# 4. Deployment options and recommended approach

Considering the timeline requested by MERGED\_CODE\_TEST\_004 to meet system sunset requirements, KPMG strongly advises a big-bang implementation for all countries on both Phase 1 and Phase 2 scope: Core HR, HR ticketing, Compensation, Benefits, Talent management and reporting. Given Workday is a very integrated system across functions, it is our recommendation that MERGED\_CODE\_TEST\_004 enters design sessions with the end-picture in mind. For example, we have found that options in Advanced Compensation are dependent on configuration of the organization, HR processes and basic compensation.

## Enabling an efficient and timely Go Live

To enable MERGED\_CODE\_TEST\_004’s People & Talent organization leverage the functionality within Workday and KPMG’s Powered Enterprise as quickly as possible, we advise a Big Bang-styled Workday approach.

MERGED\_CODE\_TEST\_004 intends to harmonize processes and procedures, maximize self-service, modernize the user experience, and reduce operating costs through this transformation. Through this approach, MERGED\_CODE\_TEST\_004 will be able to experience these improvements even sooner.

## Big Bang Go Live approach

In a Big Bang Workday approach, we implement all desired modules of the Workday solution simultaneously, with a singular Go Live date. This simplified approach to implementation and Go Live offers key efficiencies, not limited to:

* Avoid developing integrations to be retired in following Go Live waves
* Expedited retirement of legacy solutions and licensing fees
* More efficient use of resources and project budget
* Greater excitement and attention from employees around the Go Live

This approach is most frequently selected by our customers. To meet your desired sunset date for SAP SuccessFactors functionality, KPMG advises a single Go Live date, inclusive of all modules proposed for the Phase 1 and Phase 2 implementations.

As part of a single Go Live approach, planning activities would commence in November 2021. The architect stage, including system design, will commence in December 2021 and run through the end of February 2022. The configure, prototype, and test phase, involving P1 and P2 builds, unit testing, and end-to-end testing, will run through the Winter and Summer of 2022. In late August 2022, gold build activities will commence, ending with a completed production tenant live in November 2022. Six weeks of hypercare support will follow the Go Live, enabling a complete handoff from KPMG to MERGED\_CODE\_TEST\_004.

## Staged Go Live approach

Should MERGED\_CODE\_TEST\_004 be unable to support a single Go Live from a timeline approach, KPMG is happy to support through a staged Go Live approach.

The staged approach would implement the Phase 1 modules along the timeline noted above. After the completion of hypercare, abbreviated Architect, Configure, Prototype, and Test phases would take place, for a period of 3-4 months, dependent on project breaks during the 2022 winter holidays.

If desired, additional information on a staged Go Live approach can be provided.