Welcome to Workday at GCCCD

Open House

Powering Your Workday

December 10 and 11, 2014
Cuyamaca and Grossmont Colleges;
District Services

Agenda

Introductions

Project Overview

Hands On Workstations

Why are we implementing a new HR, Payroll and Finance system?

- Need identified in Technology Master Plan

- Desire to improve integration

- Replace systems that we have had for years

- Move toward a single source of data; striving to eliminate the need for duplicate entries in multiple systems
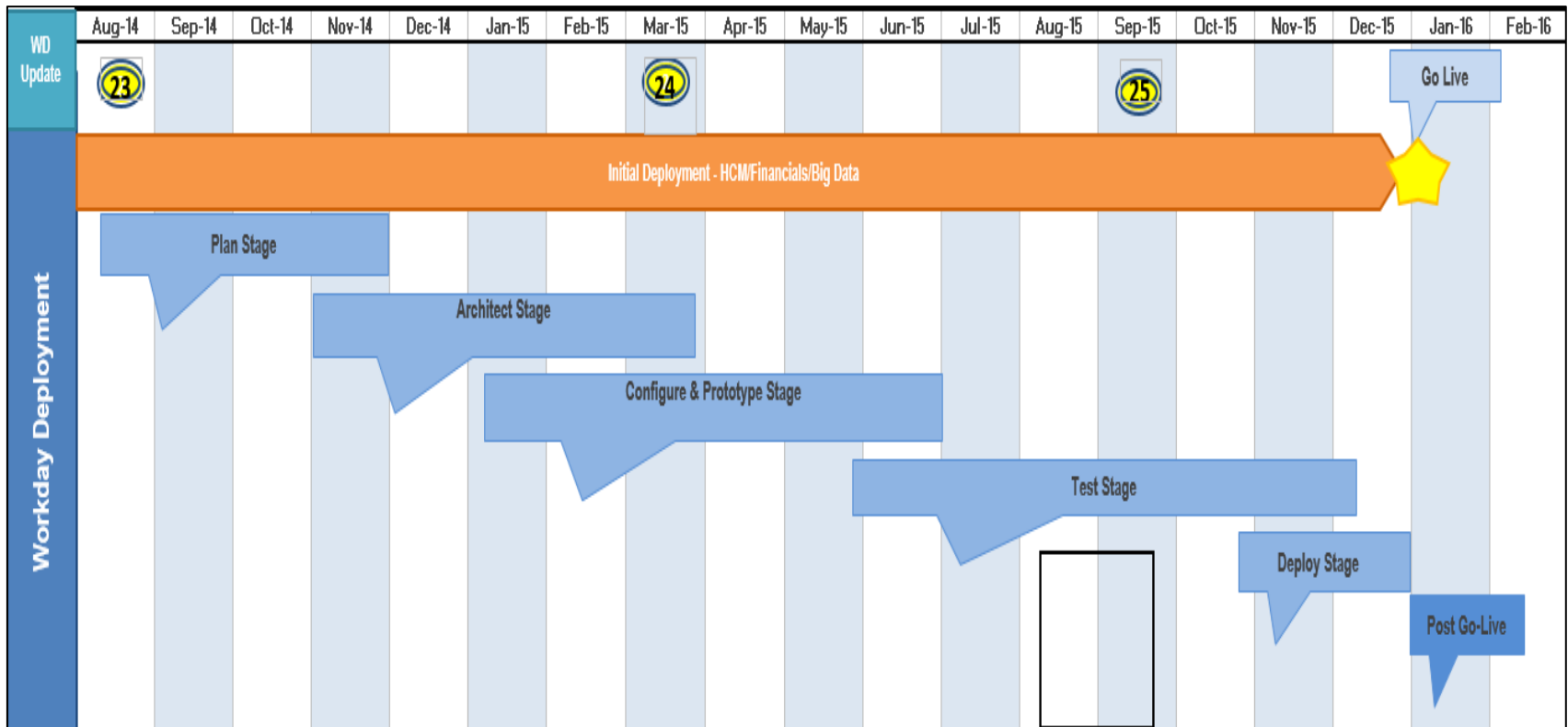
Workday Technology Advantages

Technology	Advantages
Cloud-based, Software as a Service, Multi-Tenant	• All customers run the same code • All software is run from a browser
Frequent (twice annually) major updates	• All customers are updated at the same time • New features are delivered frequently
Object oriented software	• Software is flexible and robust • More frequent updates from the vendor
In-memory computing	• Faster performance • No traditional database used
Modern User Interface	• Uses cutting edge design principles • Mobile computing device access (phones, tablets)
Advanced security model	• Very secure system • Extremely flexible and customizable security
Business process driven (workflows)	• Easy to modify how the system works • Reduction of paper • Automated routing and approvals

Project Timeline

Project is scheduled for Go Live January 2016!

Project Implementation

Accelerated Deployment Methodology

Plan	Architect	Configure & Prototype	Test	Deploy
• Review Project Scope	• Current Business Practice Discovery	• Configuration Prototype (P1)	• End to End Testing	• Training and Roll-Out
• Develop Project Plan & Project Charter	• Conceptual Design Sessions	• Develop Reports & Integrations	• Prototype 3 (P3)	• Gold Tenant
• Define Roles & Responsibilities	• Detailed Business Process Design	• Communicate Tenant Strategy	• User Acceptance Testing	• Production Data Conversion & Configuration
• Define Communication Plan	• Solution/Gap Analysis	• Develop Testing & Training Strategy		• Go-Live Checklist
• Initial Prototype (P0)	• Update Project Charter & Plan	• Final Configuration Prototype (P2) & Full Data Conversion		• Transition to Production Services
• Project Kick-off	• Document Design Decisions			• Project Close

Knowledge Transfer & Just-in-Time Training

Change Management

Delivery Assurance   Framework for Success

workday.

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Strive for the ideal process and ask if there is a better way

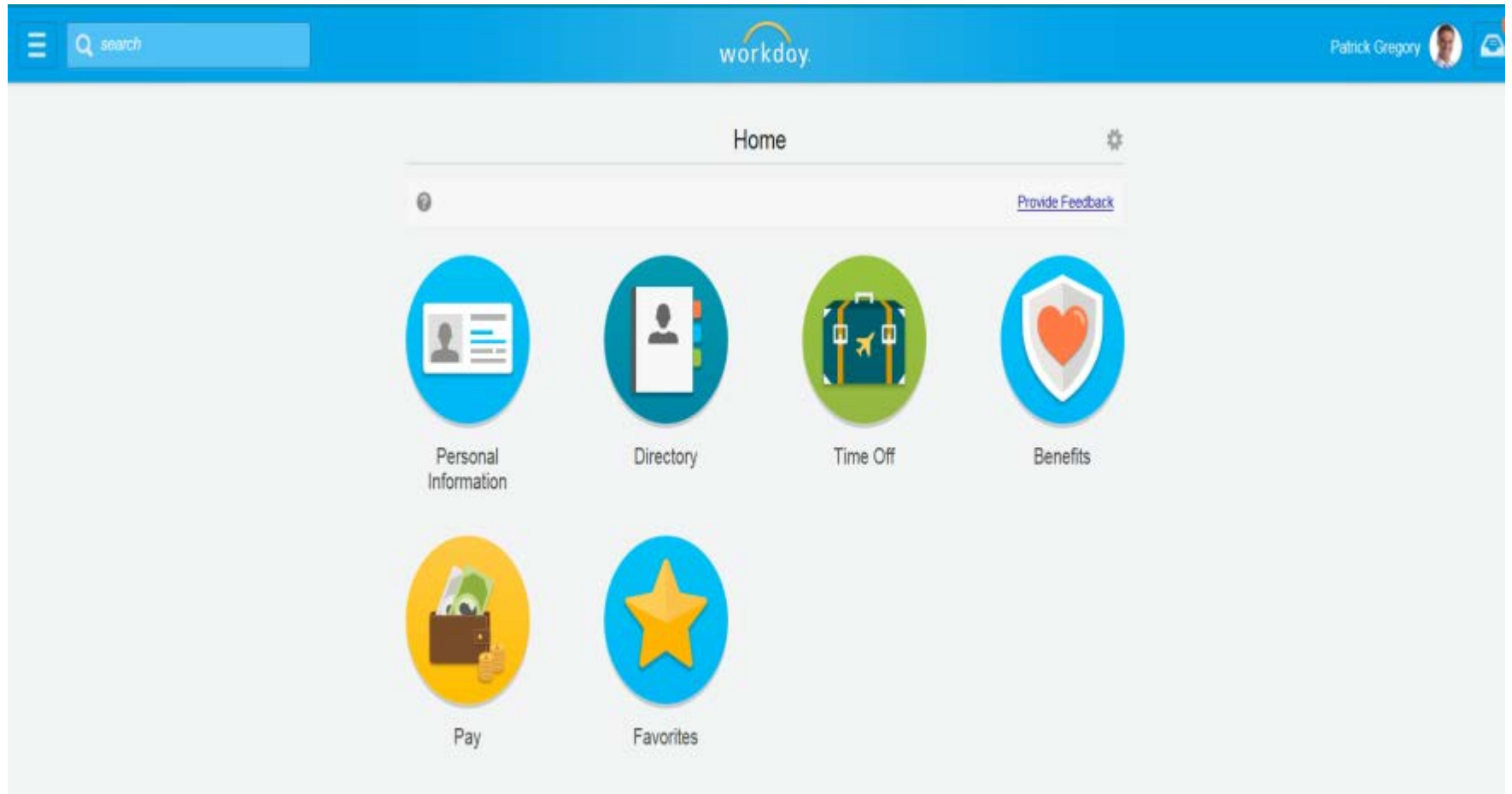We *are* what we repeatedly do. Excellence, then, is not an act, <u>but a habit</u>.
- Aristotle

Our Guiding Principles

- ❖ **Ideal** – Strive for the ideal process and ask if there is a better way

- ❖ **End-User** – Implement from the "consumer" perspective

- ❖ **Simplify and Streamline**

- ❖ **80/20** – Avoid designing around the exception

- ❖ **Enter Once** – Enter data once and eliminate "shadow" systems

- ❖ **Visible** – Make sure all information is visible and accessible in Workday

- ❖ **Reduce Paper** – Minimize copies and "wet" signatures

- ❖ **District-wide** – Design to work District- and College-wide

- ❖ **Reality** – Ensure the system reflects reality (no awkward workarounds)

- ❖ **Challenge** – Question "we have always done it this way"

- ❖ **Lead Forward** – Provide clear, consistent and frequent communication

AMU (Test Area) – Home Page

Workstations/Hands on Stations

4 Demo stations:

1.   Personal Info

2.   Time Off / Benefits

3.   Pay / Favorites

4.   Directory / Person Icon

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How will I know what is going on?
How can I become involved?

- We will communicate regularly (milestones)
  - e.g. Monthly Workday News

- Intranet site – WIT
  https://intranet.gcccd.edu/workday

- It is still early in the development process and there will be lots of opportunities to provide input and get involved - design, testing, feedback, training, communication, events

- Future workshops

THANK YOU!

- Workday Implementation Taskforce (WIT):
  Linda Bertolucci, Tim Corcoran, Tim Flood, Kim Frost, Linda Jensen, Anne Krueger, Brian Nath, Kerry Kilber Rebman, Vi Rapuano, Sue Rearic, Sheri Willis

- The entire GCCCD Team, including Faculty, Classified Staff, and Administrators who participated in the BPA sessions, all of the vendor demonstrations, and who will be participating in the implementation/testing/training and overall success of our new system

- Chancellor Miles and Board of Trustees

- Workday, Sierra-Cedar, and Strata Information Group

QUESTIONS?