* During design, we may encounter business rules that are unique and which may not be a solid fit for how Workday is typically used to meet similar needs. First, we would try to understand what needs to be done and why it needs to be done. Is it legally mandated? Is it required to feed a downstream system? Does an internal group strongly desire it? Or, is it needed because that’s how it’s always been done?
* We would challenge requirements that may not be based on what needs to be done but are often grounded in experience in how things are done. We would bring our point of view in simplifying your implementation, leveraging our expertise with leading practice business process configuration.
* When we encounter legitimate requirements or rules that are a challenge to implement, we would thoughtfully perform a gap analysis, identifying the required options, pros and cons of each option, and facilitating a discussion with business representation to determine the appropriate strategy to address the gap. This may involve changing the requirement, getting creative with Workday, or creating process components that reside outside of Workday.
* In any case, we would thoroughly document the end-to-end process leveraging existing processes as a starting point, and the confirmed test scenarios are appropriately represented. We would monitor proposed solutions through testing and through Workday updates to help [Client] be sure that the solution being deployed maintains the best balance between the requirement and keeping the solution manageable and straightforward.
* We would bring forward a strong point of view on the Workday data model and enforce this through our data conversion activities. We would not seek to take what you have and migrate it. Instead, we would work with you to define the “to be” and map current organisational data to that model.
* The model would reflect our leading practices for structuring organisational hierarchies in Workday, given our understanding of how your organisation functions related to reporting relationships, decision making, approvals, and security.
* The model would be iterative, working with required HR resources from [Client] to ensure consistency and accurate understanding of the design elements within the data model.
* Facilities for employees to access system with appropriate security/ privacy – either through applicable mobile phone policies, terminals, or kiosks.