

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



Deployment Duration

Regions Impacted

Products Deployed



OH-NO MOMENTS

converted into

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
- 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 of 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 with the Invisors team was key in being able to overcome all of our 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 + setup for success
- Complex tax processes presented the opportunity for custom Integrations, creating work arounds 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

“ *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.* ”



OPERATIONAL READINESS MUST BE BAKED IN TO EVERY PROJECT FOR A SUCCESSFUL LAUNCH.