

Workday Wednesday: Change Readiness Themes and Open Demo

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Carri Lawrence, Okanagan Transformation Director

Ashley Bloor, Subject Matter Expert

Lauren Hatchard, Change Management Analyst

Erin Shannon, Business Lead, Student Records and Advising



## TODAY'S OUTLINE



Change Readiness Results Discussion



End to End Testing Review and Open Demo



**Upcoming Activities and Engagements** 



Q&A



## WHY WORKDAY?



A new set of tools to replace 25 yearold institutional systems which have reached end of life.



A better user
experience for
faculty, staff and
students – anywhere,
anytime.



Streamlining administrative processes to make our work easier and faster.



Real-time data and reporting for effective decision making and more transparency.



WHY WORKDAY?



















## WHAT IS IN SCOPE?\*



#### **STUDENT**

- Admissions (Undergraduate)
- Assessment Outcomes
- Curriculum Management (limited)
- Enrolment
- Graduation
- Learner Financial Management
- Learner Financial Support
- Learner Management
- Program Planning and Management
- Progression
- Registration
- Scheduling
- Transfer Credit



### **HUMAN RESOURCES**

- Benefits
- Compensation
- Core HR Management (incl. Onboarding/Off-boarding)
- Payroll
- Talent Acquisition
- Workforce Management –
   Time & Attendance



#### **FINANCE**

- Budget Development (core to Workday)
- Capital and Asset Accounting
- Endowment Accounting (UBC Methodology)
- Forecasting (Workday Planning)
- Institutional Accounting
- Procure to Pay
- Research/Post Award Grants Administration
- Revenue Accounting
- Treasury and Cash Management
- Travel and Expense



## SUPPORTING THE CHANGE: TRANSITION NETWORK









Building strong relationships between units and IRP

Support localization of the change

Leading and facilitating the transition within home units

Share learnings, practices & resources across units to support transition





### **Survey Theme**

People are excited for an improved system, but don't understand its functionality or what it looks like.

### Action

Define what is changing. Assist the UBCO community in understanding what is different between future state and current state.

- ✓ Workday Wednesdays
- ✓ Faculty/Department presentations
- ✓ Monthly HR and Finance call-in sessions



# HR AND FINANCE CALL-IN SCHEDULES

### HR

September 18th 2019	The Employee Lifecycle: Staff Recruitment
October 9th 2019	The Employee Lifecycle: Faculty Recruitment
November 5 <sup>th</sup> 2019	The Employee Lifecycle: Hire & Change Job
December 11 <sup>th</sup> 2019	Hold for items regarding April 2020 Go Live

## **Finance**

September 24th 2019	Current Year Budgets in Workday
October 15th 2019	Grants Management
November 13 <sup>th</sup> 2019	Asset Management
December 17 <sup>th</sup> 2019	Hold for items regarding April 2020 Go Live



#### **Survey Theme**

Project timelines are unclear and people are unsure of when they will need to be involved.

### Action

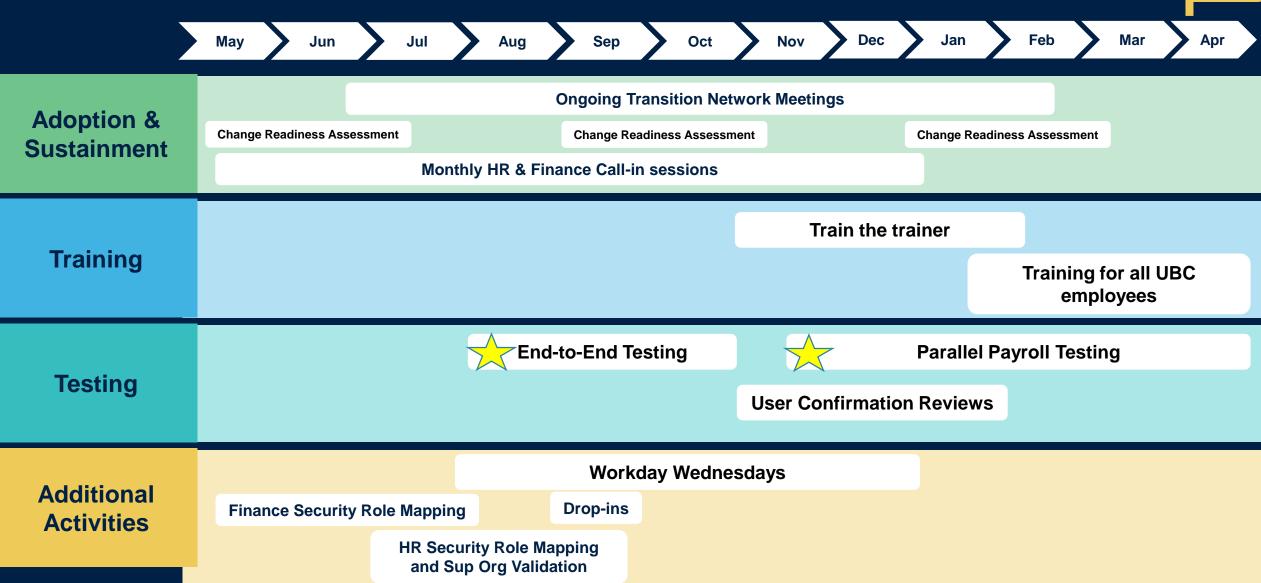
Demystify timelines and plans for implementation. Provide a detailed project timeline with milestones and key activities.

- ✓ Reviewing upcoming engagements in presentation decks, noting where community can be involved.
- ✓ Providing updates in 'IRP In the Know' each month to outline key activities and project status.



## UPCOMING ACTIVITIES AND ENGAGEMENTS





Timelines on this slide are subject to change.

#### **Survey Theme**

People do not understand the benefits Workday will offer them and are unsure how this will change their day-to-day.

### Action

Define a clear case for change. Define the current problems that are going away, and which activities/workflows will be streamlined or consolidated and made easier.

- Conducting stakeholder impact assessment to understand the key business processes that will be streamlined with Workday.
- ✓ Validate our findings with Transition Leads in October.
- Use findings to inform communications, engagements, and training activities and resources.



#### **Survey Theme**

Communication has not outlined what is relevant for faculty and staff.

#### **Action**

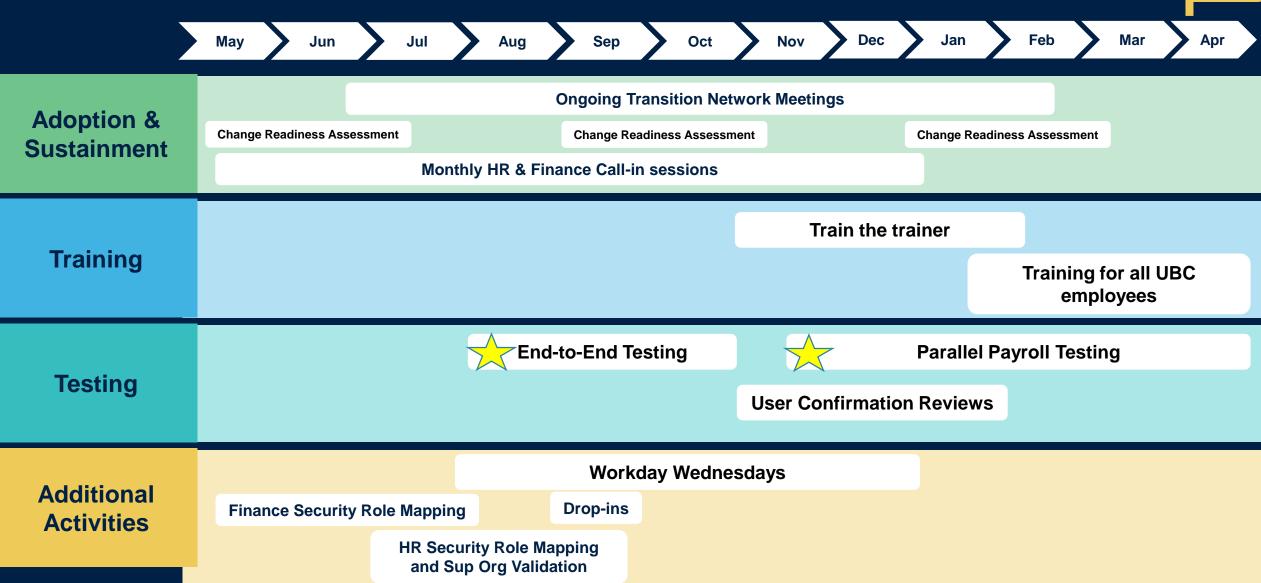
Uplift current communication strategy. Equip UBCO employees with the right information at the right time.

- ✓ Solidify key project messages each month for different audiences.
- ✓ Equip Transition Leads with information relevant to their respective units.
- ✓ Utilize the 'IRP In the Know' to share information relevant to Okanagan community.



## UPCOMING ACTIVITIES AND ENGAGEMENTS





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# **OPEN DEMO**





## QUESTIONS?





Next Workday Wednesday: Workday Student – meet the team and learn what they've been up to Wednesday, September 11 | COM Engagement Theatre | 12:00 – 1:00pm



### IRP OKANAGAN TEAM

Want to request an IRP presentation for your unit? Have questions?

### Get in touch with us!



Carri Lawrence | carri.lawrence@ubc.ca

Lauren Hatchard | lauren.hatchard@ubc.ca

Ashley Bloor | ashley.bloor@ubc.ca

Erin Shannon erin.shannon@ubc.ca

