ACCENTURE AND WORKDAY
A BRAND NEW DAY
A NEW DAY, A NEW WAY

Winning in a digital world comes from everyone in the enterprise making the right decisions, fast—every time. It’s all about having the right information, right where you need it, right when you need it.
IMAGINE YOUR BUSINESS WITH ENTERPRISE APPS AS INTUITIVE AND EASY TO USE AS THOSE ON A SMARTPHONE.

With predictive analytics to help you identify your top performers—and how to retain them. The ability to find and recruit the talent you need in an instant. And to integrate your financial and people data so your people can manage performance with unprecedented insight and control—decisively, rapidly and at scale.

Accenture helps organizations use workday to transform finance and HR, making it easy for people to develop fresh insights, introduce new approaches and innovate a new day, every day.

We do much more than deliver technology. We focus on helping our clients rotate to the “new” and realize the promise of integrated, cloud-based Workday Financial Management and Human Capital Management (HCM). We use the power of the technology to effect real change and open up new possibilities for your people to help drive new value, explore new opportunities and innovate, every day.

The Accenture Workday alliance stands out in the field of cloud-based finance and HR software providers. Workday brings leading edge software and experience.

Accenture brings the end-to-end strategic thinking, innovation, and technical and operational knowhow. Our clients bring their desire for greater outcomes. Together, we create something extraordinary: a nimble, responsive and productive organization, whose employees and leaders are empowered with new insights and better ways of working.

In 2008, Accenture became Workday’s first large implementation partner. In 2016, we acquired DayNine. Together, our people in the Accenture DayNine group, help medium and large enterprises realize more value from their Workday investments.

We bring an end-to-end, innovative approach that spans initial strategy through to ongoing operations. We can help businesses, governments and higher education entities stand up Workday rapidly and effectively, and start reaping the advantages of integrated finance and HR solutions from day one.

ACCENTURE AND WORKDAY IN ACTION

The long-standing accenture and workday alliance is focused on one thing: helping our clients thrive in the digital world. We helped:

• Telefonica Digital developed 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.

• A leading global financial services firm migrated their HR systems from its existing custom-developed, inflexible platform to Workday to lend flexibility to the firm’s HR function and maximize business value. By transitioning to the new HR IT platform, the company was able to improve talent and performance management, reduce operational risks associated with earlier manual processes and achieve necessary future scalability. We continue to provide application management services to help optimize and integrate new functionality—helping the client gain the full value from their Workday investment.

• Huntsman, a global chemical provider, used 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.

• A global security services company consolidated 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.
DO MORE WITH WORKDAY: EMPOWER, TRANSFORM, INNOVATE, ACCELERATE

While most organizations recognize that digital solutions can improve their financial and talent operations, many lack a solid vision of what’s possible or don’t have the skills to bring the digital potential to life and sustain it over time.

That’s where Accenture comes in. We know digital. We know technology. We know finance and HR. And we apply that knowledge to help clients reach a new level of performance by integrating Workday solutions with IT and the business, making insights, data and analysis available where it can have the greatest business impact.

Our consultative approach helps businesses focus on outcomes and achieve rapid benefits from their Workday investments, including reducing resource and system costs across HR, Finance and IT and helping drive greater efficiency through self-service capabilities.

We help clients move into the future, accelerating business-driven solutions for cloud, social, mobile and analytics and streamlining business processes for the digital era. By helping enhance the experience of every end-user, we can help support rapid adoption of new ways of doing business.

As a trusted partner, we help ensure that the decisions organizations make today will help put them on a solid path to sustainable growth.

Our specific services consist of:

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

• **Application implementation.** Our professionals help business, government and education leaders design and deploy Workday solutions that bring core processes together. We manage the implementation from end-to-end. That means we help get our clients’ solutions (and our clients’ workforces) up and running fast. We scale the solution to address client’s specific requirements. 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 capability that can enable your people to do more.

• **Application management.** With our proven application management services, our clients can be confident that their Workday solutions will keep on doing what they need them to do. We offer planning and strategy, ecosystem assessment, application development and maintenance, release 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’ specific requirements.

• **Business process outsourcing (BPO).** As well as helping businesses to implement and optimize Workday, we’re also able to support Workday on an ‘as a service’ basis. That means we’ll help run Workday for you as a flexible, responsive and scalable service that can evolve in line with changing business requirements.
Accenture DayNine, our Workday team, 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. At the same time, we have the power of Accenture’s full set of skills and global resources at our disposal.

We have more than 10,000 professionals skilled in delivering human capital management solutions. Additionally, we have more than 4,000 professionals with deep finance and accounting capabilities in nearly 50 countries. And we can bring them together to create truly integrated finance and HCM capabilities.
Accenture shapes our Workday planning, deployment, application management and business process services to help address our clients’ specific 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 improvements our clients have experienced are:

- **Business agility.** We help organizations cope with business changes, challenges and marketplace volatility by consolidating and optimizing their financial management and human capital management applications in the cloud, and on a global scale.

- **Improved employee performance and experience.** We help improve 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 finance- and human capital-related processes. This not only makes workers more productive, but also helps attract and retain them, reduces turnover costs and can even improve the end-customer experience.

- **Better insights for faster decisions.** With better access to reliable data, analytics and insights, finance and HR leaders can make better, faster decisions to help drive the business forward.

- **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. In the area of higher education, it’s not uncommon for our clients to achieve up to 40 percent reductions in administrative costs.

- **A platform for innovation and long-term rollout.** We approach all of our projects holistically; our strategies, solutions and management services are designed with clients’ long-term rollout in mind. As one of the world’s largest and most successful systems integrators and outsourcing providers, we know what it takes to help our clients realize value from day one.
FAST RESULTS, DELIVERED THROUGH ACCENTURE’S INTELLIGENT TOOLS.

Accenture’s proven methodologies and tools help reduce risk and get clients’ solutions running quickly and smoothly.

They include benchmarking and assessment tools, 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. In short, we can help our clients achieve their business objectives from Workday with a proven, repeatable approach. For example, The Accenture Client Enablement Tool for Workday keeps teams connected in the cloud to work faster and smarter. The Accenture Workday Solution Factory is a highly collaborative delivery environment that brings Accenture’s industry, function and technology skills together with deep knowledge of Workday solutions.
THE ACCENTURE DAYNINE ADVANTAGE

We are committed to helping businesses, governments and higher education institutions take a value-led approach with every workday project. To help you seek this goal, we bring:

• **Leading Workday capabilities.** Accenture is one of Workday’s most strategic, experienced and successful implementation business partners — and now, with the acquisition of DayNine has the largest certified Workday workforce. We now have more than 1,200 dedicated Workday professionals with more than 2,500 Workday certifications. To date, we have deployed approximately 4,900,000 Workday seats globally, in 30 languages and 100 countries. These projects reflect our deep understanding of global and local business environments, IT ecosystems, cultures, regulatory requirements and business rules.

• **Leadership and innovation across cloud and industries.** Our experience in delivering cloud and SaaS solutions has been recognized by independent analysts such as Everest Group, Forrester Research, HfS and IDC. With more than 15,000 SaaS professionals around the world, we bring business smarts, deep industry experience, and proven strategy and technology leadership to clients. To date, we have worked on more than 20,000 cloud projects, and continue to innovate with leading delivery technologies and “as a Service” business models. We tap our experience in 40+ industries to catalyze creative, industry-specific solutions.

• **Global reach/Local delivery.** One of the reasons Accenture is able to deliver such high-quality, economical solutions is because of our “industrialized” approach. We’ve developed repeatable processes and robust structures to make sure our clients get leading-edge service. With our Global Delivery Network— which, with 276,000 professionals, makes up the largest and most diversified group of strategy, consulting, digital, technology and operations resources in the world—we can quickly assemble the team of professionals that help you to get the job done. We have five Workday delivery centers, which allow us to have the flexibility we require to ramp up or down resources cost effectively. As well, we infuse intelligence and automation into delivery, resulting in breakthrough pace of deployments, productivity, performance and data analytics to help drive actions.
ABOUT ACCENTURE

Accenture is a leading global professional services company, providing a broad range of services and solutions in strategy, consulting, digital, technology and operations. Combining unmatched experience and specialized skills across more than 40 industries and all business functions—underpinned by the world’s largest delivery network—Accenture works at the intersection of business and technology to help clients improve their performance and create sustainable value for their stakeholders. With approximately 373,000 people serving clients in more than 120 countries, Accenture drives innovation to improve the way the world works and lives. Visit us at www.accenture.com.

accenture.com/workday