

Global Company Outgrows Initial HCM Launch – Needs to Optimize + Deploy New Features

Duration



8
Months

Regions

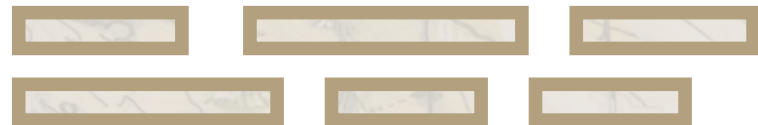


Products

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 & 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.

