

MERCER DIGITAL

PARTNER WITH MERCER ON YOUR WORKDAY DEPLOYMENT

GET THE HR EXPERTS ON
YOUR TEAM



MAKE TOMORROW, TODAY



Before we were Workday partners, we were HR consultants. That means that Mercer provides organizations with something unique in the world of Workday deployment: a thorough understanding of the nuts and bolts of Workday, along with a strategic lens to view your entire HR function.

HOW MERCER HELPS YOU GET THE MOST OUT OF WORKDAY

- Deep consulting expertise in job architecture, compensation, change management, communications, HR metrics and all other major HR areas
- Best-in-class proprietary tools for data conversion, testing and governance
- Global reach and offshore capabilities
- Deployment, optimization and post-production services designed with HR effectiveness in mind



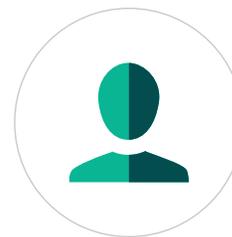
2300+

HCM experts globally



300+

Workday engagements



350+

Workday consultants



15

Workday product leads



10+

Years of Workday deployment experience



3.6

Average consultant certifications

“Mercer’s Workday practice is the best of both worlds — best-practice HR consulting wrapped around technical expertise!”

– Senior manager, global HR Systems, biotechnology company

WE ARE INVESTED IN OUR WORKDAY PRACTICE

Mercer’s Workday experience spans more than 10 years of partnership, including organic growth and acquisition. Having led more than 300 Workday deployments, we remain trusted advisors to hundreds of organizations that vary in size and industry.

DON’T JUST PLUG IT IN – MAKE IT SHINE

The transition to Workday is complex. It affects not just your systems, but also your people. We’re here to address any concerns you have and make sure that your Workday investment goes toward achieving your organization’s strategic goals.

WHAT WE HEAR	HOW WE ADDRESS IT
“We need to be prepared to execute our CEO’s growth agenda.”	We’ve worked with numerous companies to turn Workday into a foundation for growth and to minimize disruption, using the full breadth of our HR expertise.
“We need to ensure user adoption.”	We involve, inform and equip your HR staff – from entry-level to leadership – to make sure that all are prepared and excited for the transition to Workday.
“We need to drive global standardization of our HR processes.”	We help you harmonize key HR programs and processes and use Workday to create a truly aligned HR function, with the help of our multinational team.
“We need a clear road map for Workday integration.”	All our projects start with a detailed project plan, including aligning leadership and setting success measurements. But we go one step further to identify any potential threats to sustainability.
“We have concerns about switching to a cloud-based HRMS.”	We can help explain the benefits of a cloud-based HRMS to senior leadership, and allay any security concerns.

OUR PROPRIETARY TOOLS GIVE WORKDAY LEGS...

We add ease and transparency to Workday's standard deployment methodology with our proprietary tools. Some have been developed to streamline the deployment products, and others are designed to optimize your Workday investment.



MERCER DATA CONVERSION TOOL

A key asset of Workday is its powerful predictive analytics and reporting capabilities. This tool allows you to turn multiple years of employee data into insights – starting on day one.



SYNCHRONIZE PROJECT MANAGEMENT TOOL

Want to know exactly what we're up to on any given day of your Workday deployment? This tool provides unparalleled transparency and collaboration.



WORKDAY OPTIMIZATION TOOL

We're committed to helping you get the most out of your Workday investment. This tool helps the system remain sustainable and efficient, including product support and deployment review.



DEPLOYMENT READINESS

The key to a successful deployment lies in preparation. Having implemented more customers than any partner in the Workday ecosystem, Mercer clearly understands the risks that an organization faces. The first step is to define the Foundational Data Model. Next, we develop strategies for data conversion while following the Business Process Framework best practices, which enables the team to establish a technical architecture. The last step is to create a tailored Deployment Readiness Scorecard®. By taking these steps, Mercer ensures you are prepared before your deployment even begins.



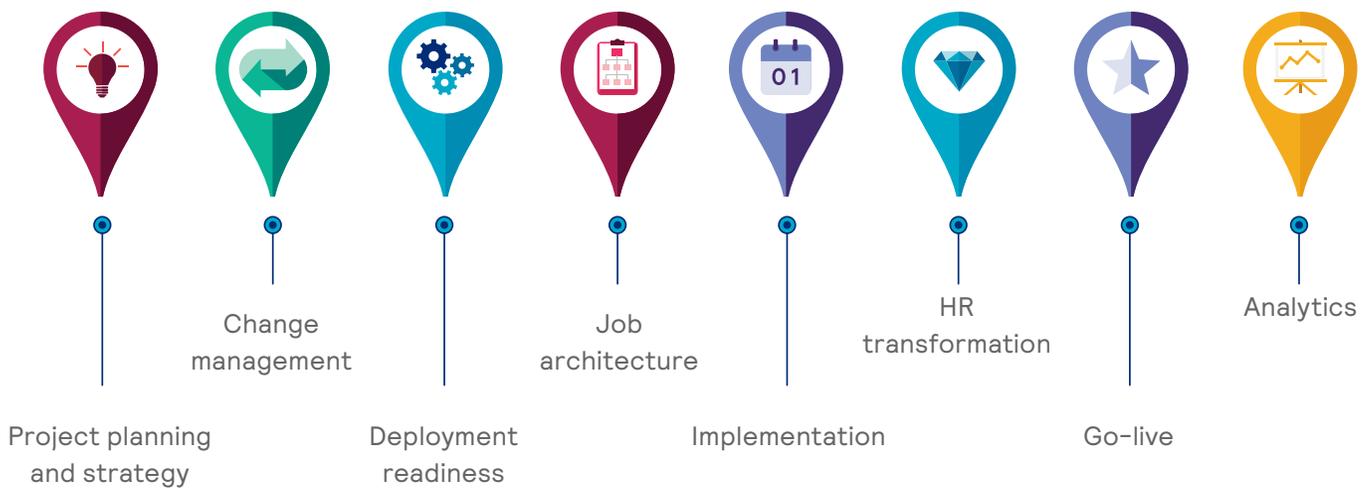
WORKDAY TRANSACTIONAL HISTORY

Transactional history is a method of converting data to make historical events appear in Workday as if they had always been part of the system. Customers gain insights into trends in data over time, presented as sophisticated dashboards and scorecards. Through powerful reporting capabilities, customers can understand operational processes, perform analytics through delivered metrics and gain the perspectives they need to make sound business decisions.

...AND OUR HR FOCUS GIVES IT WINGS

Mercer's proven deployment process is bolstered by our HR advisory services. The seasoned consultants on your team will focus on de-risking at the beginning of the process and creating a sustainable infrastructure throughout – so Workday becomes both a part of your HR function and a catalyst for wide-reaching change.

MERCER'S VALUE PROPOSITION STRONGEST WHEN WORKING TOGETHER



CHANGE MANAGEMENT

With extensive experience helping organizations through their Workday transition, your Mercer team will address known gaps and pain points in the deployment cycle – helping ensure HR staff, managers and employees are ready to use Workday to your greatest advantage and do their jobs effectively and efficiently after implementation.

JOB ARCHITECTURE

A clear and well-structured job architecture helps you optimize your Workday investment. Mercer's Job Architecture consulting helps you implement a rational, transparent job architecture with room for growth – and adds value to Workday's reporting capabilities.

HR TRANSFORMATION

We think of our HR Transformation advisory services not as a separate “add on” – it's wrapped up in your Workday implementation. That's because we're trained to look at HR with an eye for design. Tools like our proprietary HR Operations Scanner® help ensure that your HR service model is aligned with your company's overall strategy.

ANALYTICS

Most organizations struggle with the application of workforce analytics to deliver real insights and ignite change, rather than simply describing trends. One of Workday's greatest assets is its capabilities in just this area. Mercer's expertise in workforce analytics helps you realize the transformative potential of those capabilities.

WHO WORKS WITH MERCER?

Mercer partners with clients from a range of industries:



Healthcare



Manufacturing



Higher
education



Communications



Not-for-profit



Energy



Banking
and financial
services



Consumer
packaged
goods



Professional
services

“I’ve had the opportunity to work with Mercer on several Workday HCM projects and have been continuously impressed with the depth of consultant knowledge and the willingness to do whatever it takes to complete my project — solving any problems along the way. I love that Mercer feels like a boutique firm, which I prefer to the huge consultancies — it makes it more personal.”

– HRIS manager, media/PR firm



DON'T LET YOUR WORKDAY EXPERIENCE BE ANYTHING LESS THAN REVOLUTIONARY

Workday is more than a technology or a transaction — it can help you get the most out of your greatest asset: your people. With an IT-driven consultancy, you might find yourself underwhelmed with Workday's capabilities. But partner with Mercer, the HR experts, and you'll find that Workday helps you tap the talents, skills and pride that make your organization great.

To find out more about how Mercer can help bring Workday to your organization, contact your Mercer consultant or email the Mercer Career Solutions team at careersolutions@mercer.com.



For further information, please contact your local
Mercer office or visit our website: www.mercer.com