

10 Org Charts to Power Strategic HR Decisions

The Modern HR Leader's Guide to Using Org Charts as a Decision-Making Tool

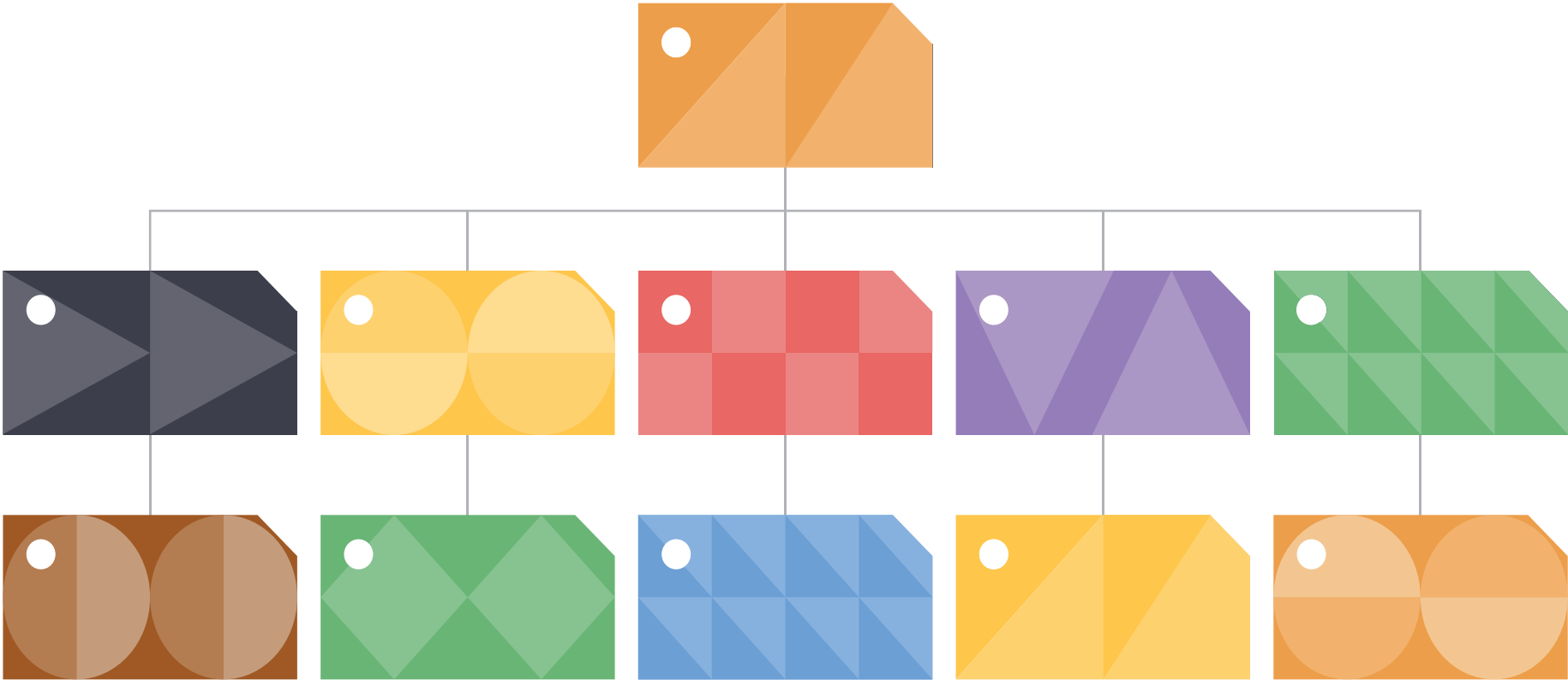


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Introduction

Org Charts Can Be More Than Name and Title

We're not being dramatic: The org chart is the bane of many HR leaders' tasks. The thought of creating a simple org chart with accurate names, titles, and reporting lines can be enough to send your HR team into a spiral. This is because the vast majority of HR teams are spending hours manually creating their org charts by drawing boxes and connecting lines in presentation software like PowerPoint or Visio.

Although many HR teams have historically struggled to create org charts, they undoubtedly serve a purpose. By visually representing your organization in an org chart, hiring managers can spot gaps on their team, lower-level employees can chart career plans, and leaders can strategically plan for the future.

In recent years, software solutions like [OrgChart](#) have come to market to help automate org chart creation so you can have a real-time, accurate visualization of your structure and employees. However, a chart with names and titles is just the beginning. With the right org chart software, you can customize your org charts to display important information, such as salary, span of control, employee performance, and more. Given that 91% of professionals believe visuals communicate better than text according to Canva's report, "[The state of visual communication 2025](#)," viewing critical HR information in a visual org chart can help audiences better digest and analyze data and ultimately make better strategic decisions.

In this report, we've compiled 10 examples of powerful org charts that go beyond name and title to communicate HR information traditionally represented in difficult-to-understand charts or spreadsheets. These org charts, which were all created in OrgChart, visually represent critical business information so users can easily grasp complex topics and make informed choices.

"The company org chart has evolved. Today's HR leaders want org charts that give them access to detailed employee and position data so they can shape tomorrow's organizational strategy."



Tom McCarty
OrgChart CEO

Chart 1: Location

Plan for RTO, Office Visits, and Expansion

An org chart that shows employee location may seem straightforward. However, when you consider return-to-office planning, expanding to a new office location, or simply planning for an executive to visit a different office, the location org chart is incredibly effective.

Here, we've color-coded employees in different office locations with flags, and highlighted employees in the London office, where an executive may be visiting or where you might be considering opening a new office.

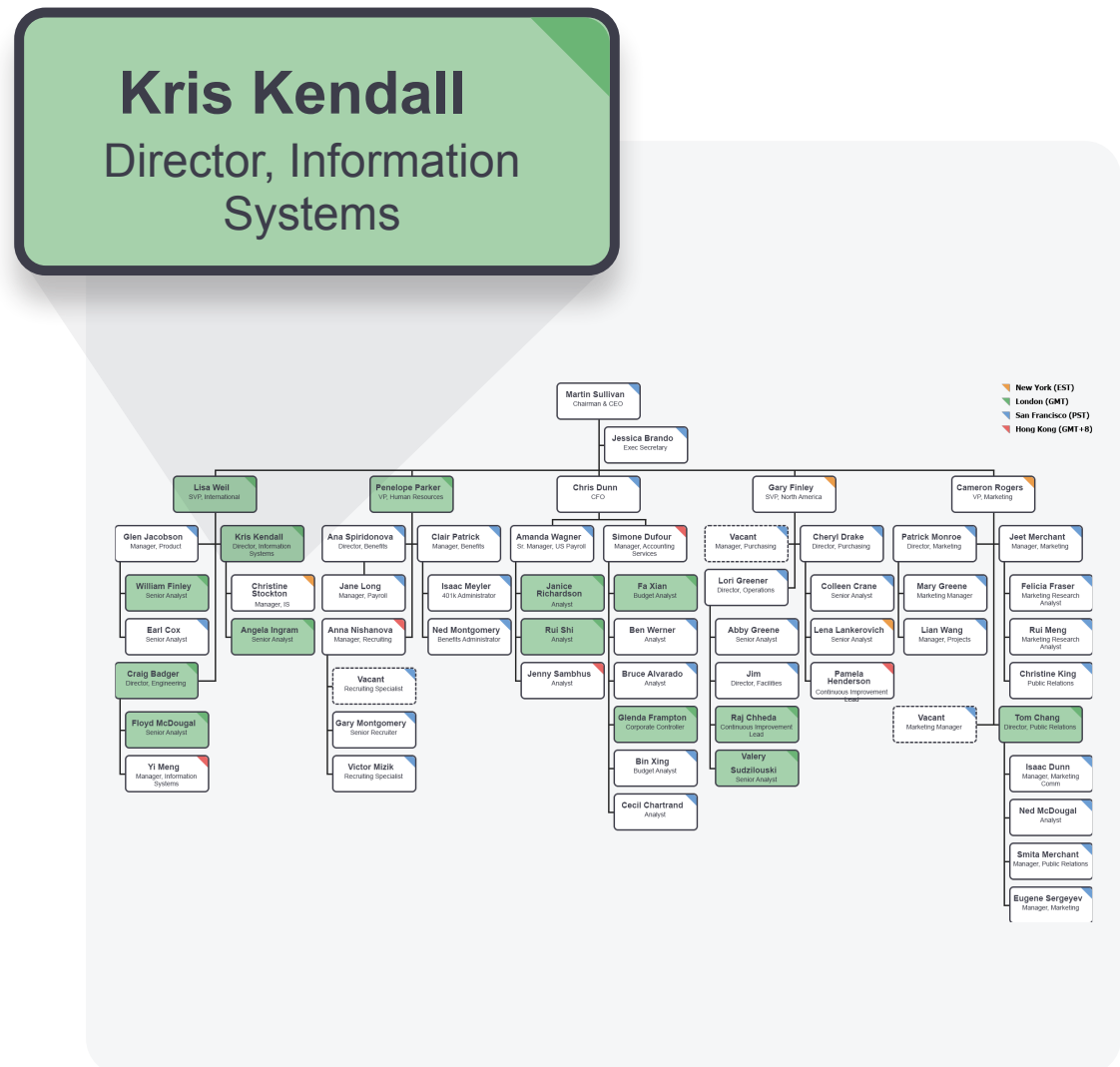


Chart 2: Headcount

Keep Track of Target and Actual Headcount Numbers

It may come as a surprise that many HR leaders don't know how many employees are in each department. They may know their organization's total headcount, but they aren't aware of how many employees are in marketing, for example.

This chart shows an organization's people leaders, how many employees are in their current headcount, and how many are in their target headcount. Any manager that is below their target headcount has this field highlighted in green while managers that are above their target headcount have this field highlighted in red. These simple red and green visual cues allow readers to easily focus on areas that may need attention.

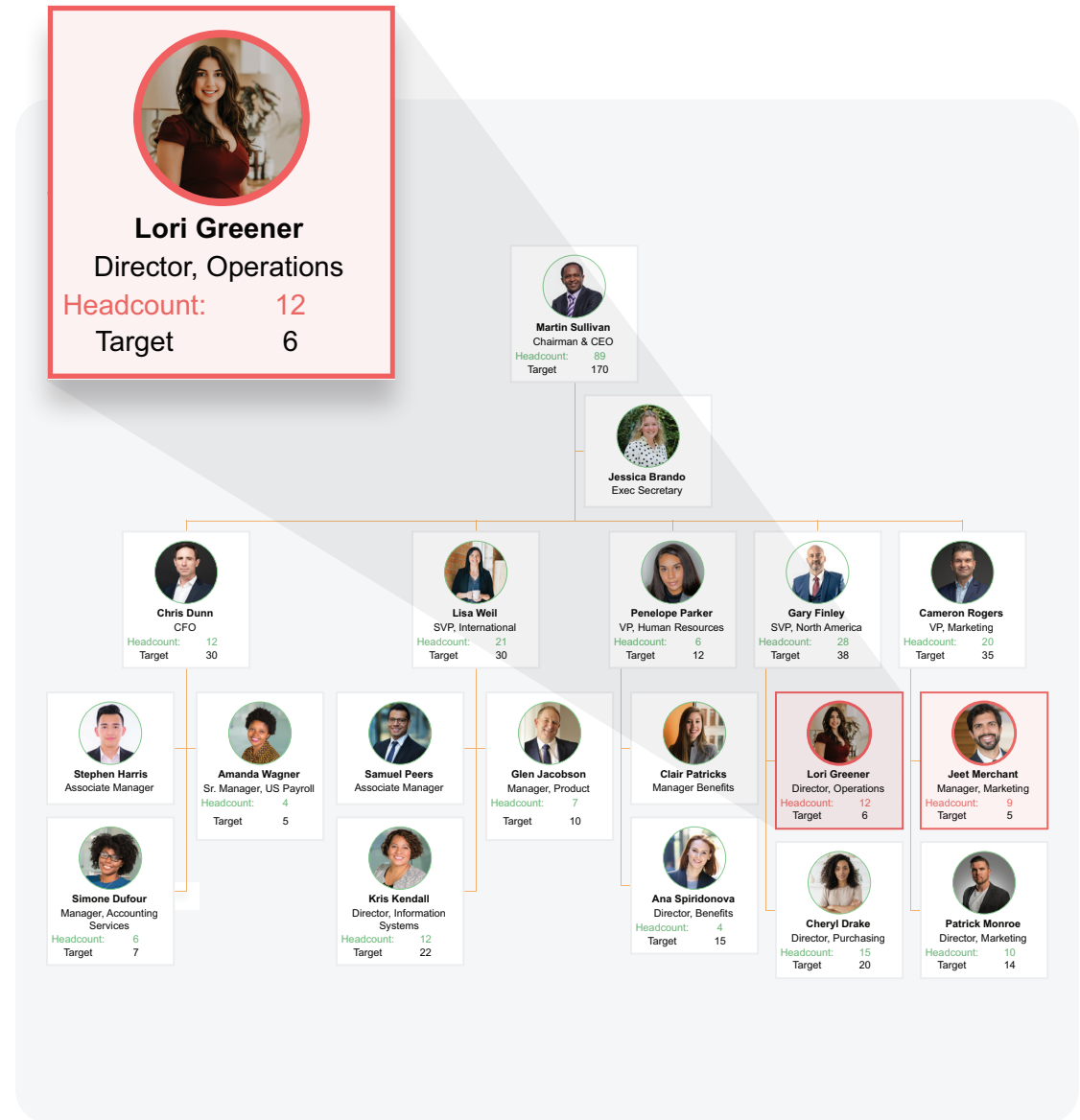


Chart 3: Span of Control & Reporting Levels

Analyze Efficiency by Highlighting a Manager's Direct Reports

Headcount is not the only metric that should matter to an organization. Today, leaders are being pressured to run lean organizations. This means they need to ensure that no manager has too many or too few direct reports in their control.

McKinsey has published guidance that the ideal span of control is between 3 and 15, depending on a manager's role. It is not recommended for a people manager to have a span of control of two or fewer employees. Based on that, in this chart, we have called out any manager that has a span of control of two or less in red. However, we have also included their target headcount so we can accurately assess whether this metric is likely to stay red in the future. Additionally, we have highlighted any manager with a span of control of five or more in yellow because they may be at risk of being overburdened.

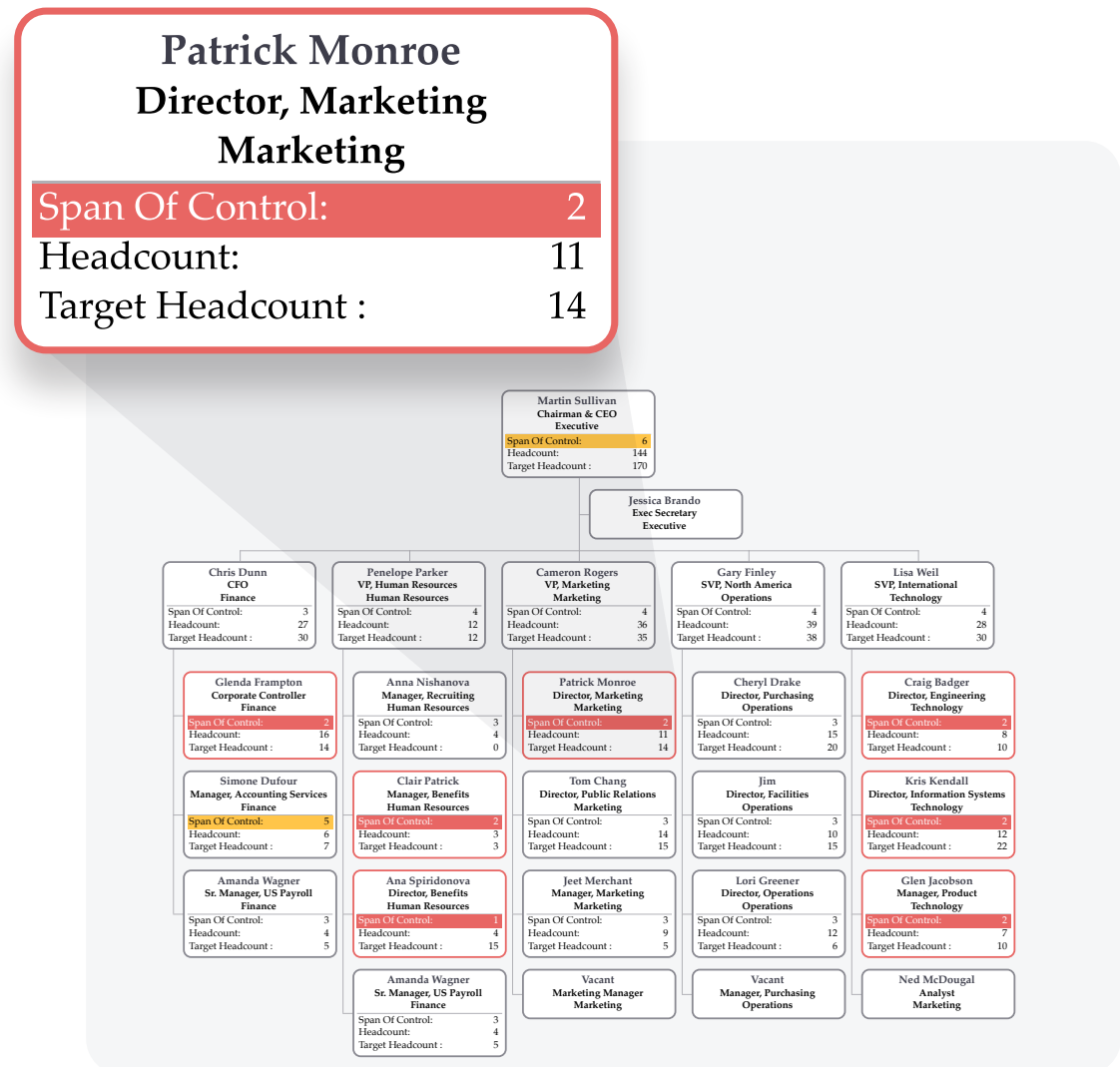


Chart 4: Employee Performance

Visualize Your Team's Performance

Imagine being able to look at a team's performance metrics with their faces next to their data. It's wonderful to be able to analyze 9-box metrics alongside engagement scores, but putting a face next to this data reminds you of the people who sit behind the scores. Human resources is becoming an increasingly data-driven role, but you never want to forget about the individuals who contribute so much more than numbers to your team.

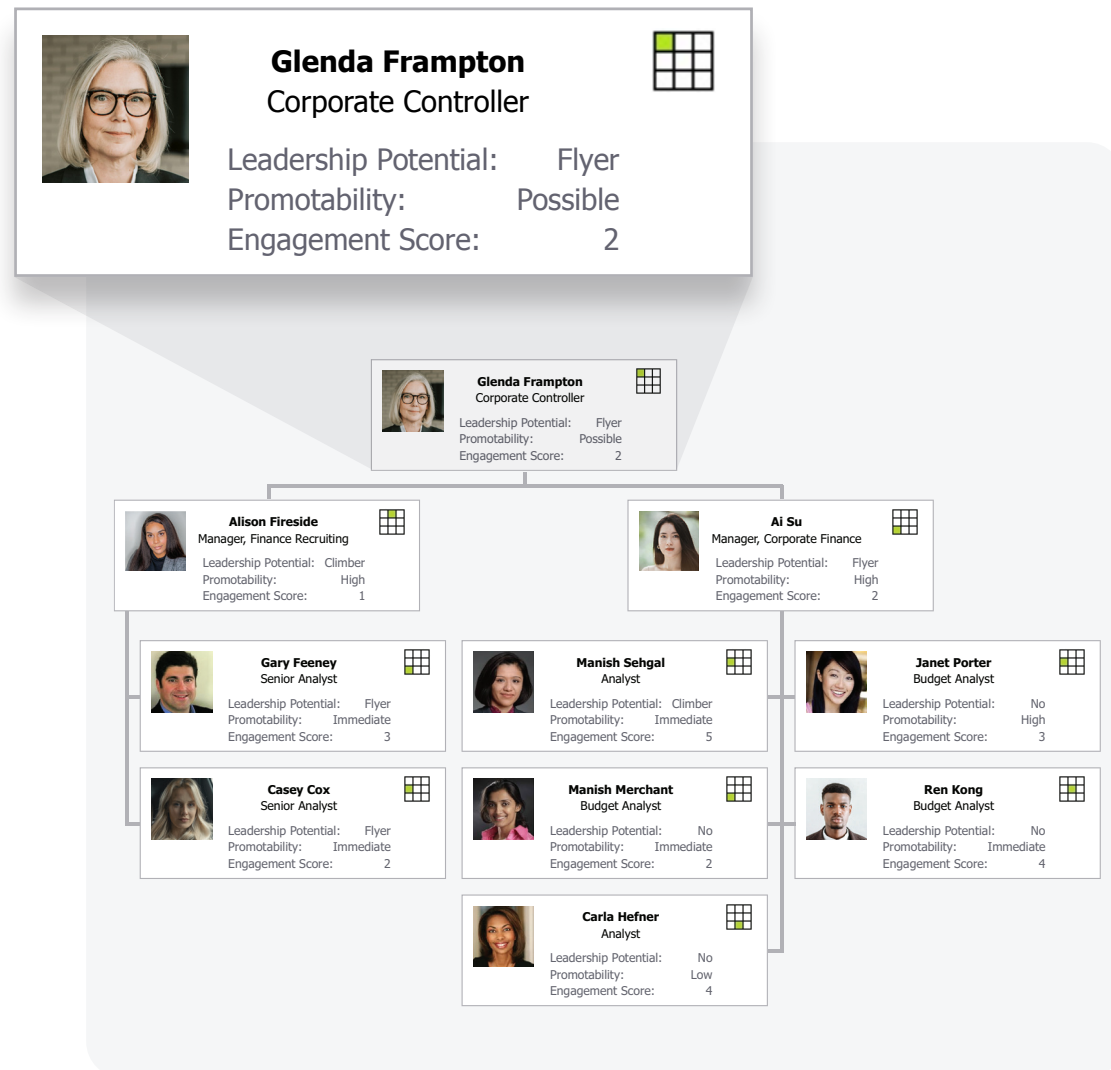


Chart 5: Employee Details

Display All Your Team's Information in One Chart

To truly analyze a team's dynamic, you must gather all of your team's information in one central location. This chart includes a team's performance information alongside headcount and span of control information. We have also indicated which employees are consultants and part-time employees with respective flags in the upper right hand corner of their boxes.

If this is an example of a successful team, a good use for this is to show this chart to other managers as guidance for how to structure their teams.

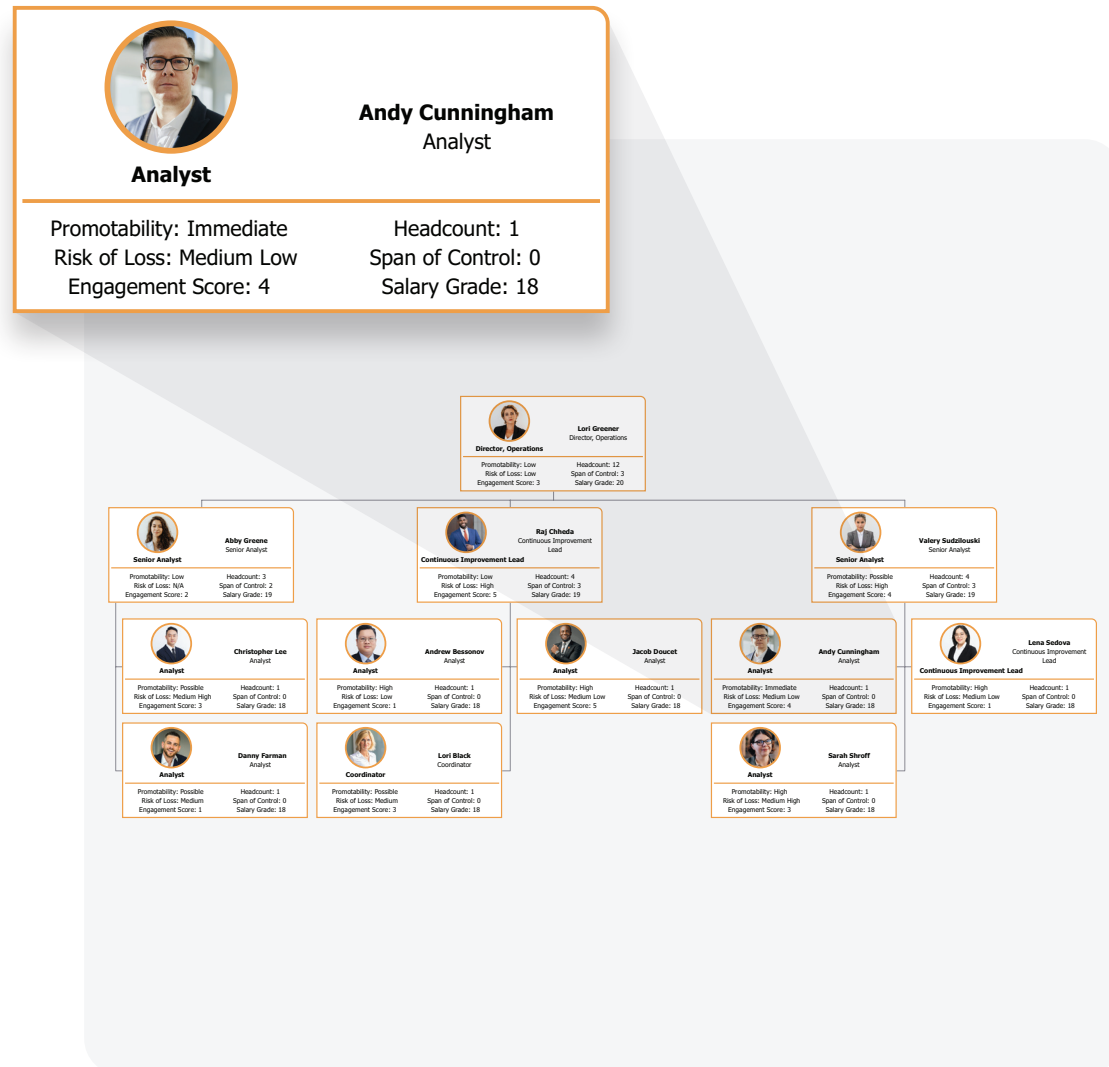


Chart 6: Pay Equity

Break down DEI Metrics by Manager

Viewing diversity, equity, and inclusion metrics on an org chart can provide HR leaders with additional context to their team’s makeup. On this chart, we have set a threshold to highlight any manager whose team is made up of more than 60% of one gender – either male or female. We have also calculated the average female and male salaries of managers and colored the text of the average salary for any manager that is more than 40% higher than the company’s average salary. In this case, this department has a large percentage of females in leadership positions, so the average female salary is higher than the company’s overall average.

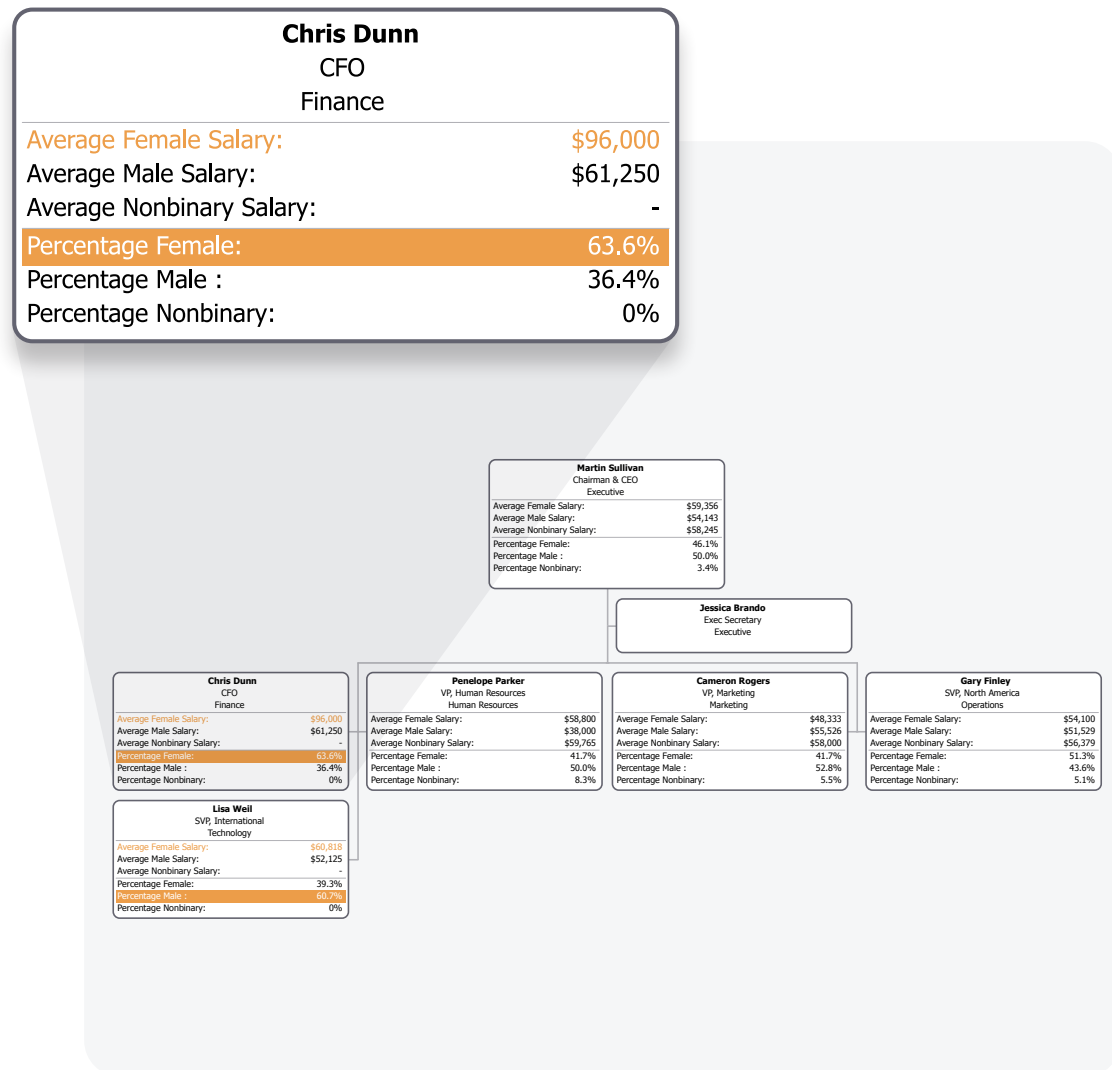


Chart 7: Position Budget

Identify Employees Above Their Position's Cost Band

Another way to analyze salary is by position. For example, you likely have data for employee salaries and also have salary bands for your positions. This chart shows all this data in one place– individual employee salaries and what the maximum salary is for each position. We have highlighted any positions where employees are above the salary band in red and we have highlighted any positions where employees are above the midpoint of the salary band in yellow. The yellow positions indicate that employees are reaching the threshold.

In this position-based chart, you will also notice that we have included the max salary for a vacant position, and grouped employees with the same position title, Data Analyst, into one box.

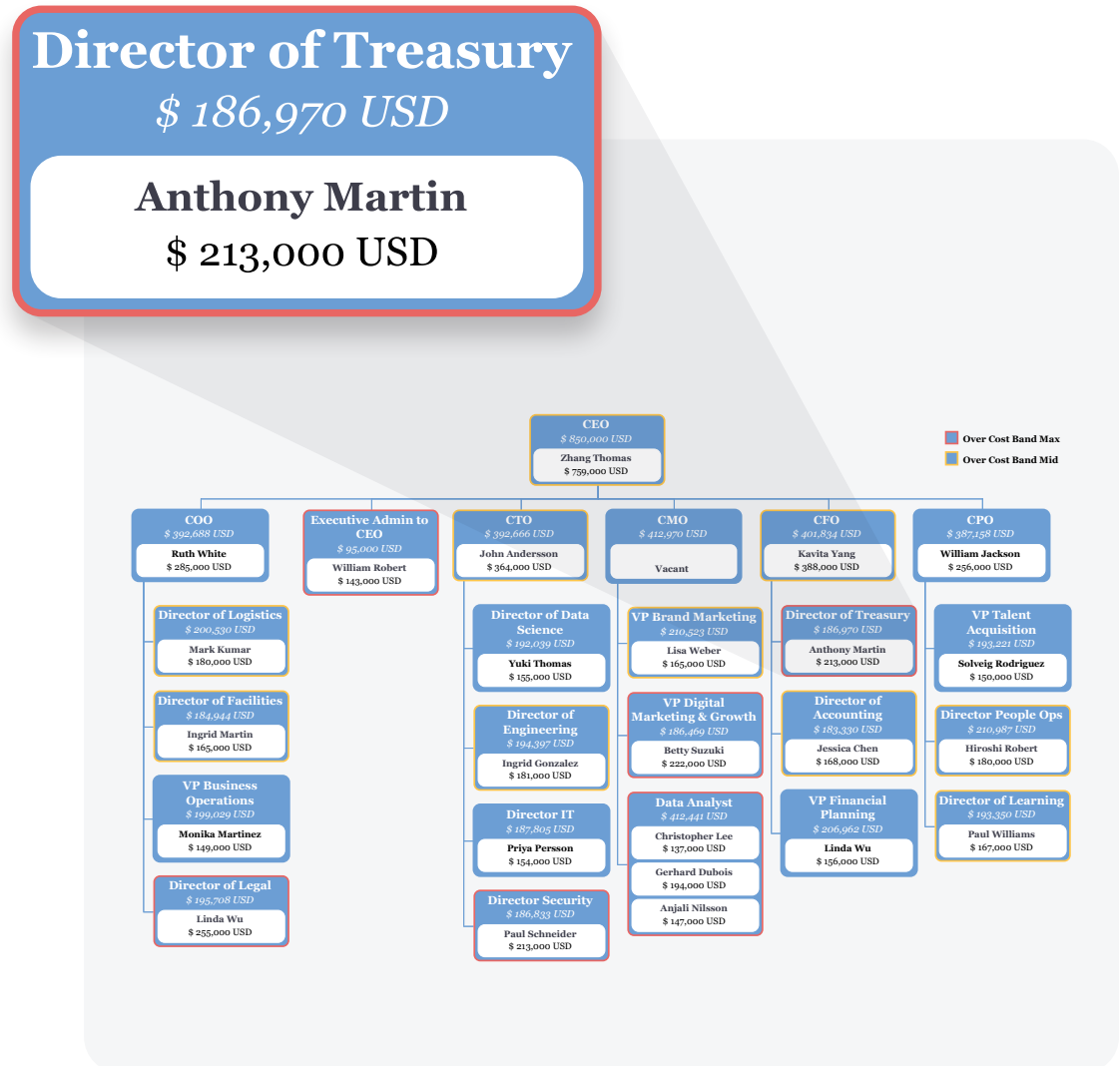


Chart 8: Time in Position with Vacancies

Surface Relevant Position Data

If an employee is beyond their position's salary threshold, it may be a good indicator that they are ready for a new role. Another indicator is how long they have been in their current position. In this chart, we have added a calculation for how long each employee has been in their position and highlighted any that have been in their position for more than 3 years. We have also highlighted any position vacancies to see if there is a position that one of these employees can easily move into.

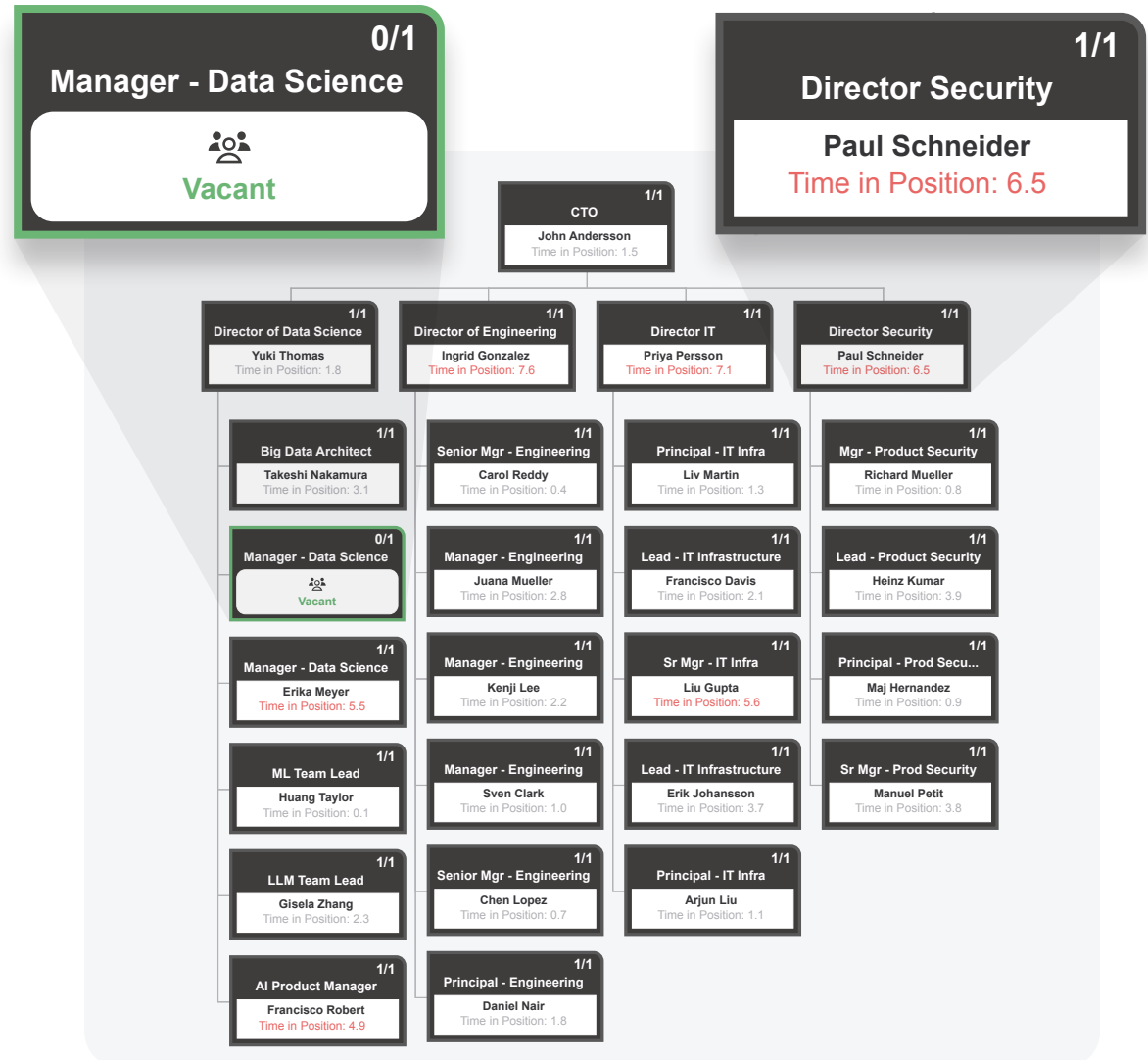


Chart 9: The M&A Plan

View Your Combined Structure

Org charts don't have to be limited to information that is in your HRIS. If you are planning a merger or an acquisition, it is useful to view the structure of your joint organization.

In this example, we color-coded each company. Employees in purple boxes work for the parent company while employees from the acquired company are in green boxes. We have the CEO of the acquired company reporting to the CEO of the parent company.

Taking a look at this chart, we can see the parent company has a decent amount of contractors indicated by a yellow flag. With the acquired company, we may want to move some of their employees into those positions. A joint chart like this can streamline planning for that process.

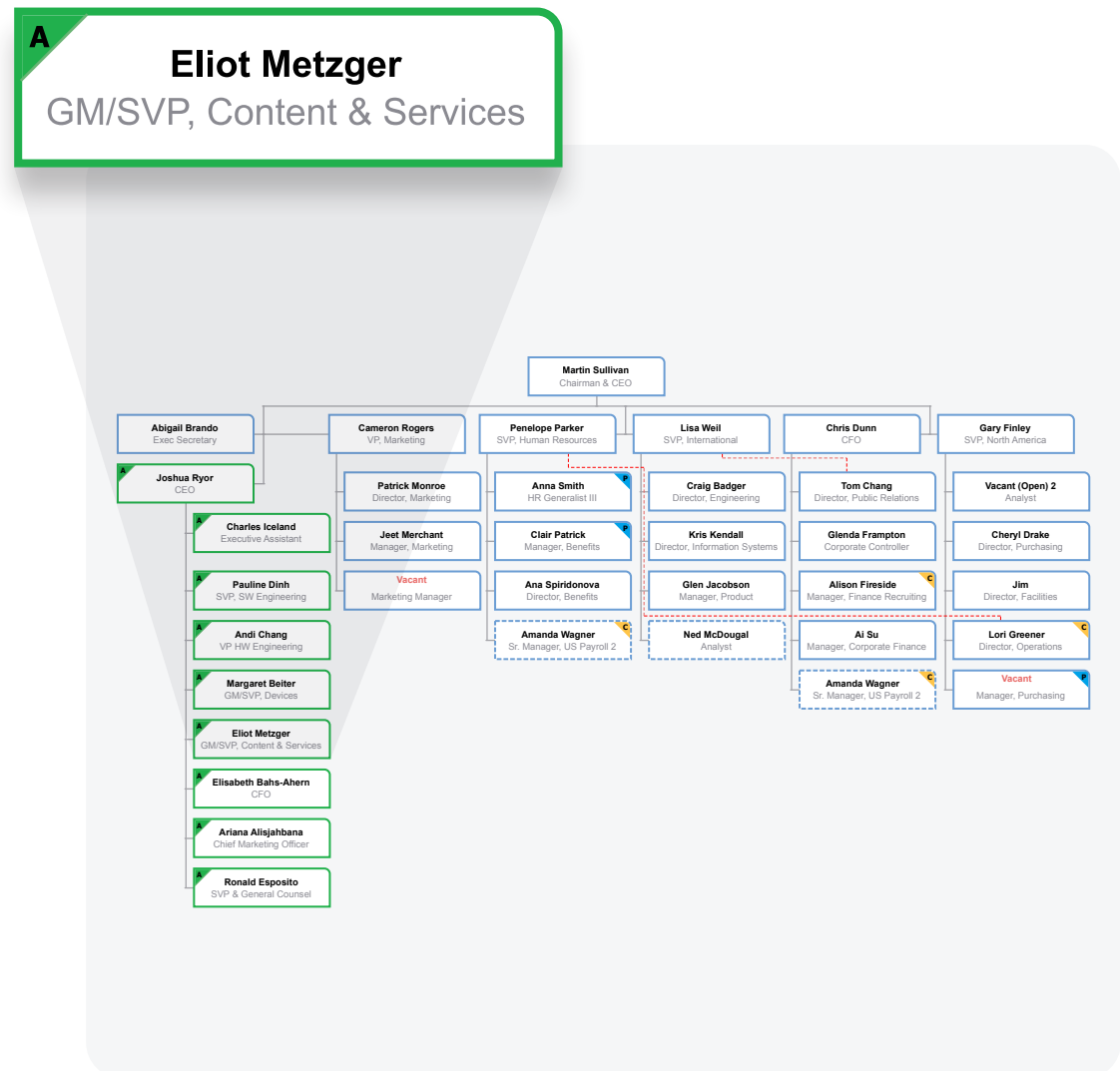
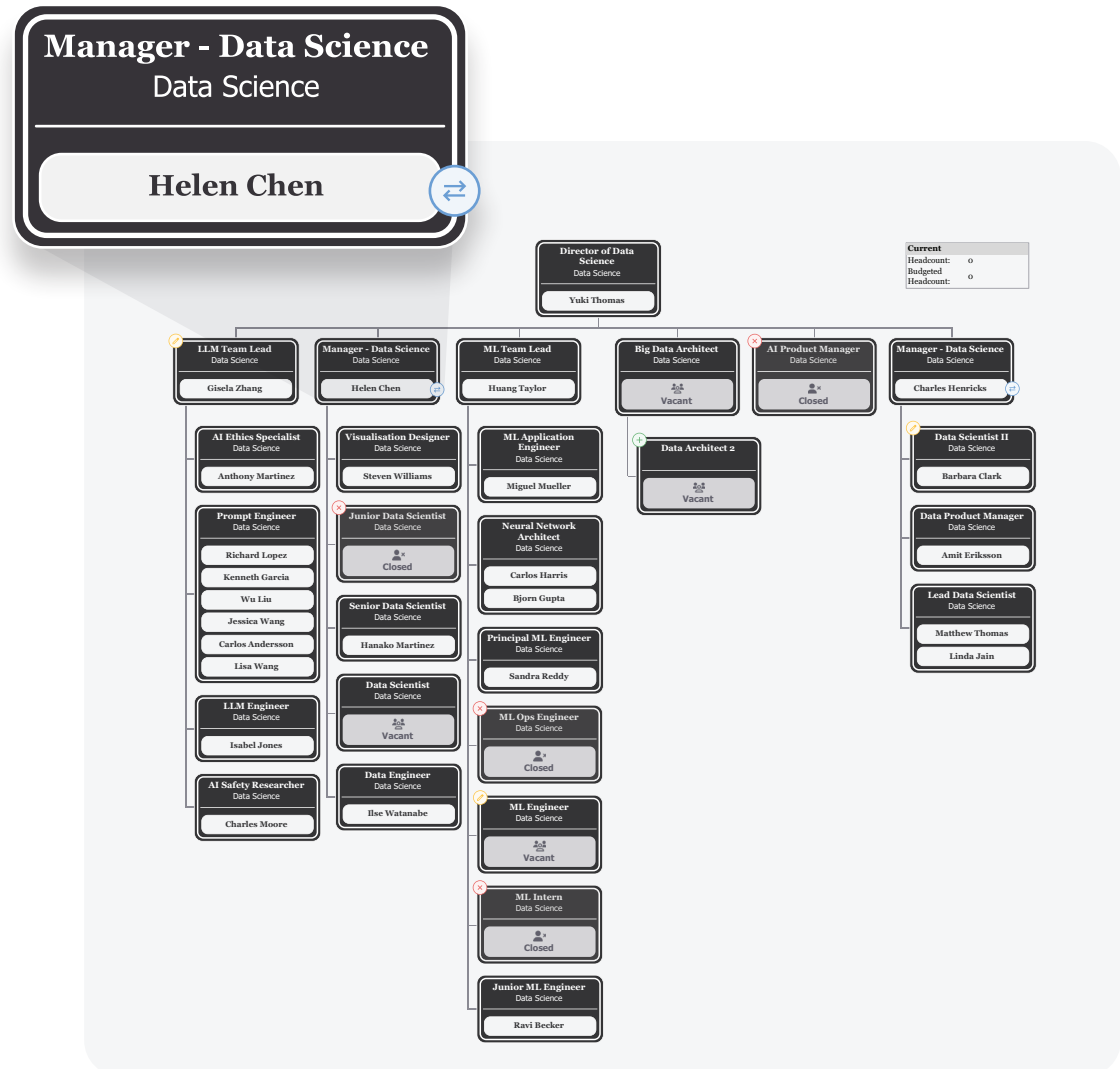


Chart 10: Your Ideal Future Plan

Stay Equipped for Strategic Change

Org charts are a wonderful tool to gain insight into your current structure, but they can also be used to visualize your future plans. Today, 97% of HR leaders use spreadsheets for future organizational planning, according to a survey conducted by OrgChart in 2025. Spreadsheets are useful for data analysis, but not necessarily for visualization. You can use an org chart like the one below to experiment with different organizational structures.

In this chart, we have used icons to indicate positions that have been removed in this plan (red X), positions that have been added (green+), positions edited (yellow pencil), and positions with a new employee (blue arrows). With these visual cues, it is easy to see what has changed from the status quo and analyze if this is a good move for your organization before it is committed to record.



Conclusion

Your organization has a wealth of HR data across a multitude of platforms. Instead of viewing this data in text-heavy tables or complicated graphs, you should view it in a structure you understand: The org chart.

With the right org chart software, you can bring your people and position data together in one place and analyze trends that impact your organization's present and future performance. The examples shown in this guide were all created in OrgChart, the leading org chart automation solution. OrgChart integrates with 50+ HR systems, so you can automate your org chart creation and always keep it up to date. In OrgChart, you can connect multiple data sources, such as your Applicant Tracking System or Performance Management System, and color-code, highlight and filter information.

With accurate visualizations of your organization, your teams will be empowered to take decisive strategic actions.

Here are some ways your team can leverage org charts to enhance your decisions, however, with all of your HR data in one place, your possibilities are truly endless.

- ✓ Strategic Planning Exercises
- ✓ Compensation Planning and Analysis
- ✓ Manager Performance Reviews
- ✓ DEI Planning and Analysis
- ✓ Employee Onboarding
- ✓ Succession Planning

“We chose OrgChart because of the ability to easily get our employee data into the system and not just create a simple org chart but also create a set of functional reporting org charts that provide valuable insights into our employees. This allows us to easily track gender ratios and salary breakdowns for each department.”

Jay Requarth
Director of IT,
Makino

About OrgChart

OrgChart is the leading org chart automation and workforce planning solution built for HR professionals.

With direct integrations to more than 50 HR systems, OrgChart enables you to instantly create org charts using employee and position data from multiple sources. Enhance your organizational visibility with an always-accurate org chart and strategically plan for the future with position-based planning capabilities that track KPIs and surface key insights. Visit www.theorgchart.com to learn more.

Ready to Enhance Your Org Charts?
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