

# Get the most out of Workday

Optimize your investment to support your strategic goals



**We're not your typical systems integrator. We don't just help you successfully implement Workday — we help you optimize your investment. The depth and breadth of Mercer's global HR and finance consulting provides you with something unique in the world of Workday deployments: a thorough understanding of the nuts and bolts of Workday, along with a strategic lens to view your entire HR and finance functions.**

# 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**



**1,000+**

HCM experts globally



**300+**

Workday engagements



**1,600+**

Workday certifications



**500+**

Workday consultants



**12+**

Years of Workday experience



**4+**

Average consultant certifications



# Digital transformation starts with people

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.



**“We want nothing short of transformation from this Workday implementation, and I think Mercer is going to give it to us. I think they’re really challenging our team to think different about work flows and processes, and about how Workday is going to transform our organization.”**

Frank Venuto, Chief Human Capital Officer, Nebraska Medicine



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 staff — from entry-level employees 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 roadmap 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 by identifying 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.
“I don’t want someone to just build this and leave.”	We provide two months of hypercare following deployments and offer longer-term post-production support.
“We’re unique because of our industry. We need someone with industry expertise to address our needs.”	Our team has worked in many specialized industries, and we can sit down with you pre-deployment to understand your unique needs and provide best-in-class recommendations.
“I need reporting reliability.”	Workday creates a single source of truth for your reporting across the finance and HR departments.

# Simplify, streamline, optimize

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:

## **Datadone**

A key asset of Workday is its powerful predictive analytics and reporting capabilities. Our data conversion tool allows you to significantly reduce the manpower and hours behind exporting, reviewing and uploading data.

## **Synchronize Project Management Tool**

Want to know exactly what we're up to on any day of your Workday deployment? Our Synchronize Project Management Tool provides unparalleled transparency and collaboration.

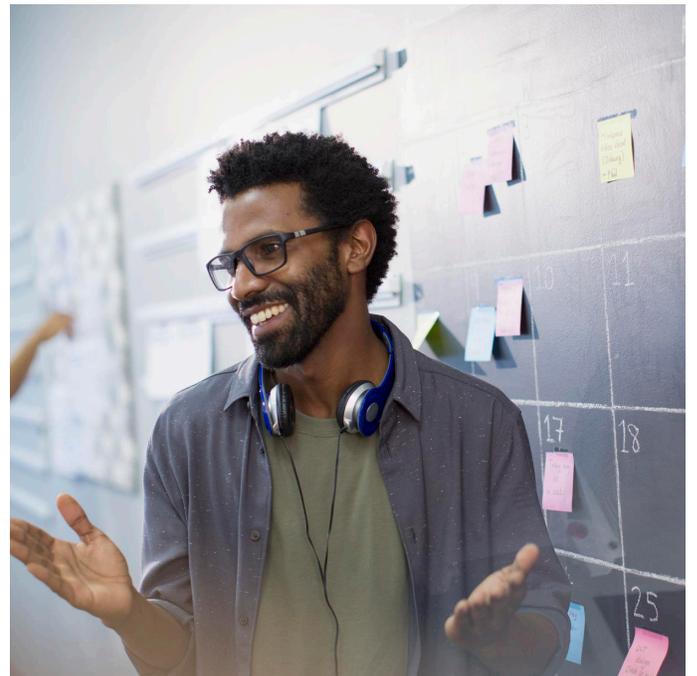
## **Workday Optimization Tool**

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



**Our project was massive in scale, and we had to drive automation through the data conversion process. Mercer was really instrumental throughout the project by offerings tools and capabilities to facilitate the movement of the data.**

Katherine Kenney, Senior Director of HRIS, Concentrix



# A strong people focus

Mercer’s proven deployment process is bolstered by our 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 and finance function and a catalyst for wide-reaching change.

### 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 or finance 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 don’t think of our HR transformation advisory services 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.

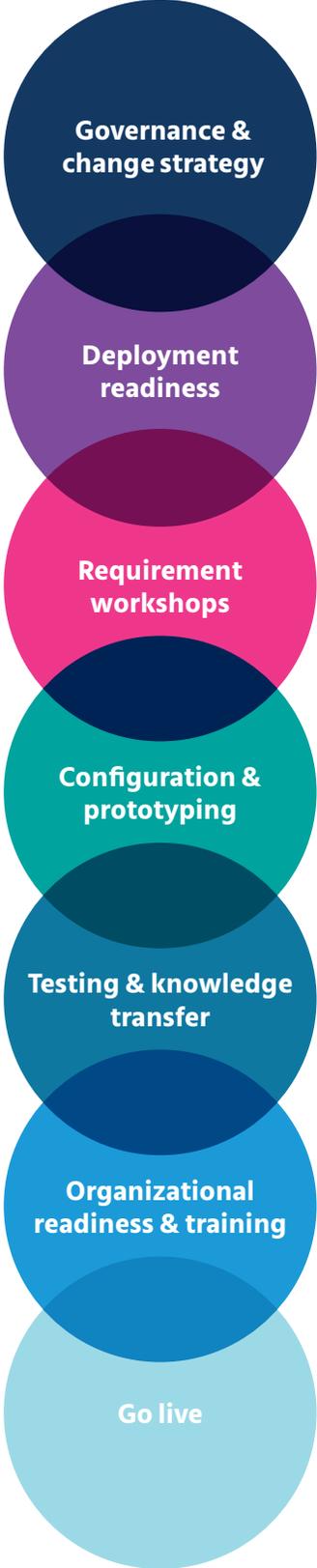
### Analytics

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

## Seamless connectivity

Our Mercer digital collaboration chain

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# Who works with Mercer?

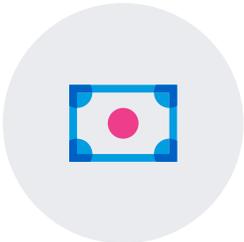
Mercer partners with clients from a range of industries:



Healthcare



Manufacturing



Banking and financial services



Communications



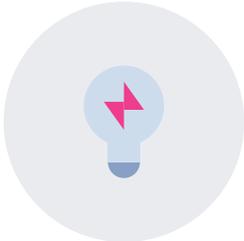
Not-for-profit



Professional services



Consumer packaged goods



Energy



**Mercer just really listened. They understood our culture, what our goals were and – whether it was a week or two weeks in between conversations – they were always able to bring what we talked about forward in that conversation, and you just really felt like you were being listened to.**

Tina Seashore, VP of Global Rewards, Oshkosh Corporation



## **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. You can choose any implementation partner within the ecosystem, but if you settle for a systems integrator, you might find yourself underwhelmed with Workday's capabilities. By partnering with Mercer, the people and technology experts, together we can build something great.

To find out more about how Mercer can help bring Workday to your organization, email the Mercer Digital Solutions team at [careersolutions@mercer.com](mailto:careersolutions@mercer.com).