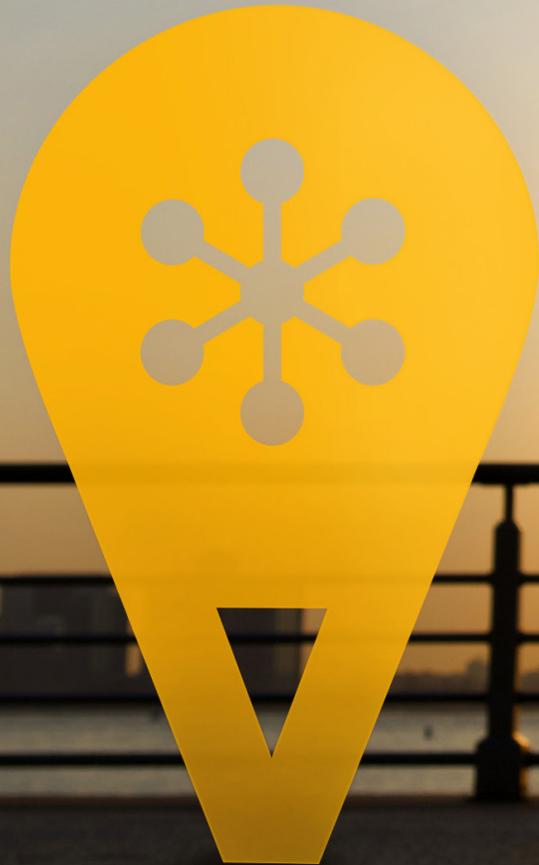


# Human Capital Management Solutions for Workday

It's time to take advantage of what digital technologies have to offer.



High performance. Delivered.

Every business is a digital business. That's because every business now has access to the social media, mobility, analytics and cloud solutions that can make them more responsive, flexible, scalable and competitive. But every business is also a human business. The people who carry out an organization's day-to-day activities have always been—and always will be—critical drivers of differentiation, business growth and profitability. Tomorrow's most successful companies will be the leaders who effectively bridge these two worlds to drive growth and high performance.

## Start your Workday with Accenture

While most organizations acknowledge that digital solutions can improve their talent operations, many still lack a clear understanding of what is possible in the digital world. Even those that do have a solid vision often don't have the skills to bring the digital potential to life. Fewer, still, know how to manage and build on that digital potential over time. These challenges are present for all companies launching a digital journey—even those that have selected Workday Human Capital Management. That's where Accenture comes in.

We've designed our Workday capabilities around a single goal: to help our clients get more from their Human Capital Management solutions than they ever thought possible. As a trusted ally, we help ensure that the decisions they make today will put them on a solid path to sustainable growth. We keep initiatives on track. Our strategy consulting, digital, technology and operations skills, coupled with our project management know-how and our industry knowledge and insights, help our clients overcome any obstacles in their way.

Our specific services include:

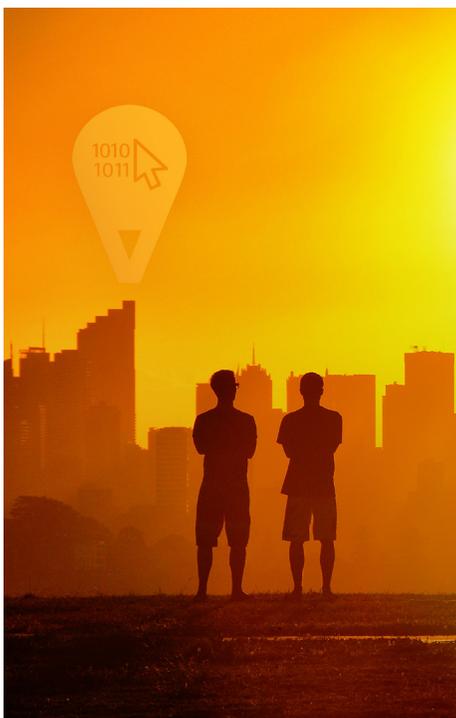
**Strategic transformation.** We are strategy advisors. We routinely work with HR and IT leaders to envision (and plan for) the long-term value of Workday Human Capital Management solutions. We evaluate the organization's needs, technology landscape and objectives, and then help plot a specific path forward. This effort might include: adapting processes, policies or data models; establishing or enhancing shared services; simplifying HR; and selecting the appropriate mix of Human Capital Management applications.

**Application implementation.** Our Human Capital Management professionals help business, government and education leaders design and deploy a Workday solution that brings core HR, payroll, talent management and finance processes together. We manage the implementation from end-to-end. That means we get our clients' solutions (and our clients' workforces) up and running fast. We scale the solution to meet specific needs. And we design our implementations to be future-ready. In

these ways, we turn a maze of legacy systems and processes into a highly integrated, efficient and agile HR capability.

**Application testing.** We know that Workday Human Capital Management solutions can touch a lot of other applications in the business. That's why we've developed a methodology that not only tests the solution, but also helps clients to integrate Workday with other applications (such as finance systems) and other organizations (such as benefits providers and governmental agencies).

**Application management.** With our proven application management services, our Workday clients can be confident that their Workday solution will keep on doing what they need it to do. We offer planning and strategy, ecosystem assessment, application development and maintenance, release management, change management and additional services such as social media integration, advanced analytics, mobile solutions, business process transformation and business process outsourcing—all adaptable to our clients' needs.



## Workday in Action

The long-standing Accenture and Workday alliance is focused on helping businesses thrive in the digital world. We've done that for clients around the world. Consider the following:

- Accenture helped **Telefonica Digital** develop a centralized global HR operating model based on the Workday Human Capital Management cloud solution. The new HR system—which is used by 4,000 users in 14 countries—improved not only the company's HR service, but also its ability to share (and report on) consistent HR data across different geographies and business units. This project was recognized as the best Cloud Project at the 2014 UK Cloud Awards.
- Accenture helped **Huntsman**, a global chemical provider, use Workday Human Capital Management to drive consistency of information and business processes. Specifically, Accenture helped Huntsman consolidate its HR systems into a single system of record. That, in turn, led to more efficient reporting and better data, an enhanced ability to harmonize and standardize HR, and a better view of the global workforce.
- Accenture helped a leading **security services company** consolidate more than 100 global human resources systems into a single cloud-based system of record. The Workday solution—across more than 50 countries and for more than 60,000 end users—helped increase the consistency of information and business processes to improve usability, agility, flexibility and cost-effectiveness. Following the successful implementation, Accenture took on responsibility for the ongoing development and maintenance of the Workday solution with nearly 80 percent of the company's employees and locations now using Workday.

# The Accenture Workday advantage

Accenture is a trusted business ally to our clients. We are committed to helping them turn their Workday investments into business value. In achieving this goal, we offer:

## **Human Capital Management expertise.**

In the area of Human Capital Management, Accenture's services are second to none. We have more than 10,000 professionals skilled in delivering Human Capital Management solutions. In the past 15 years, we have delivered more than 1,800 Human Capital Management IT projects across all major Human Capital Management applications. We bring deep industry and functional knowledge, as well as an understanding of what our clients need and what they're trying to accomplish.

**Cloud leadership and innovation.** Our experience in delivering SaaS solutions is second to none. With 8,000 SaaS professionals around the world, we bring business smarts, deep industry experience, and proven strategy and technology leadership to clients that have chosen cloud computing solutions. To date, we have worked on more than 13,000 cloud projects in 50 countries, and have led hundreds of successful enterprise SaaS implementations.

**Leading Workday capabilities.** In 2008, Accenture became the company's first large implementation partner. We saw the value of Workday solutions from the very beginning; we've been building our Workday skills ever since. Today, Accenture is one of Workday's most strategic, experienced and successful implementation partners. We now have more than 600 dedicated Workday professionals. They are located strategically around the world. And they hold more than 900 Workday certifications. To date, we have deployed approximately 1,600,000 Workday seats globally, in 20 languages, for clients in more than 100 countries. These projects reflect our deep understanding of global and local business environments, IT ecosystems, cultures, regulatory requirements and business rules. We have five Workday delivery centers, which give us the flexibility we need to ramp up or ramp down resources, as needed, cost effectively.

**Global reach/Local delivery.** One of the reasons Accenture is able to deliver good, economical solutions is because of our "industrialized" approach. We've developed repeatable processes and robust structures to make sure our clients get the best service possible. With our Global Delivery network—which makes up the largest and most diversified group of management consulting, technology and business process

outsourcing professionals in the world—we can quickly assemble the team of professionals that will help you to get the job done.

**A startup's passion/A leader's resources.** Our Workday practice is an energized, innovative and determined group. Even though we have one of the largest Workday practices in the world, we operate much like a startup. It allows us to be nimble, focused and passionate about results. And, we have the power of Accenture's full set of skills and global resources at our disposal.

**Fast results, delivered through Accenture's Intelligent Tools.** Accenture's proven methodologies and tools minimize risk and get clients' solutions running fast. They include benchmarking and assessment tools, delivery accelerators, industry-specific solutions (which include configuration workbooks, process flows, and testing and training documentation) and a robust methodology for delivering implementation and application management services. The Accenture Workday Solution Factory, a highly collaborative delivery environment that brings Accenture's industry, functional and technology skills together with deep knowledge of Workday solutions. The result is a high-quality solution with more predictable outcomes.

## Trust your Workday to Accenture

Accenture customizes its Workday planning, deployment and application management services to address our clients' specific Human Capital Management priorities. Regardless of industry or organization type, clients can count on Accenture to help them enhance the value of their Workday investment. Some of the most common benefits we deliver are:

**Business agility.** We help companies cope with business changes and marketplace volatility by consolidating HR applications in the cloud, and on a global scale. For our education clients, we plan, deploy and manage Workday's administrative solution, which helps colleges and universities to reduce costs and free up valuable resources. It makes managing faculty, staff, researchers, and student workers a breeze.

**Improved employee performance and experience.** We boost the responsiveness, efficiency and productivity of workforces in two ways: by facilitating easy access to information, applications and work processes anytime, from any device; and by simplifying and unifying

Human Capital Management processes. This not only helps boost productivity, but helps attract and retain your best workers, reduces turnover costs and improves the end-customer experience.

**Better insights/Faster decisions.** Accenture configures Workday solutions to shift more administrative responsibilities to the end users. This frees HR leaders to focus on things that matter most. As an added bonus, those leaders have better access to better data, analytics and insights.

**Positive user experiences.** Easy-to-use solutions and automated, self-service HR tools are key to creating a positive experience for your workers. Creating such experiences further helps to improve the engagement and commitment of your workforce.

**Cost savings.** We can help reduce operating costs by simplifying processes, introducing self-service features, and leveraging the Accenture Global Delivery Network for implementation and application management support. We can help reduce HR operating expenses up to 25-50 percent. In the area of higher education, it's not uncommon for our clients to achieve up to 40 percent reductions in administrative costs.

**Confidence.** We are a global leader when it comes to SaaS, cloud and Workday management. By leveraging our SaaS delivery assets, tools and methodology, business leaders can more accurately predict (and manage) their costs.

Accenture is positioned in the "Winner's Circle" in HfS Blueprint Report: Workday Services 2015

## Contact Us

Accenture has a team of advisors that is poised to help your organization improve the business benefits from your Workday Human Capital Management applications. Accenture welcomes the opportunity to learn about your goals and discuss how we can help you.

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## About Accenture

Accenture is a global management consulting, technology services and outsourcing company, with more than 336,000 people serving clients in more than 120 countries. Combining unparalleled experience, comprehensive capabilities across all industries and business functions, and extensive research on the world's most successful companies, Accenture collaborates with clients to help them become high-performance businesses and governments. The company generated net revenues of US\$30.0 billion for the fiscal year ended Aug. 31, 2014. Its home page is [www.accenture.com](http://www.accenture.com).