<p>Executive summary Through our Powered Enterprise solution, KPMG will expedite [Client]’s vision of creating a capability uplift across the HR function through refining the operating model to deliver more value across the employee experience lifecycle. Functional Transformation: a business centric approach for a best in classHuman Resource function We understand [Client] has a strong culture; you’re passionate about your customers and one of your core values is to build brands that your customers love and trust. You’re passionate about yourpeople and recognise that today in 2020 there cannot be a difference between your customer and employee experience. They are intrinsically linked as consumers look to buy from organisations that live their values, and employees look for organisations that deliver the same experience they have as a consumer. To enable this intrinsically linked experience, [Client] is on a journey to deliver more value from HR across the business through a digital capability uplift. You are after a solution which: • Permits the organisation to make “great decisions” at speed, • Provides “trusted”data, • Enablesthe “seamless” execution of HR transactions, • Has a “robust” architecture which integrates with the broader IT landscape, • Provides “cost optimisation” across its life (not just when implemented), and • Enables “effective talent acquisition and management”. [Client]recognisesthat the implementation of Workday HCM, a leading innovative Human Resource Enterprise Solution (HRES) cloud platform is a key enabler in achieving these outcomes. Technology is only a foundational element required to drive greater efficiency and effectiveness. In order to receive true value from this implementation, a primary consideration must be given to how the HR functional operating model will change, and the organisational readiness through the ability of employees to adopt change. Our Powered Enterprise Solution; specifically, KPMG’s Powered Enterprise HR Target Operating Model (TOM), synthesises decades of experience, thought leadership and know-how into an approach and deliverables that support the Workday implementation. Experience has shown us that the first step in making change is to clearly articulate the new employee experience vision and what this means to [Client] - a more difficult challenge than it sounds! The second step, is to clearly articulate what the change and the impact looks like so you can plan for the implementation effectively. Knowing what roles are impacted, how the ways of working across the business will change, and more importantly how to manage this cannot be an afterthought during implementation, as it is too late then. KPMG’s Powered Enterprise TOM includes valuable assets such as tailored HR job descriptions of roles and responsibilities at the ready, HR policies, processes, service management frameworks, KPI’s and key governance controls embedded in processes. All these assets are there to expedite your business capability and propel [Client]to achieve its vision and mission. Technical Transformation: a pre-built core solution that leverages out of the box functionality KPMG Powered Enterprise comes with Workday pre-built cloud configuration that leverages out-of-the-box functionality for Human Resources. Instead of building from scratch like most System Implementers, our core solution is already pre-built, tried andtested and comes with gold-standard system security roles for the controls&nbsp;&nbsp;</p>