the true complexity of the networks we work in and provides us with highly relevant information about our network's effectiveness and vulnerabilities.

OrgXO will become an important tool for us in organizational culture change projects, as a generator of insights and a deeper understanding of internal dynamics."



**Sacha Dragic – Founder & Executive Chairman
Superbet group**

"The rapid evolution, the organic growth, the acquisition of companies and the expansion of Superbet to other territories, made it difficult to keep track of how the organization operates as a whole.

OrgXO was instrumental in capturing the organization's nervous system, how collaboration happens in reality, beyond the formal structures and hierarchies. OrgXO is a must in any successful transformation initiative."



Stefan Ponea – Digital Savvy Entrepreneur

"I highly recommend the OrgXO experience to those interested in learning in detail how they

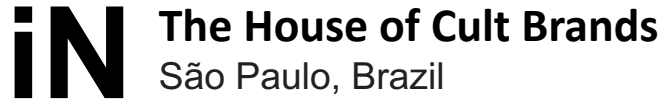
can continuously improve their organizational performance without compromise, while increasing the level of trust, quality and value of the people in the organization. "



Alexandru Voicu – CEO, SAI Certinvest

"OrgXO is a very reliable tool to diagnose internal collaboration and, therefore, I highly recommend it to all those interested in increasing organizational performance, including most of our portfolio companies."

Partners using OrgXO for their clients:



... new partnerships are underway

We offer Revenue share partnerships from 20% to 50%
As well as co-branding or white-labelling opportunities

Send RFP to: gabriel@orgxo.com

Starting Price = \$ 30 /person for < 200 people

Payment	Basic Package (Baseline only) 1 time	Premium Package (Baseline + 2 iterations) 3 times	Enterprise Package (Baseline + 4 iterations) 5 times
	One-time	Time Span = 18 months	Time Span = 36 months
One-time Upfront payment	\$ 30_{pp}	\$ 66_{pp} (-27%) <i>\$ 3.67 equiv. price pp/ month</i>	\$ 90_{pp} (-40%) <i>\$ 2.50 equiv. price pp/ month</i>
Payment after each iteration	-	\$ 25_{pp}/iteration (-17%) x 3 iterations = € 75pp <i>\$ 4.17 equiv. price pp/month</i>	\$ 20_{pp}/iteration (-33%) x 5 it. = € 100pp <i>\$ 2.78 equiv. price pp/month</i>
Monthly Payment	-	\$ 5_{pp}/month (-0%) x 18months = € 90pp <i>\$ 30pp/iteration</i>	\$ 4_{pp}/month (-4%) x 36mo.= € 144pp <i>\$ 28.8 pp/iteration</i>

Packages	One-Time (Baseline Only)			Premium Package (Baseline+2 iterations)					Enterprise Package (Baseline + 4 iterations)				
No of People	Payment = One-time Upfront 50% Before Project Launch 50% At Presentation of Results	Price per Person per iteration	Equiv. Price per Person per Month in 1 year Discount	Payment Option	3 iterations within 18 months 1. Baseline - Month 1 2. 1st Iteration - Months 9-10 3. 2nd Iteration - Months 16-18	Equiv. Price per Person per iteration	Equiv. Price per Person per Month	Discount	Payment Option	5 iterations within 36 months 1. Baseline - Month 1 2. 1st Iteration - Months 9-10 3. 2nd Iteration - Months 16-18 4. 3rd Iteration - Months 23-24 5. 4th Iteration - Months 34-36	Equiv. Price Per Person per iteration	Equiv. Price per Person per Month	Discount
for >20 to <199 ppl	\$ 3.000	\$ 30,00	\$ 2,50	One time Upfront	\$ 6.600	\$ 22,00	\$ 3,67	27%	One time Upfront	\$ 9.000	\$ 18,00	\$ 2,50	40%
100				After each Iteration	\$ 2.500				After each Iteration	\$ 2.000			
0%				x3 iterations	\$ 7.500	\$ 25,00	\$ 4,17	17%	x5 iterations	\$ 10.000	\$ 20,00	\$ 2,78	33%
Discount				Monthly	\$ 500				Monthly	\$ 400			
				x18 Months	\$ 9.000	\$ 30,00	\$ 5,00	0%	x36 Months	\$ 14.400	\$ 28,80	\$ 4,00	4%
for >200 to 499 ppl	\$ 8.100	\$ 27,00	\$ 2,25	One time Upfront	\$ 17.820	\$ 19,80	\$ 3,30	34%	One time Upfront	\$ 24.300	\$ 16,20	\$ 2,25	46%
300				After each Iteration	\$ 6.750				After each Iteration	\$ 5.400			
10%				x3 iterations	\$ 20.250	\$ 22,50	\$ 3,75	25%	x5 iterations	\$ 27.000	\$ 18,00	\$ 2,50	40%
Discount				Monthly	\$ 1.350				Monthly	\$ 1.080			
				x18 Months	\$ 24.300	\$ 27,00	\$ 4,50	10%	x36 Months	\$ 38.880	\$ 25,92	\$ 3,60	14%
for >500 to 999 ppl	\$ 15.300	\$ 25,50	\$ 2,13	One time Upfront	\$ 33.660	\$ 18,70	\$ 3,12	38%	One time Upfront	\$ 45.900	\$ 15,30	\$ 2,13	49%
600				After each Iteration	\$ 12.750				After each Iteration	\$ 10.200			
15%				x3 iterations	\$ 38.250	\$ 21,25	\$ 3,54	29%	x5 iterations	\$ 51.000	\$ 17,00	\$ 2,36	43%
Discount				Monthly	\$ 2.550				Monthly	\$ 2.040			
				x18 Months	\$ 45.900	\$ 25,50	\$ 4,25	15%	x36 Months	\$ 73.440	\$ 24,48	\$ 3,40	18%

For >1000 people – *please ask for a tailored price*



Have your organization OrgXO-ed
Contact us for a 30 min Demo

Gabriel Petrescu
Managing Partner

gabriel@orgxo.com
Tel: +40 722 243 600

Thank you!

