Welcome to a New Workday!

Workday Open Forum
February 16, 2017
Meet the TAMU Change Team
Dr. Barbara Abercrombie
Laura Dohnalik
Barbara Bayer
Brandy Kosh
Helios vs Workday
Background
Replace the A&M System’s legacy mainframe payroll and human resource systems with Workday
Individual Members
And Project Partners

workday

Deloitte

Grant Thornton
A&M System and Workday

- HCM (Core HR)
- Compensation
- Benefits
- Payroll
- Reporting
- Absence
- Time Tracking
- Recruiting
- Talent Management
- Performance Management
What is Replaced by Workday?

**Replaced by Workday**
- BPP
- EPAs
- Guardian I-9
- HRConnect
- iBenefits
- LeaveTraq
- PeopleAdmin (PATH)
- TimeTraq

**Staying in Place**
- SSO
- Business Objects
- Buy A&M
- eTravel / Concur
- Glacier
- Maestro
- Time & Effort
- TrainTraq
Software in the Cloud
Agenda

What’s Happening?

Getting Everyone Ready to Use

What’s Next?
What’s Happening Now?
Project Activities

Prototype 2 Review
November 16 – January 4

Prototype 2 Acceptance
January 31

Workday Core HR, PAY, BEN Town Hall
February 7, 27 March 3

Data Cleansing

Security Role Mapping
February 15

Project and Member Communication

Configure & Prototype
June 2016

Test
December 2016

Deploy
July 2017

Go Live
December 2017
TAMUS Workday Video for Main HR, Benefits, and Payroll
TAMUS Workday Video for Employees
Testing

**System Integration Testing**
An end-to-end test to check that individual components like our business process steps, integrations and our employee’s data are working together the way we want them to.

**Payroll Comparison Testing**
A side-by-side comparison of BPP and Workday will confirm that your paycheck will be correct.

**User Acceptance Testing**
System members check the business processes using scenarios that describe how they will use Workday each and everyday.
Focusing on Testing

System Integration Testing
Testing Cycle 1 Feb 27 – Apr 10

System Integration Testing
Testing Cycle 2 Apr 11 – June 1

CONFIGURE & PROTOTYPE
JUNE 2016

ARCHITECT
FEBRUARY 2016

DEPLOY
JULY 2017

DECEMBER
2017

TEST
DECEMBER 2016

Payroll Compare
Cycle 1 May 22 – June 22
Cycle 2 June 26 – July 25
Cycle 3 July 31 – Aug 31

User Acceptance Testing
July 10 – July 28

Go Live
Getting Everyone Ready to Use Workday
Core HR, Payroll, and Benefits Processors

9/18/17  General Awareness- 2 courses assigned
         (online)
9/18/17  Targeted Awareness- 1 course assigned
         (online)
10/23/17 Hands-On Skills- 1 course assigned
         (classroom)
HR Liaisons & Distributed Managers

9/18/17  General Awareness- 2 courses assigned (online)

10/16/17  Targeted Awareness- 1 course assigned (online)

10/16/17  Hands-On Skills- 1 course assigned (online)
Training Strategy

Managers

9/18/17 General Awareness- 2 courses assigned
(online)

10/23/17 Targeted Awareness- 1 course assigned
(online)

10/23/17 Hands-On Skills- 1 course assigned
(online)
Readiness Strategy

Manager Preparation

Drop-In Learning Labs, with Manager Scripts

Manager Q&A and Readiness Form

November 2017
Readiness Strategy

Change Impact Town Hall Meetings

April 2017

June 2017

July 2017

October 2017
Readiness Strategy

Employee Preparation

November 2017
• Drop-In Learning Labs, with Employee scripts
• On-line Video

December 2017
• Day 1 Login Checklist
Next Steps
## Next Steps

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<tr>
<th>Ongoing Communication</th>
<th>Project Work</th>
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<td>• Monthly meetings between project team and member representative(s)</td>
<td>• Begin System Integration Testing</td>
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<tr>
<td>• Monthly member updates</td>
<td>• Continue to clean up data</td>
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<tr>
<td>• Regular web updates</td>
<td>• Continue mapping Security Roles</td>
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<td>– <a href="employees.tamu.edu/workday">employees.tamu.edu/workday</a></td>
<td>• Continue Readiness Planning (members)</td>
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TAMU Workday Information
http://employees.tamu.edu/workday/
The Word on Workday

Our Word on Workday
February 2017

Configuring Our Workday
Our second Workday prototype has been successfully reviewed by the project team and system member Subject Matter Experts. This gave them a second opportunity to tweak our Workday solution so that it works for everyone across the TAMU System and that it is ready to be tested.

Testing Our Workday
We will use the next several months to do three types of testing on our Workday solution to make sure it will be ready to go in December 2017.

System Integration Testing
An end-to-end test to check that individual components like our business processes, integrations and our employees' data are working together the way we want them to.

Payroll Completion Testing
A side-by-side comparison of Workday and Workday will determine that your paycheck will be correct.

User Acceptance Testing
System members check the business processes only scenarios that describe how they will use Workday each and every day.

Our Updates Our Choice
With software enhancements twice a year, we can rest assured that we are using the most current version of Workday at any given time, which is one of the reasons we chose it. While Workday will require us to use many of the new features and functions they provide, we will be able to choose if and when we include others into our solution.

For more information, visit workshops.tamu.edu or contact the Project Helios team at projecthelios@tamu.edu.
Look for Resource Tables at Staff Appreciation Week Events

- **Thursday, 3/23**: Rudder 501 from 12:00pm-1:30pm
- **Wednesday, 4/19**: GSC 101 from 8:30am-10:00am
- **Thursday, 5/18**: Equine Center Andras Classrooms A&B from 12:00pm-1:30pm
- **Thursday, 6/15**: Rudder 501 from 12:00pm-1:30pm
- **Wednesday, 7/19**: GSC 101 from 10:30am-12:00pm
- **Thursday, 8/17**: Equine Center Andras Classroom A&B from 12:00pm-1:30pm
- **Monday, 9/18**: GSC 101 A&B from 1:30pm-3:00pm
- **Thursday, 10/19**: Rudder 601 from 12:00pm-1:30pm
- *Future meetings yet to be scheduled*
Questions?
Thank You!

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