

Workday Differentiators for Deloitte HC Trends Asset



Trend	Workday Differentiators
	Learning As part of the single, unified platform, Workday organically weaves Learning into the fabric of career development, surfacing relevant, rich content throughout the worker's journey. From onboarding to skills growth to preparing for next moves, workers easily tap into internal, external, and peer-generated learning, helping them rapidly develop expertise.
	Human Experience Workday personalizes the worker experience, from onboarding to career development, by recommending learning, encouraging the proactive career pathing with opportunity graphs, promoting internal gigs based on skill sets, and providing ongoing check-ins to foster dialogue.
	Leadership Workday delivers a single system in which to plan, execute and analyze, providing unparalleled visibility and agility for 21st century leaders Workday surfaces key metrics from a single source of data so leaders can collaboratively plan, model and action organizational changes.
	Talent Mobility Through the new Skills infrastructure, Workday enables customers to identify the skills they have, the skills they need, and critical skill gaps. Customers can foster talent mobility by suggesting reskilling and upskilling opportunities like learning, mentorships or even stretch projects or gigs to workers based on career goals and aspirations. This creates an environment of opportunity and agility. Workday's Talent Marketplace (targeted for 2020) will promote internal projects and gigs, and intelligently match workers to opportunities using Machine Learning.
	HR Cloud Transforming business to capitalize on the move to cloud-based HCM system is complicated — from both a technical and a cultural perspective. Workday is architected to allow for continuous technology innovation to add capabilities without disruption. In addition, Workday provides a full spectrum of self-service to full-service assistance to help customers continually adopt these new capabilities, including a fully certified global partner ecosystem, transformation strategy services, Workday Community, and more.
	Talent Access Since Recruiting and HCM are part of a single system, Talent Managers get complete insight into the current and evolving skills needs of their organization, allowing them to identify gaps and proactively build talent pipelines to support hiring and business goals.
	Rewards Workday Total Rewards elevates the compensation experience for everyone: Administrators can easily define packages, plans, and programs using data from Workday and the marketplace for the global organization. Managers can more easily align employee awards with business objectives and results given the enhanced analytics that harness the rich data set Workday provides. Employees can see, on demand, their total rewards package, including compensation and benefits, on the Total Rewards Dashboard.
	Superjobs Workday is a pioneer in applying machine learning to HCM — it has been woven into our very technology so that relevant, contextual information is delivered naturally for insightful decision making and agile pivoting. Workday People Analytics uses machine learning to surface key metrics and underlying drivers from people-data to help identify risks, uncover opportunities, monitor trends, and drill into contributing factors. Skills Cloud enables organizations to distill jobs into relevant skills and provide tools to understand adjacent skill sets so that managers can target workers for growth and re-skilling.
	Teams The Talent Marketplace (targeted for 2020) will give organizations the agility to quickly identify and assemble cross-functional teams with exactly the right skills for a given project, establish team goals, and provide feedback.
	Alternative Workforce Extended Enterprise provides learning to external workforces, giving them access to critical lessons, courses, and programs. Workforce Planning helps organizations determine their mix of "Build, Buy, or Borrow" talent to pinpoint the skills they need to acquire externally.

How We Can Help

- Cloud Roadmap, Strategy and Implementation
- High-Impact HR Operating Model Design
- Laborwise
- Engagepath
- Culturepath
- Bersin Research and Membership

2019 Human Capital Trend Report

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