



# Multco Align Stakeholder Update Human Capital Management

October 17, 2017



## Executive Overview from HCM Sponsor: Travis Graves

September marked the completion of the Architect phase of Multco Align. A huge thank you goes out to department representatives who participate in Design Sessions and Resource Groups, and HR Execs who provide timely feedback—all efforts help shape initial recommendations on the configuration of our future Workday system.

October marks the beginning of the **Prototype Phase**. This will be our first look at how our specific Multnomah County Workday tenant performs our proposed "to-be" business processes. It is also our first look at the accuracy of initial sets of data carried over from SAP. We will need to conduct system "validation" through several methods that check both process and data accuracy. This requires a continued collaborative effort from all HR leaders.

We look forward to reviewing Prototype 1 as a group, and the [sign-up](#) is available for December sessions.

Workday is the technology providing a platform for us to re-design HR processes, and it is a huge step forward for our organization. Yet the true value still lies within us, the HR professionals our managers and employees trust and depend upon. We will experience shifts in how we do our work, how our roles are formally defined, and how we each contribute our unique strengths. There is no doubt we will experience anxiety and ambiguity as we figure this out together—but we will figure it out together.

Questions are encouraged, and can be points of interest to follow up on when Lorraine Newell joins you in department meetings. You are also welcome to anonymously refer questions to [Multco Align FAQ](#) and HCM specific responses will be posted on [HCM Team page](#) as that page expands.



## HCM Team Members

**Jodi Ballard-Beach**, HCM Project Manager  
**Amy Aragon**, Core HCM & Testing Validation Lead  
**Amy Lippay**, Recruiting / Performance / Talent Lead  
**Cessa Diaz**, Time Tracking & Discipline/Grievance Lead  
**Susan Mullett**, Classification / Compensation Lead

**Lorraine Newell**, HR Department Representative  
**Tami Mahrt**, Benefits & Leaves Lead  
**Vanessa Witka**, Payroll Lead  
**Justin Hamburg**, Learning Lead

### What is an exciting new feature to share about Workday and future HR business processes?

*Payroll will still be able to cut on-demand checks even while we are in Payroll edit... with the correct date.*

*Ability to gather information for Workforce Analytics... in one system instead of many systems.*

*Self-service for employees... to update their W4, direct deposit, access their W2's, and pay slips.*

*Self-service for employees... lends efficiency to Benefit enrollments... better, faster service to employees.*



### Accomplishments

**To-Be Business Processes** signed off and delivered to Deloitte for prototype build “P1”

**Configuration Workbooks** delivered to Deloitte for prototype build “P1”

**Workday Rising 2017** was a success—1:1 meetings with product developers and public sector users, team participating in over 100 sessions combined including customer panels, hands-on labs, and product deep-dives



### What's Happening Now

**Data Validation** of 50+ data extracts from SAP and other source systems

**Business Process Review** with HR Execs in October; further impact review and planning in Nov-Dec

**Equity Lens** development to better examine business processes with Resource Groups in October

**Prototype Build** for “P1” underway by Deloitte; completion by November; review with all HR in December

**NeoGov-to-Workday** transition plan being developed; stay tuned for specific timeline and tasks

**Testing Plan** being developed by Deloitte and HCM core team; Testing phase begins in February

**Training Materials** being developed by Change Management & Training; Learning Forums in February

### Interesting news from other government organizations using Workday:

Government agencies nationwide believe in the power of Workday.



*“We went from being a city with limited user capabilities outside of the HR department to providing employees with a much greater level of self-service.”* - [Karen Niparko, executive director of HR at City and County of Denver](#)

*“By moving to Workday, we are seeing a positive shift in the way we work to serve our community. We're benefiting from being cloud-first and empowering our employees with access to real-time insights so they can make the best decisions for our City's future.”* - [Orlando Mayor Buddy Dyer](#)

*San Mateo County in California streamlines processes and reduces paper forms* - [infographic](#)