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## Highlights

- Optimize your talent investment to create a culture of employee engagement
  - Help your enterprise assess its organizational design
  - Optimize the strategic functions of the finance organization
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# Consult to Operate

*End-to-end solutions for your business needs*

Maintaining visibility into your business's key strategies, knowing which initiatives are truly driving results and having the resources available to handle key operational tasks help keep you efficient. Are you currently able to assess the way your organization works, from end to end and can you make the changes needed in a timely fashion?

The IBM® Consult to Operate approach provides companies with a broad framework of integrated solutions:

- Solutions fitted by IBM Design, underpinned by continuous innovation and analytics that integrate consulting, design, implementation and operational capabilities
- Easy-to-implement Cloud solutions that engage employees and provide functional insights to the leadership team.

IBM offers a full spectrum of services—from transformational consulting to implementation services to post-production support services to finance and human resources service solutions to project and solution financing—to help you identify potential issues and solutions, and create opportunities for growth and continued improvement.

## Transformational consulting

Is transformation a top priority for your business? IBM's consulting services can help. Our Talent and Engagement Solutions and Services team help you achieve the transformational change required to compete and grow in the digital era. Through the application of advanced analytics and groundbreaking research and solutions for cognitive HR, as well as deep expertise in behavioral science, IBM helps you optimize your investments in talent and create the optimal culture for employee engagement and business performance. Our contemporary business strategy and digital change management insight helps ensure that you achieve the real business value of transformational change.

Likewise, finance transformation is at the core of IBM's financial management consulting services. Using diagnostic and strategic tools for profit improvement and modeling, IBM can help your enterprise assess its organizational design, integrate financial functions, improve forecasting and reporting, develop predictive capabilities, reduce risk and optimize the strategic functions of the finance organization.





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Please Recycle

Figure 1: The Workday practice at IBM optimizes each facet of organizational change, with proven best practices and expertise.

## IBM Business Process Services

IBM Business Process Services has the expertise, experience, methodology and technology to reduce the complexity of your human resources and financial operations and help you transform into a more scalable, agile and efficient enterprise.

Guided by seasoned HR and Finance professionals working with you to deliver the right mix of high tech and high touch services, you benefit from our global capabilities and significant research and development in mobile HR, analytics, social business and cloud solutions. Whether you already have an investment in software-as-a-service (SaaS) or are thinking of moving to the Cloud, IBM’s expanding range of HR Services for Cloud Applications solutions integrates the industry’s leading cloud-based HR applications with our world-class delivery infrastructure and expert staff to help you:

- Lower your cost of ownership, control spending and realize the full value of your HR SaaS investment.
- Benefit from greater self-service capabilities and transform your HR processes.
- Improve agility and deliver more strategic value to your organization.

Leading enterprises rely on IBM’s award-winning business services to help transform traditional teams into the scalable, flexible, robust engines required for success. IBM can assist you with functional solutions for benefits, payroll, employee data management and workforce administration, compensation, recruiting, learning, accounting and financial services delivered in over 80 countries, and dozens of languages.

**Boutique** experience.  
Global scale.

## For more information

To learn more about offerings from IBM Global Business Services and IBM Workday Consulting Services, contact your IBM sales representative or visit [ibm.com/gbs/workday](http://ibm.com/gbs/workday).