

Consumer Goods Company Replaces SAP with Workday HCM + Workday Prism Analytics



Deployment Duration

Regions Impacted

Products Deployed



OH-NO MOMENTS

converted into

PRIMARY CHALLENGE: WE'RE NOT AS GLOBALLY CONSISTENT AS WE THOUGHT...

Since we had global HR and Compensation data in SAP for all employees, we felt confident in our data integrity and our ability to adopt the Workday global business processes. During the project Plan stage, Invisors facilitated a "Big Rocks Discovery" to ensure we would be ready to make design decisions during the next Architect stage when we realized there were significant differences by geography.

- Different levels of self-service by country impacts the Workday design and requires several flavors of change management.
- Differing definitions of annual salary by country and lack of adherence to global comp philosophy triggers extra rounds of data validation, revised process design, and remapping employees to job profiles.
- Significant disconnect in the role of global finance vs. local business leadership on headcount budgeting, exposing the need for stronger controls between the global master and local payroll systems.



AH-HA MOMENTS

USE THE PROJECT DEPLOYMENT TO IMPROVE ON CURRENT STATE VS. RECREATE THE AS-IS STATE.

"This project forced us to peel back the layers of the onion and implement best practices to support a broader business transformation." We felt pretty good about the quality of our data and processes walking into the Workday deployment project, but Invisors quickly pointed out blind-spots and gaps in policy, process, and mindset and helped us get alignment through our deployment activities.

- *"Invisors helped us get country-level buy-in for the global transformation."* We brought in a stakeholder from every country to experience the Workday solution design that was designed by the global core project team. During these Customer Confirmation Sessions, we identified gaps across each of our 30+ countries and Invisors had to rebuild about 2/3 of what was originally architected. Invisors shared our sentiment *"Better to know now and fix it vs. find it later in testing or after go-live..."*
- With the very first data conversion cycle, Invisors proprietary tools pinpointed anomalies between global worker data and the Job Catalog design. By identifying the specific issues early in the project, the project team, local HR, and business leaders had adequate time to validate if there was an issue with the configuration requirements or if employees needed to be mapped to a different Job Profile.
- *"We weren't ready to roll-out ESS and MSS consistently across the world."* Invisors designed a set of master condition rules used by each business processes to streamline configuration maintenance over time, as individual countries opt-in to ESS or MSS.

IN OUR CUSTOMER'S OWN WORDS

"It's just such a good way of doing it. The Personas, the Workbooks... I know some of it's Workday, but a lot of it is you guys and it's just so much better than other implementations!"

We feel super supported and empowered to know what we're doing!

YOU NEED A PARTNER WHO EQUALLY CHALLENGES + SUPPORTS YOU TO IMPROVE ON CURRENT STATE.

