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# Benchmarking Organizational Design and Workforce Characteristics

Unlocking potential through and optimal organizational structure and talent strategy

# What is Organizational Design and Workforce Characteristics (ODWC) Benchmarking?

## Corporate Structure

The **key design lever** top managers can adjust to divide work and coordinate employees in their organization.

## Workforce

The **core human capital of an organization**, defined by the characteristics and abilities of employees that influence how work is carried out and value is created.

Organizational Design and Workforce Characteristics (ODWC) Benchmarking is a **strategic tool that benchmarks corporate structure and workforce characteristics against competitors** using custom-tailored big data algorithms – thereby generating unique insights for companies to revise and optimize their structure and talent strategy.

# What you can do with ODWC



**How does your structure support performance, alignment, and talent attraction?**

- **Hierarchical depth:** Benchmark the number of management layers – is your structure enabling speed and clarity?
- **Spans of control:** Compare average team sizes per manager – are you operating efficiently?
- **Strategic alignment:** How well does your structure support our business goals compared to peers?
- **Organizational fit:** Does your structure match our workforce profile – and outperform competitors?
- **Talent attraction:** How does your structure appeal to different employee types in the labor market?



**How does your workforce's mindset and qualification profile compare to competitors?**

- **Personality traits:** Benchmark the traits *agreeableness, conscientiousness, openness, and extraversion* to assess collaboration, innovation, and leadership potential.
- **Educational level:** Compare qualification levels to evaluate skill depth and future readiness.
- **Trait-to-role alignment:** Do your workforce traits fit key roles and functions effectively?
- **Change readiness:** Assess adaptability through openness and education benchmarks.
- **Talent appeal:** How attractive is your workforce profile to different talent segments in the market?



**How can we turn insights into strategic advantage?**

- **Sharpen talent strategy:** Align hiring, learning, and succession planning with actual workforce potential and market trends.
- **Identify inefficiencies:** Use structural and behavioral benchmarks to spot misalignments or areas for improvement.
- **Drive transformation:** Build a workforce that's future-ready – more agile, skilled, and aligned with your strategic vision.

# How ODWC Benchmarking creates strategic advantage

## Smart data, smarter insights

- Leverages (licensed in) public data (LinkedIn, Crunchbase) + proprietary algorithms based on big data analyses
- Based on cutting-edge academic research
- Translates millions of data points into actionable benchmarks – tailored to your chosen peer group
- Uncovers how your structure and workforce really compare to competitors

## Expert validation that adds meaning

- ~5 hours of targeted interviews with your team
- Ensures insights reflect your strategy, context, and ambitions
- Turns data into decisions – not just numbers

The LinkedIn logo, consisting of the word "LinkedIn" in a bold, black, sans-serif font, with the "in" part enclosed in a blue square.

# Interested? Here's what comes next!

## **Curious about how your organization compares?**

Let's talk about how benchmarking can support your goals.

- Understand what the tool can uncover – and what that means for you
- Explore how structure and workforce shape strategic performance
- See real-world examples and use cases
- Discover how tailored benchmarking creates clarity and action

## **Contact**

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