

Transportation + Logistics Company Deploys Workday HCM + Payroll In 3 Phases

Duration



19
Months

Regions



Products

63
Integrations
12
Products

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

From our Customers



"It was a pleasure working with Invisors. It was quite a transformational project for us, and we really appreciate your help leading us through it."

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OH-NO Moments

Because of the scope of the project + the fact that the client did not have strong technical experience or enough resources aligned, it was decided to **roll out their Workday solution in 3 phases, over the course of 19 months.**

Early on we discovered that we were going to need to bring to light all potential “oh-no” moments to understand how best to optimize a successful Workday deployment:

- An extremely **complex legacy payroll** operation that was not a good fit for Workday
- The **core data system** had **extreme limitations**
- The client decided to **keep old core data systems** in sync with Workday continuing after go-live
- Our team discovered **bugs inside the Workday data architecture** with duplicate reference IDs
- The client would **not be prepared to perform TCU** at the deployment of phase 1
- The client had not planned to deploy Benefits in tandem with Payroll, which led to the **need to handle Benefit deductions as ongoing Payroll inputs**
- Payroll go-live was split between two office populations in P2 and P3 – which led to **complexity keeping legacy + Workday systems in sync with transfers between the two groups**

AH-HA Moments

- **Close coordination + communication** was key in being able to overcome all of the other obstacles and still result in a **successful go-live** and a happy, referenceable client
- We learned with phased go-lives that it **can be challenging to stagger payroll** for just one quarter later due to go-live activities
- Layering in **constant operational readiness conversations** is key to ensuring that the client is ready for go-live + set up for success
- Complex tax processes presented the opportunity for **custom integrations**, creating workarounds for intricate tax requirements + making them work within Workday
- **Comprehensive testing** of functional configuration + integrations **in all phases** of the project was vital to a seamless Go-Live

Operational readiness must be baked into every project for a successful launch.