



The intelligent org chart: the digital twin of your organization



The problem: org charts no longer reflect reality

In many organizations, the org chart remains a static document: a PowerPoint export, an HR file, a partial hierarchy view, or a representation that is already outdated by the time it is shared.

Yet the organization is constantly evolving: arrivals, departures, mobility, new positions, reporting-line changes, subsidiaries, project teams, partners and contractors. When these movements are not reflected in real time, teams lose visibility and processes rely on a structure that is no longer reliable.

Key challenges:

- **Keep the org chart always up to date**, even in a complex organization.
- **Clearly visualize** positions, people, responsibilities and reporting lines.
- **Manage organizational movements** without manual re-entry.
- **Model several types of organization**: hierarchical, matrix, hybrid, multi-entity.
- **Give HR, managers and leadership** a shared view of the real organization.
- **Make the org chart an operational foundation**, not a simple diagram.

ROK is built on a simple idea: the org chart is not just a representation of the company. It is the starting point for your processes, responsibilities and governance.

Not a diagram exported to PowerPoint. A living reference system, connected to your processes and rights.



ROK response: your organization becomes a living system

- **Living org chart**: ROK models your real organization, with its positions, employees, entities, sites, teams, subsidiaries, partners and contractors. The org chart becomes a dynamic object that can be consulted and used operationally.
- **Digital twin of the organization**: the company structure is represented in ROK as a living reference system, connected to HR data, directories and business processes.
- **Real-time updates**: IN / MOVE / OUT movements update the structure without maintaining separate files. Arrivals, mobility and departures are reflected in the org chart.
- **Multi-axis modeling** : ROK represents hierarchical, matrix, functional, geographic or hybrid organizations.
- **Enriched position sheet**: each position becomes an operational node: employee in the position, history, tasks, documents, risks and associated processes.
- **HRIS and directory integration**: ROK synchronizes with your HRIS and corporate directories to maintain a reliable organizational source.
- **Secure access**: the org chart is accessible anywhere, on any device, according to each person's rights and scope.



Proof: organizations structured with ROK



Novares

(industry, 23 countries, multi-subsidiary)

- Living org chart deployed in an industrial multi-country context.
- Single reference system updated continuously.
- HR validation went from several weeks to 24 hours after organizational alignment.



Elis

(ERP, international deployment)

- SAP access governance aligned with the real organization and business roles.
- Automated rights assignment during employee movements.
- Rights delivered 5 times faster, administration costs divided by 10.



Transdev

(supplier reference system / P2P)

- Shared reference system to manage a supplier ecosystem at scale.
- More than 1,000 requests per month processed via workflows, OCR/RPA and controls.
- Supplier management better structured and managed.

ROK supported 7,000 HSBC agents in aligning with a single organizational reference system compliant with ACPR requirements, with structured governance of roles and responsibilities.

Concretely for you: the same mechanisms can be activated to model your organization, make your reference systems reliable, track internal movements and give business teams an always up-to-date view of who does what.



Key ROK modules

A. Organization modeling

- Creation of hierarchical, matrix, functional or hybrid org charts.
- Management of entities, subsidiaries, departments, sites, teams and positions.
- Modeling of the internal and external ecosystem: partners, contractors and governance bodies.
- Multi-level representation adapted to complex organizations.

B. Dynamic visualization

- Graphical view of the organization, positions and teams.
- Filters by entity, site, department, team, position or employee.
- Access for authorized employees, according to their scope.
- Real-time access to organizational information from different devices.

C. Organizational lifecycle

- Automatic update of the org chart upon arrivals, mobility and departures.
- Tracking of internal movements, position changes and reporting-line changes.
- History of mobility and positions held.
- Reduction of re-entry and discrepancies between the real organization and the displayed organization.

D. Enriched position sheet

- Position location within the organization.
- Employee holding the position and associated history.
- Tasks, documents, risks and processes linked to the position.
- Business processes associated with the position.

- Clear view of what each position actually represents in the company.

E. HRIS and directory integration

- Synchronization with the HRIS and corporate directories.
- Two possible modes: the HRIS feeds ROK, or ROK triggers updates to the HRIS and directories.
- Maintenance of a reliable organizational reference system.
- Reduction of discrepancies between HR data, directories and the operational organization.

F. Foundation for business processes

- Processes rely on the real organization.
- Tasks are assigned to the right people, according to their position in the organization.
- Workflows follow the company structure, even as it evolves.
- Approvals, reminders and tasks remain consistent with the organization.

G. Bridge to access governance

- Once the organization is structured, ROK can link access rights to positions and associated processes.
- Access rights evolve when employees change position or scope.
- The org chart becomes the natural foundation for IGA, without adding a separate layer.
- Access governance stems from the real organization.



Expected benefits

- **Visibility:** a clear, up-to-date and shared representation of the organization.
- **HR reliability:** fewer discrepancies between HRIS, directory, managers and field reality.
- **Time savings :** fewer manual updates, fewer parallel files, less re-entry.
- **Management :** better understanding of positions, scopes and movements.
- **Organizational agility:** mobility, structural changes and internal evolutions are absorbed more easily.
- **Collaboration :** everyone knows who does what, who reports to whom, and which tasks are attached to each position.
- **Governance foundation :** processes, access rights, documents and risks can align with the same organizational reality.

 [Shall we schedule a 15-minute conversation?](#)



Your organization changes. Your org chart changes too.
ROK Solution

rok-solution.com