



### Business challenge

MATRIX didn't have an automated onboarding process to manage its consultants. Instead, it had to repeat the same tasks, wasting valuable time it could have spent on customers.

### Transformation

MATRIX's HR team decided to upgrade to a system that could automate onboarding, increase efficiency, simplify the number of integrations and provide deeper analytics. After an extensive search, it chose the Workday solution because it could handle both HR and finance, and it offered flexibility, extensive reporting functionality and automated onboarding.

### Business benefits

#### Provides one system

that can handle both HR and finance functions with flexibility and scalability

#### Facilitates data sharing

across the organization with common dynamic reporting capabilities

#### Allows room for growth

with quicker onboarding capabilities

# MATRIX

## Facilitating data sharing with IBM Workday Consulting Services

Founded in 1983 and headquartered in Atlanta, Georgia, MATRIX finds work for 200 technology professionals every month. For over three decades, MATRIX's 250 full-time employees have dedicated themselves to results-driven professional services, becoming one of the top 25 staffing firms in the U.S.

*"We're intertwined with Workday in ways we never were before because we did things in a vacuum. The left hand needs the right more today than before."*

—Sandy Jess, Director of HR, MATRIX

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## Reducing manual work

MATRIX works with more than 2,500 consultants in a year, and many of them work 8-month assignments, ensuring that there are always people coming and going. Unfortunately, the company had no automated onboarding process to manage all these people, so it had to repeat the same tasks, taking up valuable time that it could have spent servicing clients. "It was very inefficient," explains Robert Stovall, MATRIX's Chief Financial Officer (CFO). "Having an onboarding process that was so manual didn't make us look that good, considering we're an IT company."

## Choosing an integrated system

After an extensive search, MATRIX selected the Workday solution. "I can't believe anybody would have vetted a system any more than we

did," Stovall recalls. He liked that the Workday tool could handle both financial and HR tasks, that it was flexible, that it had an extensive reporting functionality and that it could automate the onboarding process without having to add extra integrations.

Working with IBM as a deployment partner, the MATRIX team opted to do a full platform deployment, setting an aggressive deadline for its completion.

## Aligning HR and finance

Workday went live at MATRIX in the summer of 2015 after a 6-month deployment that included 21 integrations, including Bullhorn staffing software, the "bread and butter" of MATRIX's system. This was the fastest full platform deployment IBM had done to date. Among the keys to its success was that there was a dedicated IBM project manager for both the Human

Capital Management and Financial Management work streams, which helped keep the two teams aligned.

It also facilitated the sharing of HR and financial data across the organization, providing common dynamic reporting capabilities. As a result, the HR and finance departments at MATRIX have become more aligned. "We're intertwined now with Workday in ways we never were before because we did our own things in a vacuum," says Sandy Jess, Director of HR. "The left hand needs the right hand more today than it did before." Today, MATRIX credits IBM with moving the company forward and setting it up for success.

The deployment provided one fully integrated human resource and finance solution that's flexible and scalable to support MATRIX's existing and future processes. Better still, it simplified and shortened the onboarding process, eliminating frustrations and saving MATRIX clients, consultants and internal employees substantial time and effort.

### Solution components

- IBM Workday Consulting Services

### Connect with us



### Take the next step

To learn more about IBM Workday Consulting Services, please contact your IBM sales representative or IBM Business Partner, or visit the following website:  
[ibm.com/GBS/Workday](http://ibm.com/GBS/Workday).

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