



# SHIVAM SHINDE

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## Workday Functional, Reporting & Analytics Lead

### Prior Key Responsibilities

- Manager, Reporting and Analytics Portfolio
- People Manager managing a team of 15+
- Global Workday Functional Implementation Lead
- SME for Global Security

### Key Skills and Knowledge

- People Analytics
- Data Reporting
- Data Lineages
- Analytical Visualizations and KPI/ Metrics
- People Management
- Project management
- Tech Lead
- Core HR processes
- Workday HCM
- Workday Business Process Framework
- Compensation
- Workday Integrations
- Workday Security
- Workday Reporting
- Implementation life cycle & methodologies

### Summary

- Overall 10+ years of experience with about 9 years of extensive experience in Workday ecosystem with 3+ years in People Analytics.
- Worked on 5+ full cycle implementations, 1 live implementation, 1+ support project, 1 testing project, and Reporting and Analytics projects. Worked as a Global Functional Team Lead for projects, built and managed the Functional and global Reporting and Analytics team.
- Currently working as a Senior Workday Technical Specialist.
- Driven projects end to end from kick off, discovery, requirement gathering, and user training sessions to tenant builds, go-live, and hypercare support.
- Worked on phase X, enhancements, and increasing the utilization of system to maximize ROI.
- Worked on harmonizing and optimizing the Data Architecture, improving the data pipelines.
- Global exposure of collaborating with customers including EU, US, CAN, UK, India, Australia, Japan, etc.
- Earlier worked as Integration lead for UK and Italy region.
- **Modules** – Reporting & Analytics, HCM, Compensation, Advanced Reporting, PRISM, Absence, Workday Security, Business Process, Report, Talent & Performance, Integrations.

### EXPERIENCE SUMMARY

#### Confidential

Jan 2023 – Current

#### Role - Technical Lead, People Systems

- Leading BAU activities, working on periodic Enhancements and Updates
- Collaborating with Stakeholders to understand the requirements and converting them into workday technical requirements.
- Managing the Prism and Analytics related enhancements and collaborating across multiple stakeholders from different teams and tools to bring data to PRISM and maintain the data.
- Leading yearly Compensation Evaluation and Talent & Performance cycles.
- Work on SOX Auditing on the changes made in the system
- Configuring, maintaining and enhancing Business Process, Rules and validations, Notification, Alerts, Security related changes
- Creating and maintaining various People Analytical Metrics and Visualizations in Dashboards.
- Communication and collaboration with Stakeholders on the technical aspect of projects.
- Working with cross functional teams within the People systems domain.
- Managing the support required from external consultants on Workday related support.

**Aptitude**

- Leadership
- Optimistic
- Good planning skills
- Innovative

**Education:**

Masters in Engineering (Digital Systems)

Bachelors in Engineering (Electronics)

**HITACHI VANTARA, India**

March 2018 – Jan 2023

Different Roles performed as below:

**Manager, Global Functional, Reporting & Analytics (Aug 21 – Jan 23)**

- Leading HCM Implementation requirement analysis, discovery and design sessions
- Reviewing Functional configuration before signing off
- Workday Security enhancements and SME, improvement of security reporting.
- Built Executive Dashboards on Workday for C-suite that visualized data across various people Metrics
- Lead Advanced Reporting and PRISM projects and Enhancements.
- Hands on experience on Workday PRISM Analytics, Dashboards, Reporting, Discovery Boards.
- Directly lead a team of 15+ overall technically and operationally
- Scoping and planning of projects with respect to design phases, technical analysis, long pending enhancements and allocations.
- Planning Analytics projects with respect to design analysis, feasibility, and usage.
- Driving activities focusing on Utilization of the system

**Global Functional Project Lead - Workday****Global Power Grids and Transformer Company (Sept 2020 – Sept 2021):**

- Lead Discovery, Local Design, Global Design, and Build Phases
- Compensation Requirement Analysis, Configuration and Implementation.
- Compensation plan, plan profile, grade, grade profile, defaulting, and Business Process configurations
- Business Process requirement, Analysis, and Build.
- Global Security Build, Localization, Organization Management, and Talent and Performance
- Design, discovery, and Prototyping Sessions with Client

**Global Railway Systems Company (Nov 2019 – December 2020):**

- Global Functional Implementation Lead handled all phases of a project from Functional side
- Discovery, Design, Local Design, Organization Management
- Compensation Requirement, Configuration, Business Process configuration.
- KT Sessions on Prototype, System Configurations, System testing Training, and Hypercare support.

**Senior Functional Consultant - Workday****European IT services Company (September 2019 – April 2020):**

- Absence Project lead, Implementation of Absence for United Kingdom
- Configuration of Time Off, Accrual, Leave of Absence, Validations, Conditions, Business Process, and Security related to absence domains.

**Global IT Services Company (December 2019 – April 2020):**

- Talent and Performance Lead
- KT sessions on Talent and Performance Management Processes.
- Goal setting, Mid-year review, Annual Review Template and section configurations, Security Configuration, Business Process configuration.

**Global Automotive Systems (October 2018 – September 2019):**

- Regional lead for Functional Configurations. Handled European region Implementation from Functional side.
- Compensation Plan requirement, analysis, Plan configuration, Plan profile, Grade, Grade Profile, configuring Compensation related business process, one-time payment, Compensation element, Compensation basis, Security related to Compensation.
- Regional Security configuration, Delivered Functional sessions to clients on configurations.
- Business Process configurations, Custom Reporting, Calculated Fields, Leave of absence Plans.

**Workday Integration Lead**

**Global Railways Company (March 2018 – October 2018):**

- Worked as Global Integration Consultant for the project. Delivered Multiple Integrations inbound and Outbound SAP – Workday Integrations. CCW, Studio, Inbound Studio Integrations, BIRT Reporting, Custom Reporting, Calculated Fields, and EIB.
- Security Configurations for Integration, ISU, and ISSG.

**SYNGENTA SERVICES PVT. LTD., India**

Sept 2017 – Mar 2018

**Role - Business Process Analyst –HR – Workday**

- Worked on Implementation project handling Compensation plan analysis, Compensation plan profile configurations.
- Analysis on Compensation grade, Ranges in Grade profiles. Supporting the company from core Compensation and Core HCM side. Compensation, Business Process, and Security testing
- Creation of Reports, Calculated Fields, Testing of Reports.
- Worked on system testing across different modules.
- Talent and Performance module configuration and Testing.

**COGNIZANT TECHNOLOGY SOLUTIONS PVT. LTD., India**

Feb 2016 – June 2017

**Role - Programmer Analyst – Workday**

- Actively worked on support tickets across different Modules.
- Compensation, absence, Staffing, Reporting, Condition, calculated field, supporting and ticketing.
- Mass Load through EIBs, Core HCM, Core Compensation, and Security related support