

Workday Live Week Digital

Wednesday 4th November, 2020

A year in review & a look
forward at HCM



Safe Harbor Statement

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Richard Doherty

Senior Director, Solution Marketing
Workday

Changing World of HR

Emergency Response

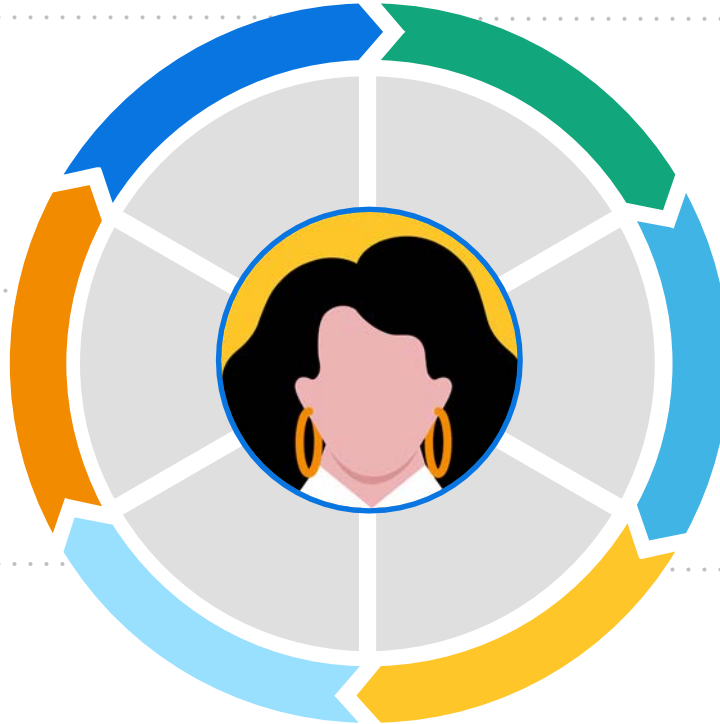
Safely return to the workplace

Employee Engagement

Engaging a dispersed and distracted workforce

Worker Support

Building efficient, secure, and personalized HR service delivery processes



Diversity & Belonging

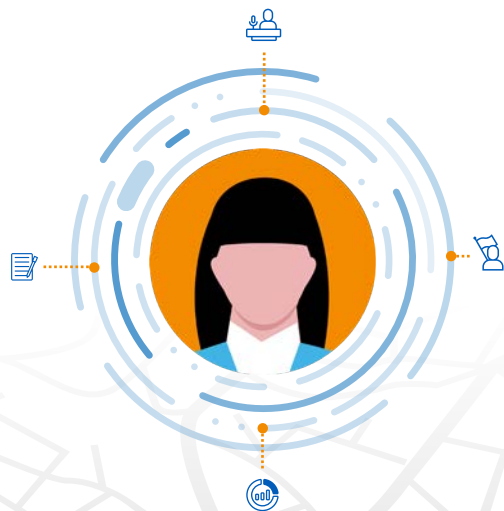
Creating a culture centered around diversity, belonging, and equity

Future-Proof Talent

Reskilling and rebuilding for future success

Workforce Agility

Improving the efficiency of workforce operations and payroll management



Insight



Agility



Experience

Skills at the Core



The Skills Journey



**Skills
Foundation**



**Skills
Utilities**



**Skills
Features**

2021

Skills in Workday
People Analytics

Skill Translations –
Japanese and Korean

Career Hub

Critical Skills

Learning Experience

Emerging & Waning Skills

Candidate Match Score

Skills Signal

2020

Recommended Learning
Based on Skills Interest

Skill Translations –
French and German

Skills Match Analysis

Suggested Skills for Candidates

Talent Marketplace

Suggested Jobs for Candidates

Skills Tag in Learning

Workday People Experience

2019

Skills Miner

Skills Suggestions

Skills Verification

Skills Sources

Skills Search

Skills Endorsements

Skills Gaps

2018

Skills Cloud

Skills Graph

Skills Cloud Momentum

500+
Customers Live



Outcomes Made Possible by the Skills Foundation



Understand the Skills and Capabilities of Your Workforce



Removing Bias



Globalization



Ability to Adapt to Disruption



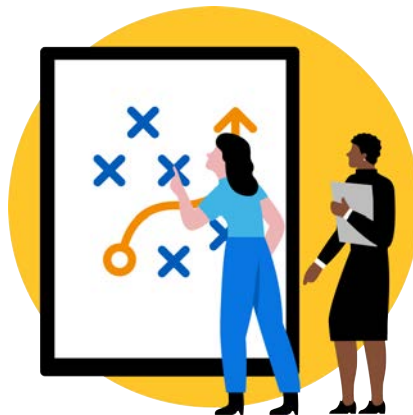
Redeploy and Realign Internal Talent



Fuel Development of Your People



Insight



Agility



Experience



Skills Signal Measures Skills Strength

The screenshot shows a web application interface for managing skills. A modal window titled "Skill Interest: Python" is open, displaying a "Skill Signal" of "STRONG" with a progress bar indicating "You (84%)". Below this, a section titled "Skill Sources (6 Items)" is expanded to show "Work History (2)". The work history entries are "Senior Product Developer, Workday, Inc." (August 2018 - Current) and "Machine Learning New Product Rollout, Workday, Inc." (April 1, 2020 - September 15, 2020). The background shows a sidebar with navigation options like "Career Hub", "Your Suggestions", "Plan", "Explore Skills", and "Quick Links". The main content area displays a list of skills, including "Public Speaking" and "Communication", with "Save to Plan" buttons.

Skill Interest: Python

Skill Signal **STRONG** ⓘ

You (84%)

Skill Signal compares your skill strength of a given skill against other users with the same skill. It currently only uses your work history to calculate skill signal.

Skill Sources (6 Items)

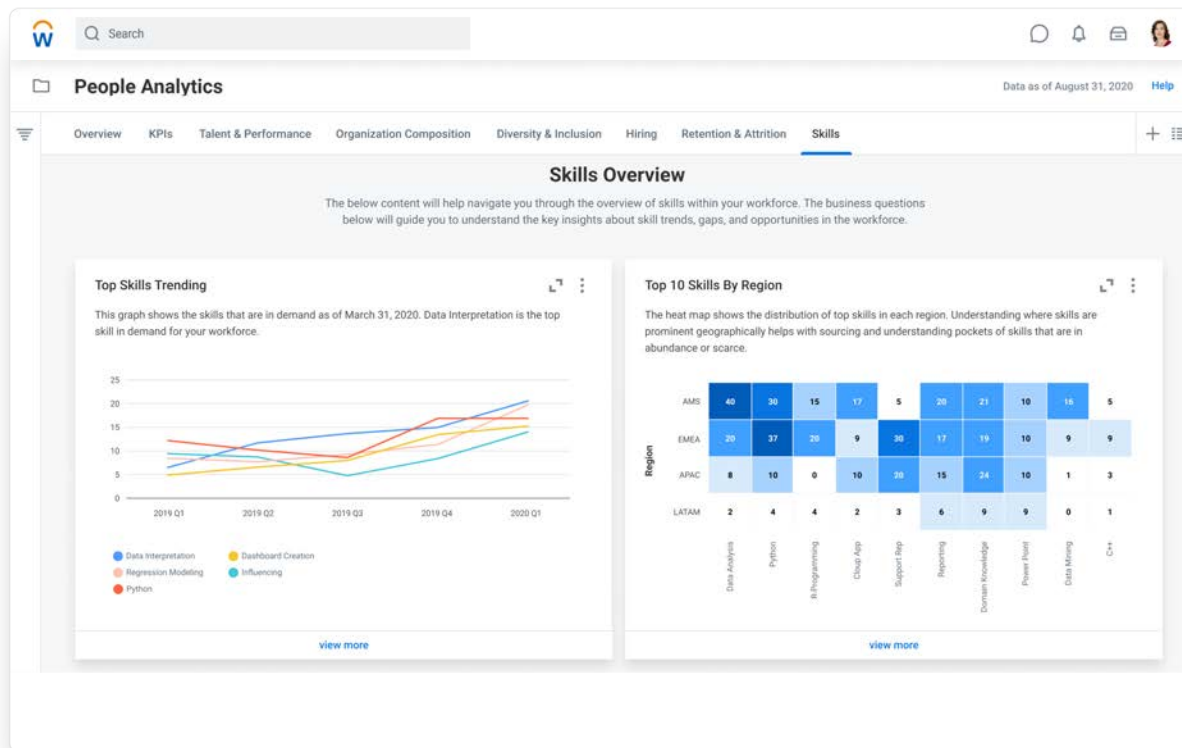
▼ Work History (2)

Senior Product Developer, Workday, Inc.
August 2018 - Current | Pleasanton, CA, USA

Machine Learning New Product Rollout, Workday, Inc.
April 1, 2020 - September 15, 2020 | Pleasanton, CA, USA

Save Close

People Analytics to Understand Skills Dynamics



Identify Candidates with a Strong Skills Match

The screenshot displays a recruitment software interface. On the left, a sidebar shows the job ID 'R01092 Recruiting' and various filters. The main panel shows the candidate 'Cheryl Day' with her title 'Senior Product Services Engineer, SaaS' and the job 'For: R01092 Recruiting Coordinator-2'. A modal window is open, showing the 'Criteria Match' section. This section includes a 'Criteria Match: Strong' indicator, a 'Required' section with a 'Recruiting' tag, an 'Optional' section with tags for 'Employee Referral Programs', 'Staffing', 'IT Staffing', and 'Staffing Services', and a 'Not Found in Application' section with tags for 'Human Resources Recruiting', 'Human Resources (HR)', and 'Human Resource Management (HRM)'. The modal also has a 'Close' button at the bottom.

Cheryl Day
Senior Product Services Engineer, SaaS
For: R01092 Recruiting Coordinator-2

Criteria Match Education & Certification Experience

✓ **Criteria Match: Strong**
This is information based on a comparison between the candidate's application, including the resume, the job description, and qualifications. Criteria may be exact matches, or match based on similar language.

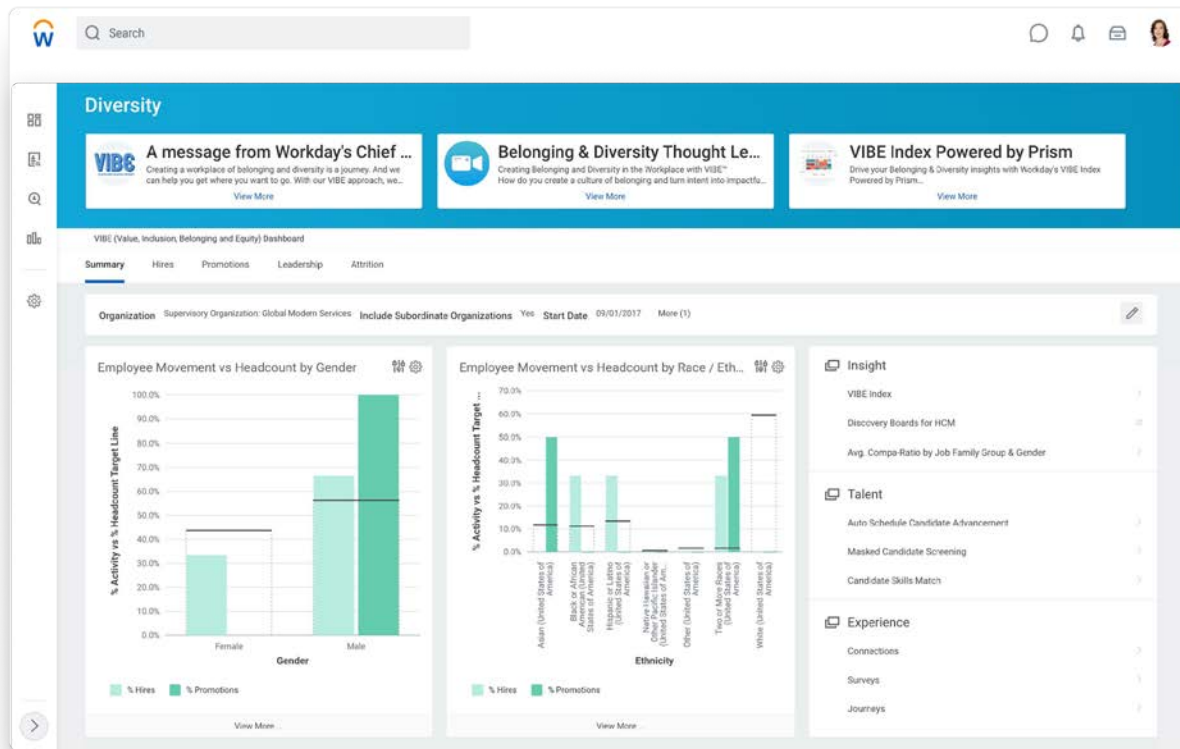
✓ **Required**
Recruiting

✓ **Optional**
Employee Referral Programs Staffing IT Staffing Staffing Services

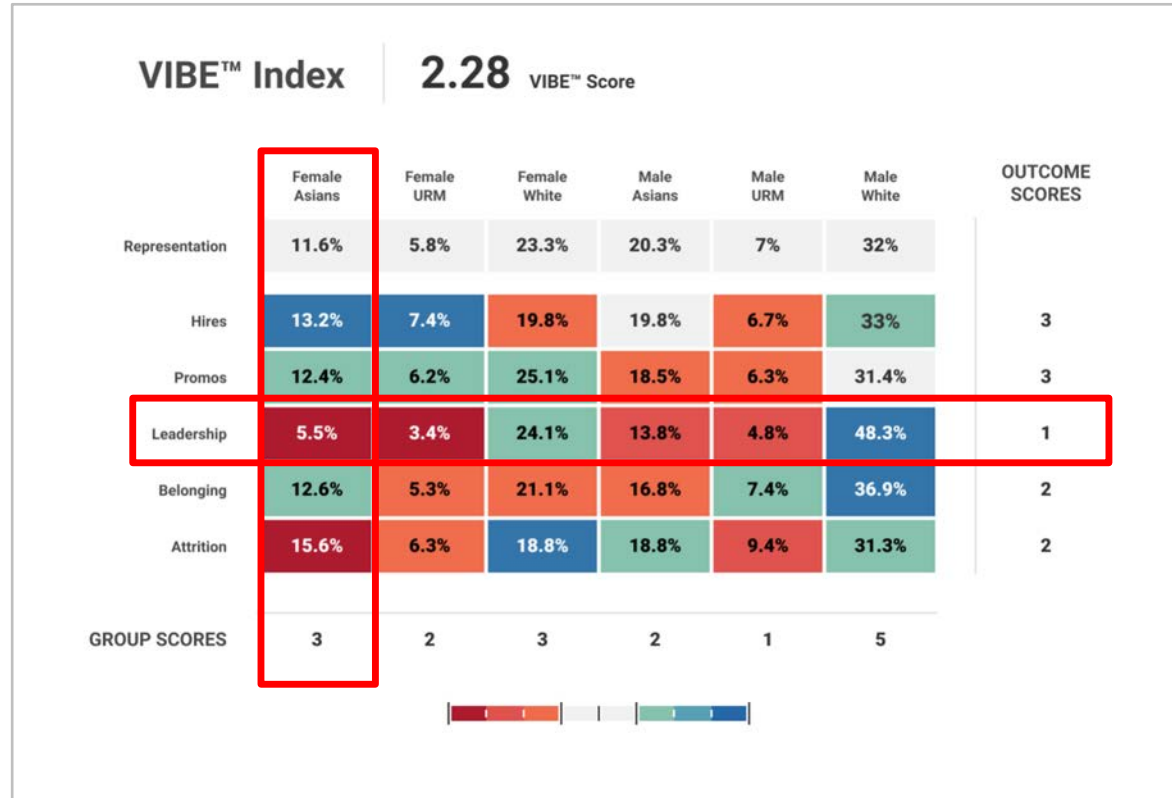
✓ **Not Found in Application**
Human Resources Recruiting Human Resources (HR) Human Resource Management (HRM)

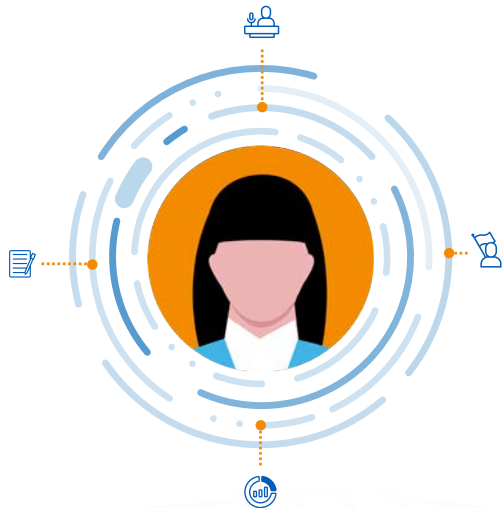
Close

VIBE Central™ in Workday



VIBE Index™ in Workday





Insight



Agility



Experience



Connect People to Opportunities with Workday Talent Marketplace

The screenshot displays the Workday Talent Marketplace interface. At the top, there's a search bar and navigation icons. The main heading is "Machine Learning: New Product Rollout" with a status "IN RECRUITING". Below this, there are buttons for "Cancel Gig", "Edit Gig", and "Complete Gig".

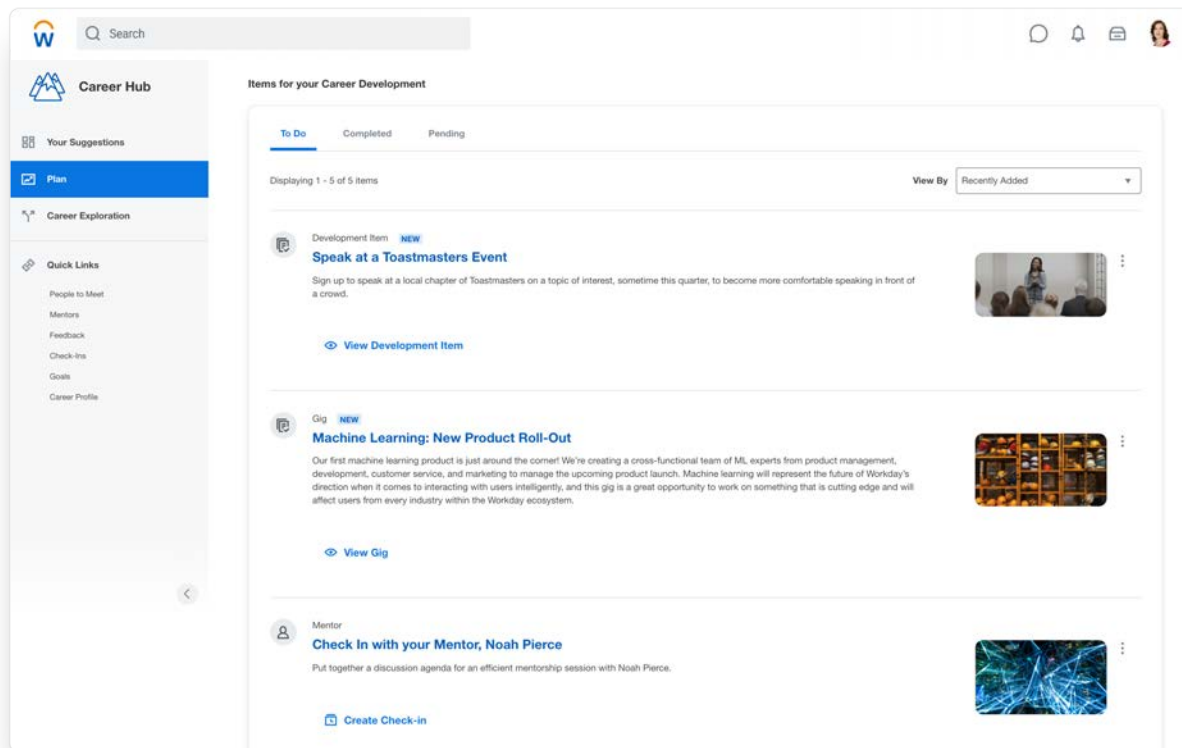
On the left sidebar, under "Manage Team (3/5)", there are three team members listed: Maria Zhu (Junior Product Developer), Aidan Mitzner (Lead Engineering Developer), and Betty Liu (Lead Engineering Developer). Below this, there are options for "Open Role" and "Add Role".

The main area shows a list of candidates under the heading "CANDIDATES". Each candidate entry includes a star icon, a profile picture, name, title, location, and a list of skills. The candidates are:

- Marcus Severino**: Senior Product Developer, Pleasanton, CA, USA. Skills: Javascript, PHP, Machine Learning Algorithms, Mobile Development. Status: Strong Match, Available 20-30 hrs/wk, Interested.
- Charlotte Ryan**: Lead Engineering Developer, Boulder, CO, USA. Skills: Leadership, Machine Learning, Software Engineering. Status: Strong Match, Available 20-30 hrs/wk, Interested.
- Pedro Santiago**: Lead Engineering Developer, Pleasanton, CA, USA. Skills: Management, Business Strategy, Software Development. Status: Strong Match, Available 20-30 hrs/wk, Interested.
- Brie Williams**: Lead Engineering Developer, Pleasanton, CA, USA. Skills: Enterprise Software, Business Intelligence, Software Engineering. Status: Strong Match, Available 20-30 hrs/wk, Interested.
- Kevin Gibson**: Lead Engineering Developer, Pleasanton, CA, USA. Skills: Enterprise Software, Business Intelligence, Software Engineering. Status: Strong Match, Available 20-30 hrs/wk, Interested.
- Jacqueline Desjardins**: Lead Experience Design Engineer, Pleasanton, CA, USA. Skills: User Testing, User Experience Design, Business Strategy. Status: Strong Match, Available 20-30 hrs/wk, Interested.

Each candidate entry also has a "+3" button and a "+" button for further actions.

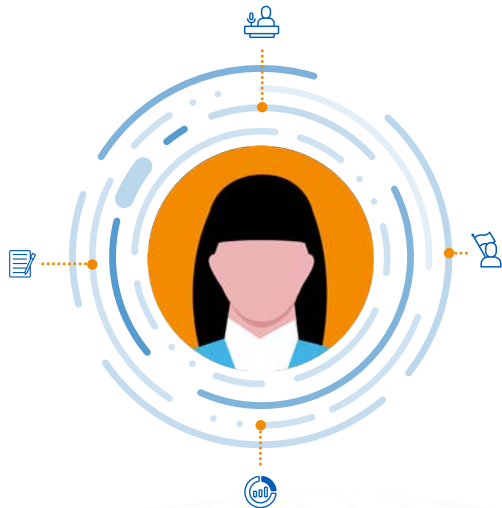
Develop Talent with Career Hub





DEMO

Agility



Insight



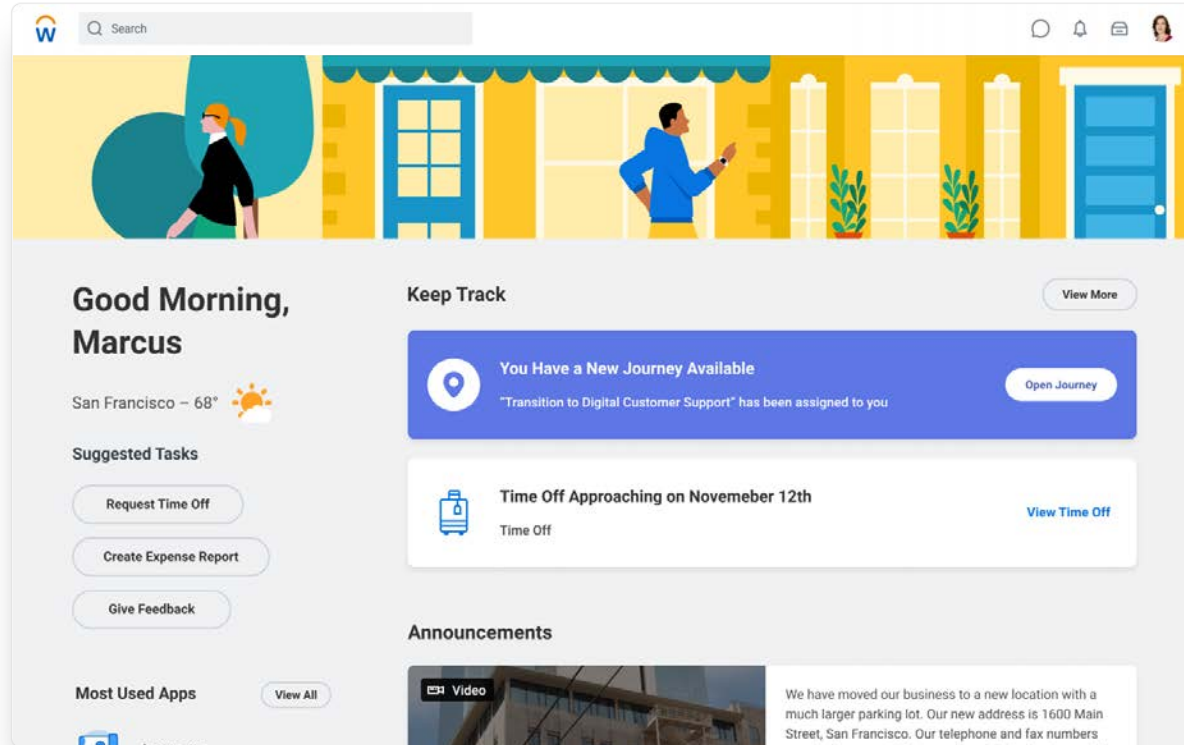
Agility



Experience



A Dynamic People Experience



Guided Case Management

The screenshot displays the Workday interface for a 'Parental Leave' case. The top navigation bar includes the Workday logo, a search bar, and user profile icons. The left sidebar contains navigation icons for various HR functions. The main content area shows the case details and a timeline of events.

Case Header:

- Parental Leave** (Confidential)
- Requested by: Teresa Serano (HR019087) | HR Admin - Benefits
- Assigned to: Logan McNeil (You) | Watch this Case
- Status: NEW | Within SLA

Timeline:

- 13/11/2019, 9:20 AM: Case created by Teresa Serano using Workday Assistant ([view conversation](#))
- 13/11/2019, 9:20 AM: Teresa Serano wrote: "How do my sales commissions work while I am out on parental leave?"
- 13/11/2019, 9:20 AM: Case automatically assigned to You ([why?](#))

Case Process Checklist for Benefits cases:

- ☒ Review benefits entitlement
- ☐ Review changes with manager
- ☐ Explain changes to employee
- ☐ Request approval
- ☐ Communicate response

Bottom Bar:

- Input field: "Hi Teresa, I see here that you are located in the United States."
- Buttons: Reply to Employee, Add Internal Note, Add attachment, Mention a person

Intelligent Case Avoidance

The screenshot shows a web application interface with a sidebar on the left and a main content area. The sidebar contains a search bar, a user profile for 'Good Morning Logan' in San Francisco, and a 'Suggested Tasks' section with buttons for 'Benefits Enrollment', 'Create Expense Report', and 'Give Feedback'. The main content area displays a 'BENEFITS' modal window titled 'How do I submit fitness reimbursement expenses as part of the Global Fitness Program?'. The modal includes a close button, a last updated date of August 10, 2019, and a location filter for North America. The main text explains that employees can receive reimbursement for fitness expenses and provides a link to 'Enroll'. Below this, a list of steps is provided: 1. Go to task: [Create Expense Report](#); 2. **Company** will default - do not change; 3. Enter the **Expense Report Date** (*Worktags will default to your Cost Center and

BENEFITS

How do I submit fitness reimbursement expenses as part of the Global Fitness Program?

Last Updated August 10, 2019

North America

Employees are able to receive reimbursement for an allotted amount each month for eligible fitness expenses. To submit eligible expenses for reimbursement:

Only you can see this information

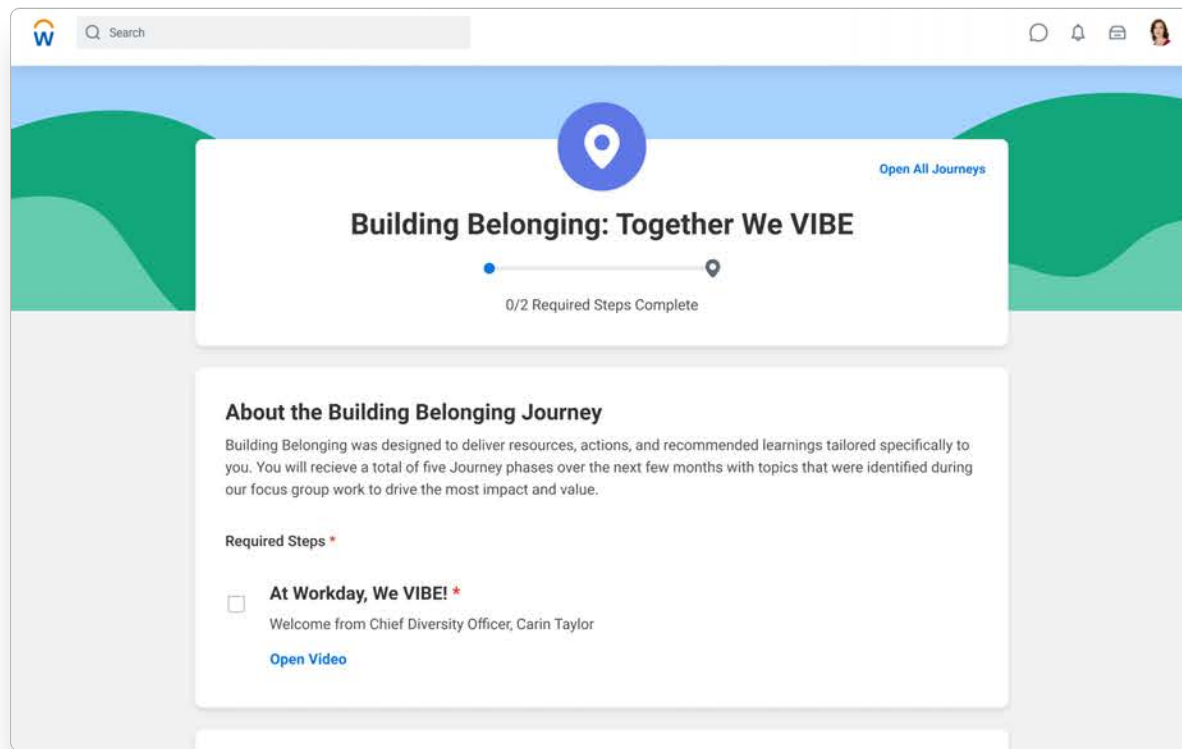
You are currently not enrolled in this program.

Please open a request if you would like to enroll in the Global Fitness Program

[Enroll](#)

1. Go to task: [Create Expense Report](#)
2. **Company** will default - do not change.
3. Enter the **Expense Report Date** (*Worktags will default to your Cost Center and

Journeys to Guide and Support Your Workforce





Experience

Workday Human Capital Management for a Changing World



Thank You

