

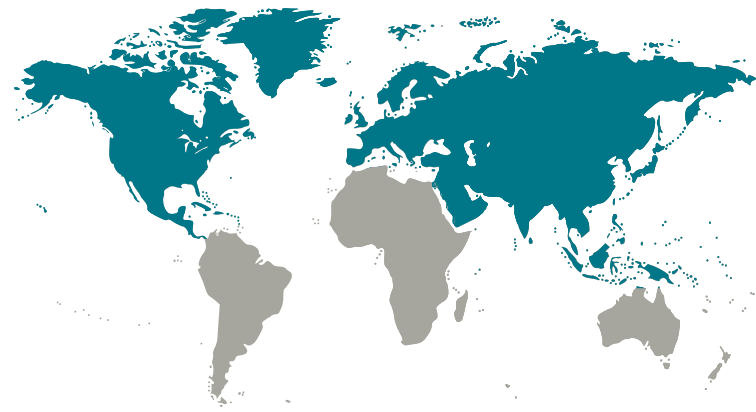
# Global Company Outgrows Initial HCM Launch, Needing to Optimize + Deploy New Features

## Duration



**8**  
Months

## Regions



## Products

**4**  
Integrations

**13**  
Products

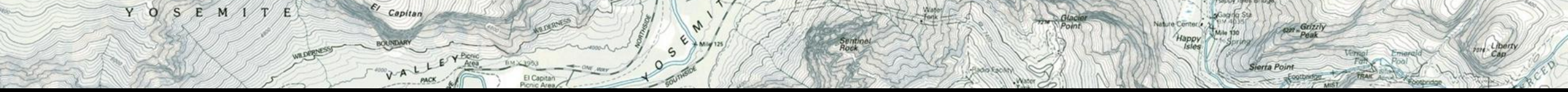
- Absence
- Advanced Compensation
- Benefits
- Core Compensation
- Core HR
- Expenses
- Learning
- Onboarding
- Payroll
- Performance
- Recruiting
- Talent
- Time Tracking



### From our Customers

*"We ran the Business Testers through the year-end Performance and Compensation Cycles and got fantastic feedback! If they are any insight, we're going to have great adoption at go-live! One leader who had used Workday Adv Comp before loved how we configured it here and put thought into how each end-user will use the solution. So a big thank you for working with us!"*





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## OH-NO Moments

**Primary challenge: We're already live, but we need to change everything**

When we first deployed Workday as a new SpinCo, we had 150 Canadian employees and went live with a minimal viable product for Core HR, Recruiting, and Benefits with no employee or manager self-service (ESS/MSS). Fast forward one year, the organization has grown by 10x and has employees across three continents. Organizationally, leadership needed a single source of truth for headcount and a systematic way to drive a common compensation + talent strategy. We needed a Partner to help us achieve our vision:

- Load global workers, then adjust business processes, organizations, and security accordingly
- Activate all the HCM functional workstreams in our subscription, including U.S. and Canadian Payroll
- Unleash ESS + MSS with variability because not every country will use Workday the same way
- Don't break anything during the deployment + multi-wave roll-out

## AH-HA Moments

**We don't have to figure this out alone – we can lean on Invisors' experience**

**"We wanted our Workday HCM tenant to change as quickly as possible, but we didn't exactly know what we wanted or needed for every process, globally – this was all new to us!"** From organizing deployment waves – to – proposing designs for net-new processes, early in the project we established a trust that Invisors was looking out for our overall success + would guide us through decisions, risks, issues - always explaining their rational and thought-process.

- **"Our largest countries will immediately use Workday as their HCM transaction processing system, but others will only push results to facilitate organizational headcount + executive analytics."** Over time with strategic growth, more countries will opt-in to the full-service model or be required to participate in global compensation and talent processes, so Invisors designed a solution that will be easy to maintain ongoing.
- The HCM solution was designed to be flexible by newly deploying Cost Center and Location Hierarchies. This approach provided a flexible backbone to their configuration and security rules, that is also much easier to maintain than intersection security or complex condition rules.
- Invisors deployed several dashboards to ensure that both global administrators and local HR Partners each had a real-time, single source of truth to manage global data quality, process status, and usage metrics. Specifically, Invisors proprietary HR Data Quality Dashboard was very well received, **"It was the missing piece of the puzzle, providing clarity to issues and driving accountability to correct them."**

**You need a partner who cares about what you're trying to achieve vs. just asking for system requirements.**

