

Redeployment at Scale

The AI & Task-Driven Approach

Redeployment needs a rethink. See it differently with AI.

Organizations are being forced to make large-scale workforce decisions at breakneck speed. As market volatility increases, and AI and shifting consumer demands disrupt traditional role definitions, there is a pressing need to **redefine jobs** and **rethink work** entirely.

It's no longer about moving a few employees into open roles. Executives are being asked to transform entire functions, departments, or regions while tracking measurable progress toward their future-state vision.

See it in action



Pain

Failure to take into account rapid advancements in AI

Reliance on an incomplete, inconsistent record of work

Outside-in consulting programs lack organizational context



Negative Impact

Higher operating costs and lost productivity gains due to blind spots on automation potential

Misaligned cuts, duplicated roles, and wasted spend on unnecessary hiring or severance

Months of ramp-up and rework, millions in consulting costs and delayed decisions for effective redeployment



Most companies equate restructuring with cuts. True redeployment rarely happens unless leaders have the right tools to do it. **Beamery is changing that.**

Zero-based talent planning

Using an AI and task-driven approach, you can start with your end-state vision and work backward. Define the skills and tasks needed to deliver your future priorities, and extract insights to feed directly into your organization design.



1. Start with Vision

Define your end-state organizational goals. Anchor in business priorities, growth areas, and critical knowledge unique to your business.



2. Map the Work

Break roles into tasks and skills to identify duplication, gaps, and emerging needs. See work on a more granular level and use it to create a foundational insight layer for workforce planning.



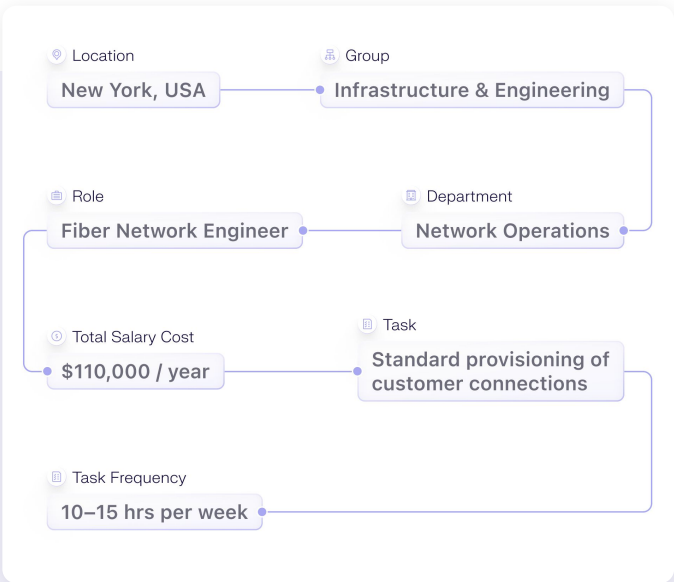
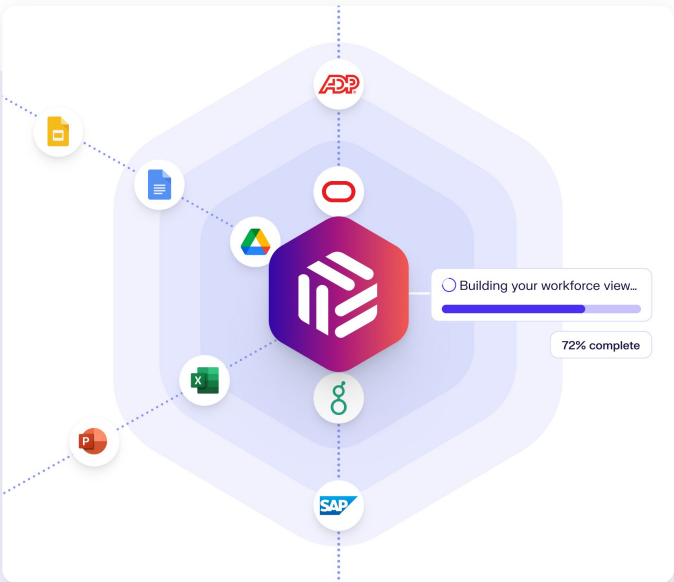
3. Model the Future

Reallocate talent to high-value roles. Eliminate redundancy, simulate scenarios, and design your ideal org structure.

Turn workforce complexity into clarity

Beamery takes your workforce data, whatever shape it's in, and turns it into a living, breathing digital twin of your organization—providing you with an always-on, skills and task-aligned map of your workforce.

We ingest unstructured job descriptions, performance data, and workforce signals, enrich them with market insights, to map every role down to tasks and skills in a matter of weeks.





Built on higher quality data foundations

Spot redundancy, uncover adjacent skills, and identify automation opportunities with confidence, backed by our proprietary knowledge graph. Continuously enriched with market trends, enterprise HR data, and external signals, combine it with your own data to generate a dynamic, enterprise-ready blueprint to guide redeployment decisions at scale.



Proven models: Built over the last 7+ years, our proprietary knowledge graph has served as the foundational differentiator in our approach to skill and task intelligence.



Unmatched scale: Powered by 20B+ talent data points, 600M+ anonymized profiles, 300M+ deduplicated job descriptions.



Accurate task-to-skill correlation: Models link tasks to skills to surface redundancy, identify upskilling, reskilling paths, and flag tasks with high automation potential.

Role Analysis



Total roles

133

Distinct role titles



Total tasks

563

Across all roles



Average salary

\$68,719

Across all roles



Highest paid role

\$175,000

Chief Risk Officer

Top shared tasks across roles

Customer Feedback Collection

Role coverage

65 roles



Knowledge Base Management

Role coverage

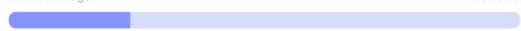
49 roles



Service Level Monitoring

Role coverage

49 roles



Account Servicing

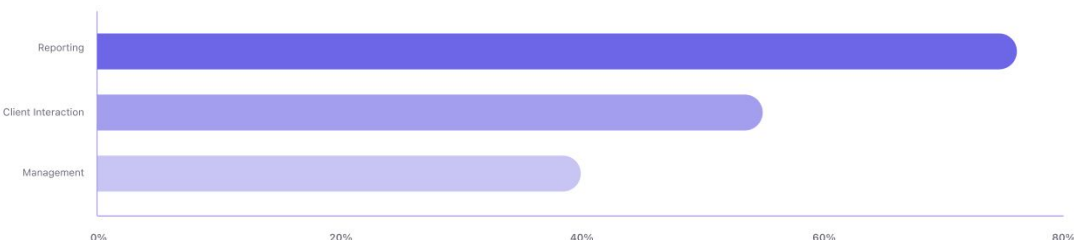
Role coverage

39 roles



Automation potential by category

Average automation potential for tasks in each category





Real outcomes and client success stories

WHAT CAN YOU ACHIEVE

REAL CLIENT EXAMPLE

Increase capacity→

Reveal hidden capacity across teams and functions.

30%

analyst capacity was freed at a global bank by reallocating towards high-value tasks

Protect institutional knowledge→

Target optimal redeployment opportunities and model workforce capacity impacts.

Infrastructure leader redeployed 1,000 employees to growth and **expanded capacity**

Plan for the future→

Map adjacencies, identify pathways into emerging roles and future skills needs.

Reduced

hiring and severance costs when technology firm transitioned Customer Success team into emerging roles

Minimize disruption→

Simulate structural changes (e.g., office closures, new markets) before acting.

25%

task duplication identified by global insurer task across their Risk & Compliance function

Save on costs→

Forecast cost savings from redeployment versus external hiring.

\$300M p.a.

Costs of voluntary turnover in an average-sized FT500 company (60,000 employees).





From data to decisions in weeks

Say goodbye to latency of insights



1. Discovery

Align on your highest-impact workforce challenges and priority use cases. Let Beamery strategically guide focus areas for analysis.



2. Design & Delivery

Gain a data and task-driven view of your workforce to guide urgent, high-impact decisions, augmented through our proven AI models.



3. Value Realization

Answer a targeted set of workforce questions within weeks and deploy data quickly via a set of flexible delivery methods (CSV, data visualization, BI tools, PPT, and more).

Answer high-impact questions for the business



Gain instant visibility:

What tasks are people working on in my organization today?
What does that breakdown look like across departments, roles, industries, and locations?



Model savings: What share of tasks have a high propensity for automation? What is the 'size of the prize' for transformation?



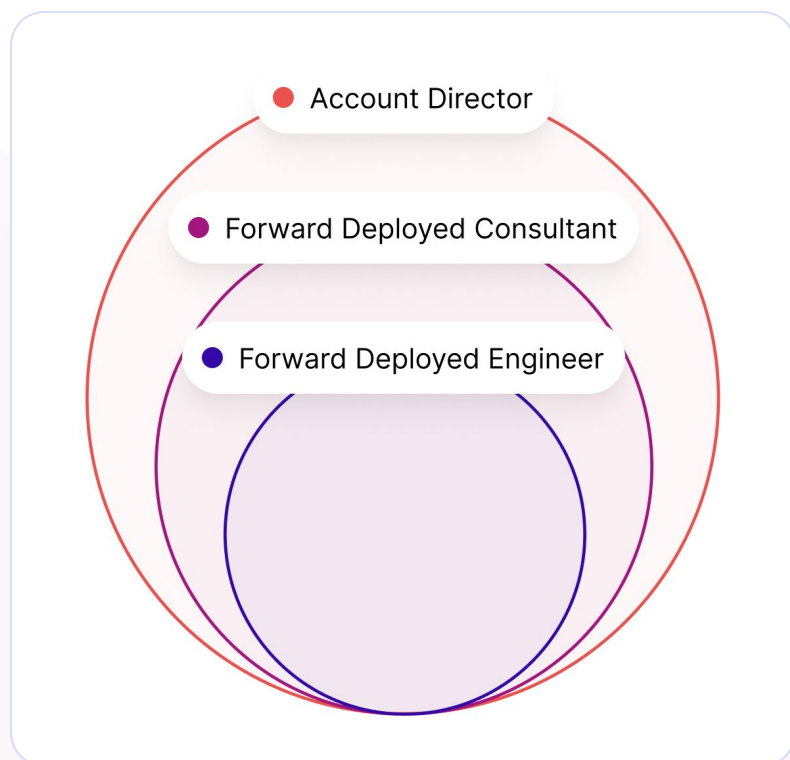
Redeploy talent: How are those potentially automatable tasks distributed across my current workforce? Where are the biggest opportunities, based on skills and task adjacencies?





Your partners in transformation

Beamery's forward-deployed AI experts combine strategy, technology, and execution to ensure your redeployment initiatives deliver measurable impact at every step of the way.



● **Account Director**
Drive business impact;
Align to strategy;
Expand client value.

● **Forward Deployed Consultant**
Guide transformation;
De-risk redeployment;
Bring top-tier advisory skills.

● **Forward Deployed Engineer**
Tackle client problems in real-time;
Accelerate integration;
Scale enterprise outcomes.

The cost of getting redeployment wrong is high. See it differently this time.

The consequences of mismanaging redeployment are severe. Here's why getting it right is critical, and with a partner who is invested is critical:

\$300M p.a.

Costs of voluntary turnover in an average-sized FT500 company (60,000 employees), or up to \$720M in high-churn environments.

Source: [Mercer](#), [Bureau of Labor Statistics](#)

+18–20%

Higher expenses incurred on external hires, who require longer ramp-up time (up to 2 years) and are less likely to stay than internal moves.

Source: [Wharton](#)

75%

Return on a FT500 company's stock over 3-year period, 20 points higher than its nearest competitor, driven by strategy of redeployment over layoffs. Source: [HBR](#)

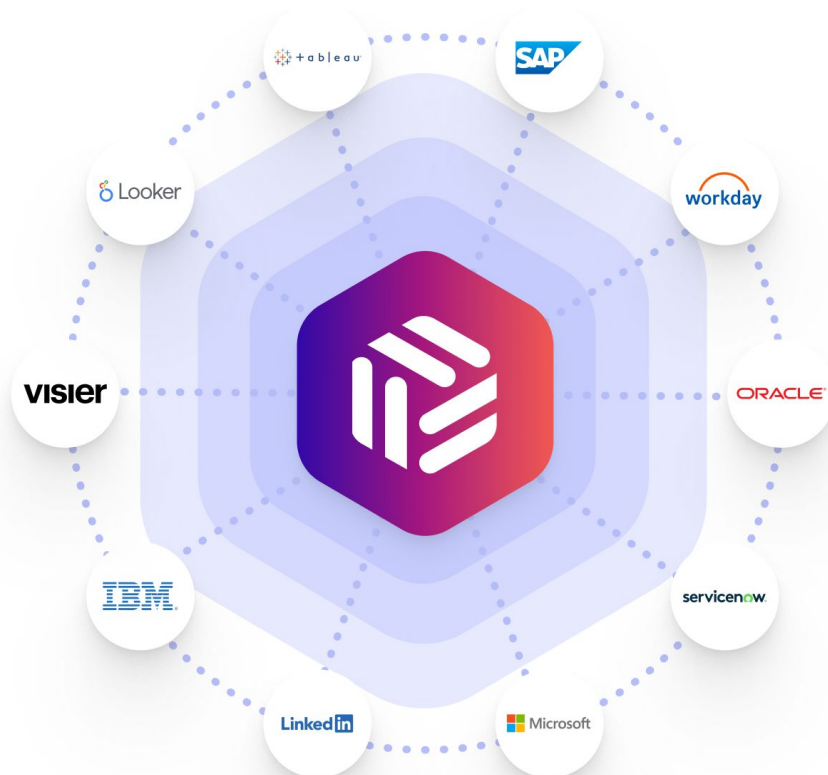


See how easy it is to get started

Beamery only requires a **flat file extract of job profiles or job descriptions** and a **standard pull from HRIS** to get started. No PII or homework from your side.

From our core analyses, including inference of skills and tasks in conjunction with our industry-best knowledge graph, you can achieve:

- AI-powered outputs ready in weeks, not months.
- Insights that take into account your unique business context.
- Easily embedded into your HR and business systems. Data is pre-reconciled with Workday and SAP taxonomies.



Complimentary AI Transformation Diagnostic

Take advantage of a complimentary workshop with our team of experts in AI-driven transformation. Move quicker towards your ideal organizational structure, avoid over-hiring or unnecessary cuts, and redesign roles to be future-ready.

[Get in touch](#)