Workday
See through the cloud

Let Deloitte guide the way
HR Leading Trends 2016
Bersin by Deloitte

'Everything in the world of HR is changing – from the way we recruit and attract people, as well as how we manage and engage them, to the way we learn, and how we curate and manage our entire work-life experience.'

Digital HR Arrives Changing the Way HR Organisations Design and Deliver Employee Solutions.
The HR Profession Leaps Forward as a New Breed of HR Leaders Enter the Stage.
The Need to Improve the Employee Experience and Harness People Data Drives the Stampede to Replace Dated HR Systems.
People Analytics Accelerates Its Growth—Evolving to a Mainstream Program in the HR Function.
The Rush to Replace and Reengineer Performance Management Accelerates around the World.
The Revolution in Corporate Learning Continues as a New Model Evolves.
Global Leadership Development, Coupled with Career and Talent Mobility, Takes on a Fresh New Focus. Mentoring and Coaching Grow Rapidly.
Diversity and Inclusion Merge with Key HR and Business Strategies—To Move Well Beyond Compliance and Become a Strategic Part of Business.
Engagement, Retention, and Culture Persist as Top Priorities - With New Feedback and Analytics Systems Coming to Market.

Food for Thought

Will strategic thinking become in-house HR’s new core competence?
Technology Trends 2016
Every Employee is a Digital Employee

Over the next 12 to 18 months, technologies trends are disrupting the workplace, how work gets done, the way we interact with internal and external customers and how markets and businesses evolve.

“...the accelerating integration of digital elements into most work processes is leading to a world where every employee is a digital employee...” Gartner.

Food for Thought
Will the pendulum swing back to the specialist?
Leading HR Technology
Digital, Social, Mobile, & Analytics

**Workday HCM** is built from the ground up and delivered in the cloud. It is the only global enterprise application that unifies human resources, benefits, talent management, payroll, time and attendance, and recruiting.

| Human Resource Management | Workday HCM offers intuitive, self-service capabilities that help you organize, staff, and pay your global workforce. It lets you establish global consistency but allows for local variation. |
| Compensation | Workday helps you manage employee compensation by consolidating information across multiple plans, teams, and geographies. |
| Benefits | Your organization can manage health, insurance, spending accounts, health savings accounts, retirement savings plans, flex plans, and additional benefits from a single, unified system integrating to benefit providers through CloudConnect. |
| Talent Management | Achieving your goals and objectives depends on the quality of people in your organization. Workday Talent Management gives you the tools to improve how you manage, develop, align, and reward your employees. |
| Learning | Today’s employees expect learning to be social, collaborative, and on demand. Workday Learning will combine the capabilities of an enterprise-grade learning system with the ability to create and share content in an application. |
| Workforce Planning and Analytics | By providing a complete, actionable, and dynamic picture of your talent supply and demand, Workday Workforce Planning and Analytics empowers business leaders to make better, more informed decisions on critical business issues. |
| Project and Work Management | By combining people, business resources, and work, management can see what makes a team or a project successful and the areas of the company that are weak or struggling. |
| Recruiting & Onboarding | Workday Recruiting provides the hiring team greater visibility, configurable workflows, and a positive candidate experience. Onboarding reduces administration and cuts cost by helping new workers quickly assimilate into the organization. |
| Payroll Solutions and Integrations | Workday offers unified Payrolls for US, UK, Canada and France. With Cloud Connect for Third Party customers can use pre-built integrations from Workday partners who build, maintain, and update them. |
| Time and Absence | Workday Absence and Time Tracking works seamlessly with Workday Human Capital Management (HCM), Payroll, and Project and Work Management to provide a simple user experience accessible via the Internet and mobile devices. |
| Big Data Analytics for HCM | Organizations can use Workday Big Data Analytics to combine Workday data with multiple non-Workday data sources. These include unstructured data and large volumes of data, which provide comprehensive insight to help improve decision-making. |

**Food for Thought**

Will Talent Acquisition become more like Marketing?
Accelerators and Tools

User-centric, Innovative and Experiential Approach

Deloitte’s powerful tools coupled with our Enterprise Value Delivery (EVD) for Workday implementation method accelerate design, configuration, test and deployment/support activities, enabling us to establish a foundation and common understanding early, and together, focus on building a solution aligned with the strategic objectives of your organisation.

Food for Thought

Will managing a remote workforce be the new norm?
Deloitte’s Workday Offering

Start with the end in mind

Deloitte is a market leader in HR Technology advisory and implementation, and tailors its approach to clients’ needs from roadmap to adoption, covering all aspects of technology enabled transformations.

Food for Thought

Will HR increasingly utilise analytics and big data to augment its value to the organisation?
What Do We Offer?

Depth and breadth of capabilities you need to be successful

We are recognised as the #1 Global HR Technology and Transformation practice and a market leader in Talent Management and Strategic Change Consulting (Kennedy)

We support vendor requests to assess the localisation requirements for several countries and we have broad experience with local HR processes and policies

We have extensive experience in implementing HR SaaS (Workday, SuccessFactors, Oracle Fusion and multiple point solutions) and have strong knowledge of SAP, Oracle and PeopleSoft

We have an unrivalled relationship with Workday with direct access to their development team, including influence on product roadmap and evolution

We can bring a deep understanding of your industry, HR processes, structure and technology

We have a truly global reach, with presence and live clients in every country and region. We can tap in to their knowledge and capabilities

We have the largest proven nearshore / offshore capability for Workday and all common HR solutions, with full time certified integration and solution consultants

Food for Thought

Will in-house HR downsize and outsourcing increase?
Global Leader in Workday
Your Success is Our Success

1. Global Talent with Local Reach

- 850+ Workday certified practitioners globally
  - 676 - US
  - 108 - EMEA
  - 68 - APAC
- Global Coverage: Established 4 hubs across, North America, EMEA, Japan and Australia
- We are part of our market leading global Human Capital practice, which can draw upon the skills and experience of more than 10,300 practitioners in over 140 countries

2. Partnership

- 15+ year relationship with Workday leadership, CEO-to-CEO level
- Partnered with Workday for 8 years, being a Global Alliance Partner
- Multi-year Platinum Sponsor at Workday Rising

Kennedy has named Deloitte a global leader in HR Transformation Consulting in 2015

3. Market Success

- The largest, longest-serving global Workday consulting practice
- Deloitte was the first partner implementing Workday, and has assisted more than 150 clients — including some of the world’s leading companies — in their Workday transformations
- Leading the most of the largest, most complex Workday engagements to date

Food for Thought

Will global organisations place employees in more or less locations?
Our Workday Experience
Success Stories - Inspiring the Future of HR Tech

Global Financial and Insurance Company
Value/Benefits: Deloitte implemented an HR Portal and Workday utilizing Employee Self Service and Manager Self Service for 63,000 users in 130 countries. Apart from the end-to-end implementation, Deloitte designed end-state HR processes and documented considerations for HR Shared Services, HR infrastructure and technologies, HR programmes and policies, change management, and required local process variations. Deloitte also build a scalable and tiered HR Shared Services Centre with enhanced outsourced Payroll capabilities. This was a crucial building block for deployments of the HR Target Operating Model to additional countries globally.

Technology and Electronics Company
Value/Benefits: Deloitte did the Global Workday implementation for all 100,000 employees in 71 countries resulting in the realization of a business case to reduce total cost of ownership of the HR system landscape through decommissioning of legacy systems and headcount reduction. Deloitte designed effective, modern talent management processes to drive business performance, improved the talent decision making capabilities and lowered HR IT costs.

Large Pharmaceutical Company
Value/Benefits: Deloitte implemented Workday while also redesigning the global HR service delivery model and increased the visibility of global workforce and talent data for informed and timely decisions, decreased infrastructure, application and support costs with consolidated technology platform and increased the organisational efficiency by establishing consistent and standard operating procedures.

Food for Thought
Will in-house HR downsize and outsourcing increase?
Key Contacts

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Gerhard Bader is the Director leading the Workday practice at Deloitte in Germany. He has over 18 years of relevant consulting experience in all aspects of HR Transformation and HR-IT strategy definition and execution. He did deliver successfully numerous national and international projects for international clients in all industries.

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Ingo Höschele is a Senior Manager in the German Deloitte Workday practice, with over 18 years experience in managing large-scale implementations. Ingo has a background in leading complex global HR IT implementations for multiple cloud and on premise HR IT products. Apart from Consulting, Ingo also worked as an internal HR IT Manager for a global bank.