Workday Human Capital Management

Understanding your global workforce to realize the highest value

As a forward-thinking human resources professional, you know that the most successful businesses today are those that are talent-centric. In other words, you're focused on driving positive employee experiences and outcomes—interactions that are personalized and tailored to each individual, and that empower each employee to work to their full potential. So you're investing in Workday to help you create a more agile workforce, while drawing insights that inform the business and foster retention and engagement.

In addition, you know that in today's competitive business environment, it's become increasingly important for an organization to understand its workforce — to have visibility into key strategies like attracting and retaining high performance team members and know which business initiatives are truly driving results.

According to IBM's 2018 Global C-suite Study, the focus on talent has risen sharply across the C-suite.[1] CEOs, especially, are paying close attention — 65 percent expect that people skills will have a strong impact on their businesses over the next several years, and will prompt the creation of new strategies.[2]

IBM understands that effectively organizing, staffing, managing and paying your global workforce across the full hire-to-retire lifecycle is a business imperative because we've been where you are, and have gone on our own transformation journey, enabled by Workday Human Capital Management (HCM), a cloud-based system that unifies human resources (HR), talent management, payroll and time tracking into a single system-of-record.

Clients of IBM's Workday practice benefit from this first-hand experience. Our extensive deployment experience and deep domain expertise of certified Workday consultants bring a consultative approach to every project. Certified consultants

Highlights:
- Gain visibility to attract and retain high-performing employees
- Effectively organize the full human resource requirements
- Unify talent management, payroll and time tracking into a single system-of-record

deploy Workday HCM, Benefits and Payroll solutions with constant innovation, helping customers to maximize their workforce and make meaningful business decisions quickly.

Our unique position as both a Workday partner and customer allows us to share best practices from our success with organizations of similar size and industry, as well as our learned agile processes and innovative tools and resources. We can understand your challenges and accelerate the value you realize from Workday.

IBM's Workday expertise spans the following areas:
- Human Resource Management
- Benefits Administration
- Talent Management
- Recruiting
- Payroll Solutions
- Time Tracking
- Workforce Planning and Analytics

IBM's HCM practice brings specific industry and domain knowledge to each engagement, is backed by a high client satisfaction rating and strong references, and was recognized as a leader for Workday HCM Services by analyst firm Horses for Sources, which placed IBM in the Winner's Circle in its 2018 Blueprint Report.

IBM Services

IBM

The certified experts from IBM include recognized Workday product leads that:
– Possess deep knowledge of global best practices
– Have deployed Workday solutions across multiple industries and organization sizes
– Maintain a strong reputation for outstanding payroll services
– Possess deep knowledge of global best practices
– Include certified Recruiting resources with recruiting deployment expertise
– Offer cross-functional expertise

IBM uses repeatable and documented delivery techniques to jump start deployment, speed time-to-value and mitigate risk. IBM helps accelerate time to value with configurable process maps and templates optimized for collaboration technologies to streamline tasks.

Our methodology takes a unique lifecycle approach — while most deployment partners conclude engagement after deployment, when customers have yet to fully realize return on investment (ROI), IBM focuses on continuous optimization to drive maximum ROI through our post production services offering.

IBM has an unwavering commitment to customer satisfaction, which include key checkpoints during the implementation process to measure satisfaction and to make sure that we exceed expectations. The goal is to work together in a true partnership with our customers so we can drive efficiency and ensure continuous improvement.

Forward-thinking organizations looking for an innovative, time-saving and cost-effective approach turn to IBM to realize the highest value and continuous improvement from their Workday solution. With accelerated implementations, and greater ROI, the Workday practice at IBM delivers ground breaking success with Workday solutions.

For more information
To learn more about offerings from IBM Services, contact your IBM sales representative or visit **ibm.com**/workday.

Notes and sources
[1] *Incumbents Strike Back: Insights from the Global C-suite Study.* IBM Institute for Business Value. February 2018 (**ibm.com**/globalcsuitestudy)
[2] *Plotting the Platform Payoff: The Chief Executive Officer Perspective.* IBM Institute for Business Value. May 2018 (**ibm.com**/services/insights/c-suite-study/ceo)