

Tech Firm Business Spin-off Requiring a Global Full-Platform Deployment in 6 Months

Duration



6
Months

Regions



Products

63
Integrations
12
Products

- Absence
- Advance Comp
- Assets
- Benefits
- Banking
- Budgets
- Contracts
- Core Comp
- Core Financials
- Core HR
- Expenses
- Workday Adaptive Planning
- Fin Accounting
- Fin Reporting
- Onboarding
- Projects
- Procurement
- Recruiting
- Revenue
- Suppliers
- Talent
- Time Tracking

From our Customers



“ We appreciated the high level of certainty and balance brought by Invisors. The Invisors team would say ‘here’s what we see; here’s what works in Workday; here’s what will work for you.’ That was invaluable. The depth of knowledge and working with senior people at Invisors made a difference. Had there been a different resource mix, weighted more toward less-experienced resources, we would have struggled.”



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OH-NO Moments

Primary challenge: time + resources.

The target date for the cutover to the new, independent, and completely self-sufficient entity was just six months out from the contract signature date. There would be competing priorities throughout the deployment period, since the Workday project go-live was also the first day the new company would be publicly traded on NASDAQ. There were more unknowns vs. knowns for the customer:

- How will we go live with a functional full-platform enterprise solution in such a short time frame?
- Would we mirror legacy processes?
- What state was the data in?
- Which project resources would join the new SpinCo?

AH-HA Moments

Use workday as it's delivered.

"We had no Plan B." The project team used the hard-and-fast deadline of 10/1 to set the tone for the deployment, then they identified and prioritized the minimum Workday functionality needed at go-live.

- The "Phase 1" would include Financials and just enough of the HCM Core functionality to maintain critical business processes. Culturally this was a big change – the project team was used to deployments where the parent company would require *"customizations-to-the-hilt"* to mold everything as requested.
- We used the deadline to their advantage, telling the team *"This is how we do it now."* And from there, the entire team (both customer and Invisors) danced to the beat of the same drum: minimal to no customizations to the Workday configured business processes – *"As long as they are legal and compliant, we adopted them."* The customer team worked well together to keep scope in check, knowing they had support at the executive level, which was critical tone-setting throughout the deployment.
- The small size of the Spin-Co team was actually very helpful from a decision-making perspective, and they had permission to think of things differently. *"We're doing things differently - without as many fiefdoms or negotiations; we had a leaner organization, so it was easier to get to a decision maker."*