

## Workday Solution for High-Impact HR

The convergence of technology innovation, strategic business needs, and the need to keep technology up-to-date is creating new opportunities to advance technology capabilities with Workday. Deloitte, the HR Transformation Leader, combines world class HR Transformation experience with world class Workday offering.



### Our Leadership in the Global Workday Market at a Glance

- 700+** certified professionals, **1160+ certifications** including **250+** certified in integrations and **10+** certified in Recruiting
- #1 Partner: 120+** Workday customers with **150+** projects, more than any other in the market
- 15+** SAP to Workday conversions **3,000+** integrations (**1600+** integrations developed) over our **8** year relationship with Workday
- Workday quality assessment** of Deloitte led active projects
- 8** years as **Global Alliance Partner**, **80+** global deployments in **165** countries
- Dedicated team** through entire engagement

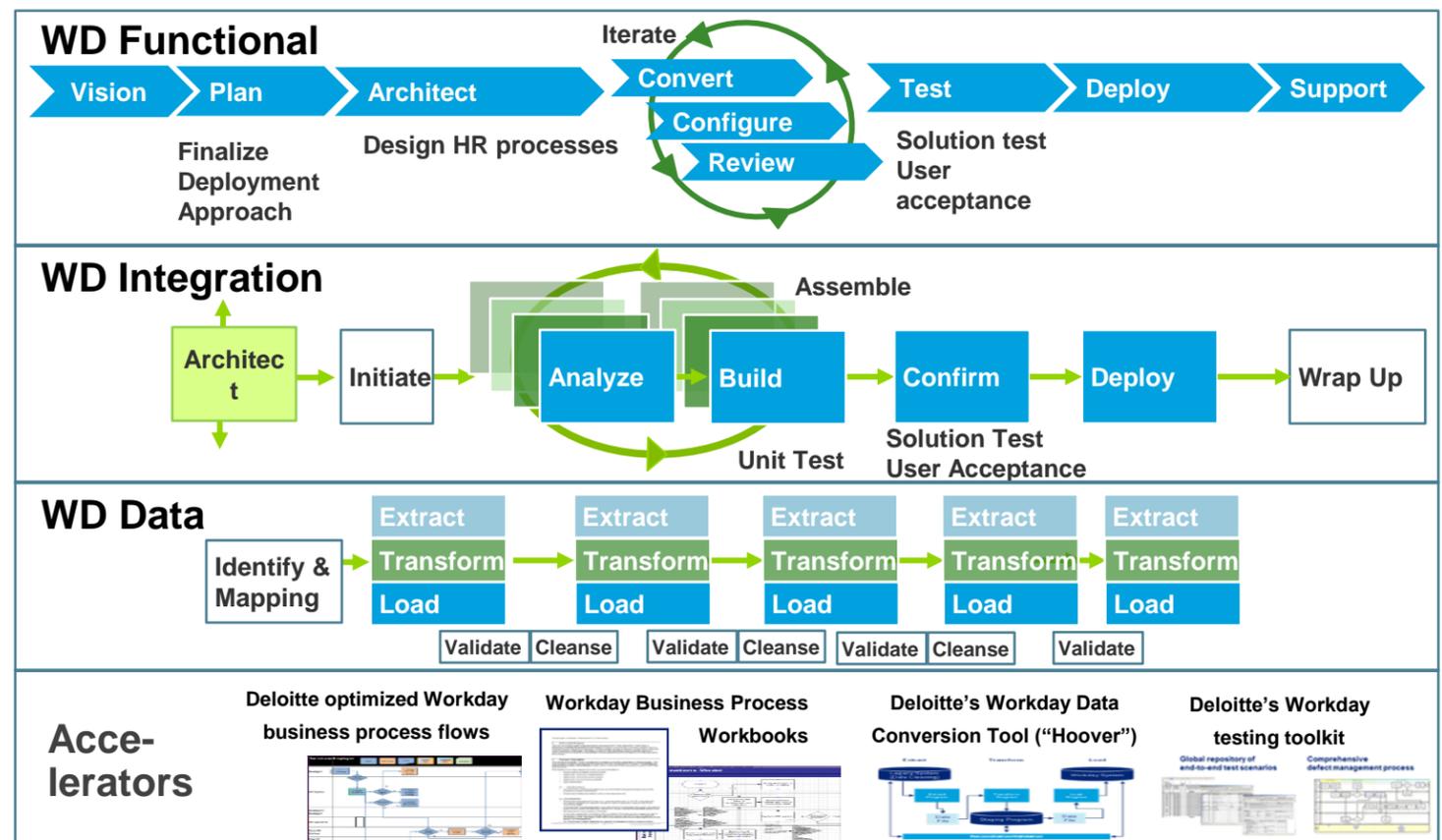
**Largest global workday implementer**

### Trends that raise the need for HR IT innovation

## Bersin HR Technology Disruptions 2015

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| <p><b>1 Shift to Employee System of Engagement</b></p> <ul style="list-style-type: none"> <li>• Today “User Engagement” or “Ease of Use” Drives System Value</li> </ul>             | <p><b>6 “Network Recruiting” Becomes the Norm</b></p> <ul style="list-style-type: none"> <li>• The Recruiting market has dramatically changed</li> </ul>   |
| <p><b>2 Mobile is everything</b></p> <ul style="list-style-type: none"> <li>• What we used to call “mobile” is now becoming “the Internet.”</li> </ul>                              | <p><b>7 Changes to Performance Management</b></p> <ul style="list-style-type: none"> <li>• Performance Management and Talent Mobility: Agile, Transparent Practices Are a New Area of Focus</li> </ul> |
| <p><b>3 Analytics-Driven, Science-Based Solutions</b></p> <ul style="list-style-type: none"> <li>• Data Analysis Is the Solution, Not the Product</li> </ul>                        | <p><b>8 Learning Management Systems Change</b></p> <ul style="list-style-type: none"> <li>• Corporate learning, content, and collaboration have become fundamentally strategic</li> </ul>              |
| <p><b>4 Science of Leadership evolves with Big Data</b></p> <ul style="list-style-type: none"> <li>• Big Data provides a huge opportunity in statistical analysis for HR</li> </ul> | <p><b>9 HRMS and Talent Management Merge</b></p> <ul style="list-style-type: none"> <li>• All big players offer an integrated solution now</li> </ul>  |
| <p><b>5 Systems Become More Real-Time</b></p> <ul style="list-style-type: none"> <li>• HR systems need to be like real-time communications systems</li> </ul>                       | <p><b>10 Technology-Savvy Vendors Will Lead</b></p> <ul style="list-style-type: none"> <li>• Vendors with legacy products and legacy architectures will have challenges</li> </ul>                     |

### Seven Stages combining functional, integration and data components



## Our Workday client experience is unparalleled

### Enterprise Value Delivery (EVD) for Workday

Deloitte has developed a wealth of experience with industry-leading practices for Workday-enabled business transformation initiatives.

We have invested heavily in the development of methods and tools to allow us to continue to bring this valuable experience to our clients. Our methods and tools embody our core values and allow us to bring a proven approach to providing consistent delivery, quality service and measurable value.

Enterprise Value Delivery (EVD) for Workday— is a single, comprehensive implementation method aligned with industry standards that presents a robust collection of work products and guidance, including deliverable templates, sample deliverables, and accelerators organized by project phase and discipline.



### Examples of Deloitte led Workday Implementations

Services	Technology	Financial Service	Manufacturing	Healthcare Related	Other Industries

### The Deloitte Difference

- We deliver with deep expertise and reach**  
We bring a breadth and depth of capabilities that no other firm can deliver
- We are committed to our clients**  
We assemble our "A Team" to help you every step of the way
- We are #1**  
Analysts and clients recognize our capabilities
- We know HR technology and outsourcing solutions from experience**  
We have deep knowledge of the leading HR technology and outsourcing providers, and how to evaluate options effectively
- We understand the change**  
We lay the foundation for successful implementations



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