

01 / Who is Nakisa?

Nakisa is a cloud-native, enterprise-grade platform powered by agentic AI. For over 20 years, Fortune 1000 companies and global organizations have relied on Nakisa to drive agile organizational transformation, enable realignments, and future-proof workforce planning, optimizing talent, strategy, and operations for the evolving world of work.

[Learn more →](#)

Trusted by the Fortune 1000

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ADM

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FWD

02 / Introducing the Nakisa Workforce Planning Portfolio

Built for large organizations with complex structures and dynamic workforce needs, Nakisa delivers an enterprise-grade, end-to-end solution powered by agentic AI, an intuitive user interface, and collaborative workflows.

Our three product suites—Workforce Planning, Org Design, and Org Chart—and our agentic decision intelligence (NDI) platform are designed to operate seamlessly together or as powerful standalone solutions, empowering you to always have the right people with the right skills, at the right time and place.

Applications



Nakisa Org Chart Suite

- Org charts
- Advanced analytics



Nakisa Org Design Suite

- Strategic org design
- Operational org design



Nakisa Workforce Planning Suite

- Strategic workforce planning
- Operational workforce planning



Nakisa Decision Intelligence Platform

- ♦ Nakisa Agentic AI
- ♦ Nakisa Agentic Tools
- ♦ Nakisa Multi-Model AI Core

Engines



Nakisa HR Core

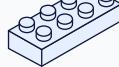
- HR master data & financial master data

(Jobs, positions, employees, skills, capabilities) (Budget, compensation, costs)

- Organization structure data

(Legal entity, business units, cost center, orgs)

Infrastructure



Nakisa Open Cloud Platform

- SSO, SOC 1 & 2 Type II, ITGC, ISO
- Cross-product analytics & reporting
- Nakisa Dev Extension

- API and event services
- Bidirectional ERP integrations



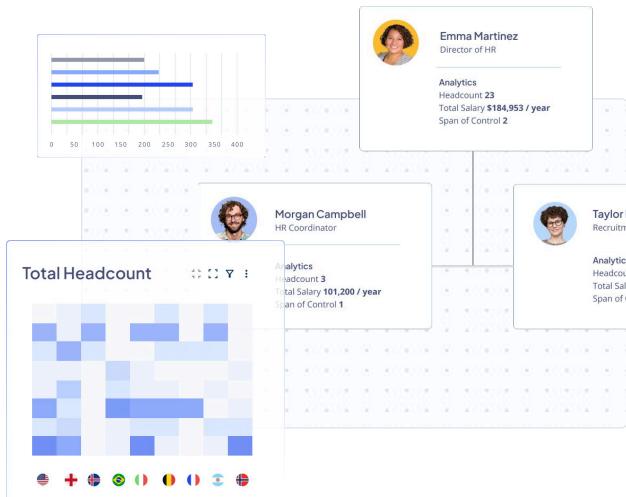
Scenario creation and selection

03 / Workforce Planning

Streamline workforce planning and stay ahead of change. For **strategic planning**, use six guided steps powered by agentic AI to assess your current state, forecast needs, identify gaps, model scenarios, select the best fit, and track progress. For **operational planning**, build detailed plans with headcount and budget targets, monitor progress in real time, and adjust as needed. Built-in workflows and collaboration tools help teams align with strategy, optimize resources, and work together more effectively.

04 / Org Design

The first solution to offer **strategic and operational org design**. Build what-if scenarios in seconds, using ERP and HCM data (SAP, Oracle, Workday, PeopleSoft), leverage real-time AI-driven impact analysis and side-by-side comparisons. Align top-down strategic planning with bottom-up adjustments by engaging executives for long-term vision and line managers and HRBPs for day-to-day changes. Keep everyone aligned with proposal and approval workflows. Seamless bidirectional integrations and robust APIs ensure data stays synced. Enjoy full visibility with no record limits



05 / Org Chart

Interactive **org charts and advanced HR analytics** help HR leaders map workforce structures, track metrics, and make data-driven decisions. Integrated with ERPs and HCMs (SAP, Workday, Oracle, PeopleSoft), you can filter, drill down, and explore insights. Gain a 360° view of your talent, report on ESG, DEI, and financials, out-of-the-box. Schedule configurable reports, share links, or export to PDF, PPT, or PNG. Nakisa AI Agent builds dashboards from simple text prompts, no technical skills needed.

06 / Decision Intelligence

Transform complex, siloed data into confident action. Our agentic solution unifies and interprets vast internal and external datasets across any system in real time. It goes beyond analysis, running forecasts, simulations, and visualizations, while providing expert guidance every step of the way. Ask complex business questions in natural language (text or voice) and get tailored recommendations you can execute instantly through Nakisa AI agents and apply directly to your ERP and HCM systems. The platform uncovers hidden opportunities, anticipates risks, accelerates decision-making, and strengthens team alignment—all while democratizing intelligence across the organization.

06 / What sets Nakisa apart?

- ✓ **Purpose-built** for enterprise in-house teams with collaborative workflows and advanced automation
- ✓ **Agentic decision intelligence**, turning complex, siloed data into rapid, confident action at scale
- ✓ **Integrated** cross-product and bidirectional ERP/HCM integrations (SAP, Oracle, Workday, PeopleSoft), & APIs
- ✓ **Innovative** cloud-native architecture, continuous AI-powered innovations, centralized data hub, and dev extensions
- ✓ **Secure**, GDPR-ready, SOC 2 Type II and ISO 27001 & 27017 compliant, with full ITGC control, RBAC, and multi-level approvals
- ✓ **Enterprise-grade** scalability with large dataset consolidation and no record limits
- ✓ **Client-centric** value advisory team, expert change management, and dedicated client success managers



Our clients achieve:

86%

Faster delivery of org design projects

99%

Time savings in ad-hoc report creation

890k

USD/year savings on workforce planning initiative (for 71K FTEs)

[Explore Nakisa's advantage →](#)

07 / Market leaders love Nakisa

“  Standard Bank

Huge time savings were achieved through filtering, slicing, and dicing of data based on different dimensions such as layers, business lines, regions, countries, functions, and products. Reports that took 2–6 hours to create, were now being instantly generated in Nakisa.

Michelle Seymore, Head People & Culture Transactional Solutions at Standard Bank Group

“  ONTARIOPOWER
GENERATION

All in all, the process could take up to 38 days to complete an org change. With the writeback, the end-to-end org change process now takes under 5 days... It is a huge win for our HR group.

Claudia Leavens, Manager, Org Design & Job Evaluation at OPG

“  sinarmas

Even as we go through a rapid growth period, Nakisa was able to fully integrate into our ERP system in real-time and handle our ongoing transformation needs. I recommend any company that has a lot of mergers or org changes to implement Nakisa.

Arief Setiawan, Deputy VP HR Operations at Sinarmas Mining

[Hear from our clients →](#)