

Workday Planning

It's not easy managing a business, especially if your leaders have to rely on disparate systems and countless manual spreadsheets for financial and workforce planning. Unfortunately, this is the current state of most planning solutions. In today's business environment, the planning process should be collaborative, continuous, and always up to date.

That's why we created Workday Planning. By putting real-time finance and HR transaction data into the same system as planning, budgeting, and forecasting, Workday Planning streamlines the process and enables you to create and execute more efficient, collaborative, and valuable enterprise financial and workforce plans.

True collaboration

Rather than navigating multiple systems or extracting and loading data, cross-functional teams should be able to create, collaborate, and take action on budgets and forecasts in one system. And as business objectives and market dynamics change, they should be easily adjustable and shareable with key stakeholders across the organisation. Workday Planning features a consumer internet look and feel and familiar spreadsheet capabilities that increase employee engagement, especially from business unit managers who are critical to the budgeting and forecasting process. Between cycles, budget and forecast owners can easily access scorecards and dashboards that give them a real-time view into their progress against actuals so they can quickly take corrective action.

Accelerate time to action

With legacy planning systems, data is stale by the time budgeting and forecasting cycles are complete, so there is little insight to gain or effective action to take. Workday Planning eliminates that challenge by using live transactional data from the same system as your budgets and forecasts. So as conditions change, you can adjust your plans and take action sooner to realise more-impactful results.

The bottom line

Your business operates in a fast-paced, global economy. Your workforce is increasingly comprised of modern, tech-savvy employees. It's time your enterprise and workforce planning system catches up. Workday Planning is designed for the way people work today - collaboratively, continuously, and in real time.

Key benefits

More-effective planning

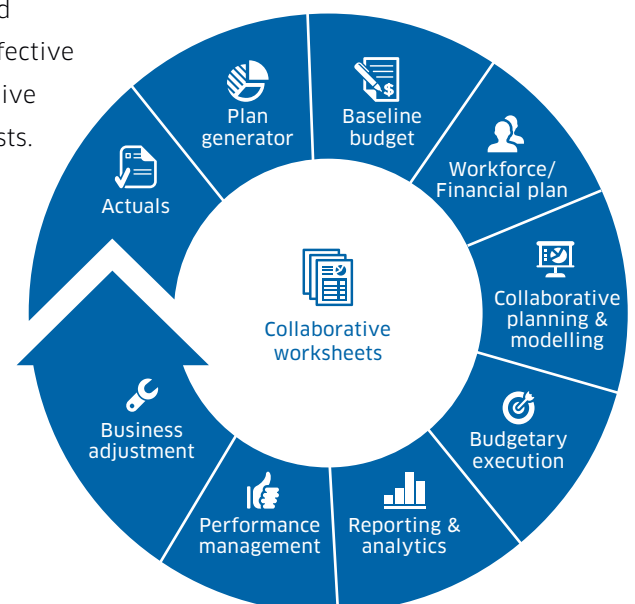
- Streamline budgeting, planning, and forecasting processes by eliminating traditional ETL requirements.
- Improve planning accuracy by using real-time data throughout the process.
- Reduce the cycle time from planning to action so you can quickly make adjustments.

Robust collaboration tools

- Comment and respond to planning participants in real time directly within worksheets.
- Increase engagement among all planning participants with an intuitive, consumer-friendly user experience.
- Quickly access reports, revisions, comments, and notifications on mobile devices.

Inherent security and controls

- Use the business process framework in Workday to define, govern, and guide your planning process.
- Leverage a single-enterprise, role-based security model to ensure compliance.
- Monitor all activity with best-in-class enterprise controls and audit history.



Workday Planning

Enterprise financial planning

- Define a planning structure that aligns with your organisation's planning periods, hierarchy, and reporting dimensions.
- Generate baseline plans using native Workday data with the option to refresh in real time.
- View and collaborate on plans using a familiar spreadsheet user experience.
- Import existing Microsoft Excel workbooks, preserving data, formats, and formulas, and link to Workday transaction data to create driver-based models.
- Define planning assumptions and iterate different versions and scenarios.

Workforce Planning

- Create and collaborate on dynamic and flexible headcount plans.
- Bring planning alongside operational reporting to analyse your talent pipeline.
- Combine financial data with live talent insights to implement or optimise talent strategies.
- Deliver a flexible modelling environment to handle evolving business conditions such as managing growth or decline to match demand.
- Plan using a familiar spreadsheet user experience with key dimensions such as supervisory organisation, job profile, worker type, key skill, and location.

Collaboration

- Share worksheets among FP&A, planners, and business unit contributors.
- Enable both centralised and decentralised planning processes orchestrated by the business process framework in Workday.
- Review and participate in a comment stream, providing a record of the collaboration process, questions, and final decisions.
- Track revisions made to the worksheets detailing the changes, who made them, and when.
- Decide who you want to share your worksheets with and whether they can view, edit, or share.

Reporting and insight

- Gain insight and take action from dashboards, providing stakeholders with faster access to key information.
- Integrate planning and forecast data into executive scorecards so decision-makers can quickly assess performance against actuals.
- Incorporate essential job-function-level metrics for workforce plans to help drive better analysis and employee-related decisions.
- Leverage existing Workday report data combined with a powerful formula library on par with Microsoft Excel to perform ad hoc analysis.

A single system

- Financial and headcount transaction data are in the same system as planning so there's no integration, usability, or security concerns.
- Baseline plans can be built using Workday data that can be instantly refreshed with real-time transactions at any point in the process.
- All applications and customers are on the same update cycle and are always current with the latest functionality.
- Current and effective-date configurations can be leveraged for cost centres, supervisory organisations, calendars, and reporting dimensions.

The screenshot displays a mobile application interface for a 2016 S&M Forecast. The top part shows a spreadsheet with columns for 'Q1 Actuals', 'Q2 Forecast', and 'Q3 Forecast'. The data includes various expense categories like '4000 Revenue', '5000 Cost of Sales', and '6000 Salaries and Wages'. Below the spreadsheet, there is a comment stream with several messages from users like 'You', 'Logan McNeil', 'Teresa Serrano', and 'Jake'. The comments discuss recruitment and marketing spend. The interface includes a navigation bar at the bottom with options like 'Forecast', 'Reports', and 'Collaboration'.

	A	B	C	D	E
1	Budget Summary Account - Cost Center				
2	4000 Revenue	7100 Inside Sales	\$1,887,752	\$1,324,225	\$1,324,225
3	5000 Cost of Sales	7100 Inside Sales	\$22,905	\$18,252	\$18,252
4	6000 Salaries and Wages	7100 Inside Sales	\$126,119	\$212,149	\$330,084
5	6010 Benefits Expense	7100 Inside Sales	\$12,810	\$10,028	\$17,346
6	6020 Employer Paid Taxes	7100 Inside Sales	\$31,187	\$12,230	\$14,524
7	6100 Information Technology	7100 Inside Sales	\$65	\$65	\$19
8	6700 Depreciation	7100 Inside Sales			\$50
9	6800 Travel & Entertainment	7100 Inside Sales			\$7,528
10	7000 Other Expenses	7100 Inside Sales			\$29
11	4000 Revenue	7100 Field Sales - North Au	\$24,749,724		\$6,895,652
12	5000 Cost of Sales	7100 Field Sales - North Au	\$607,566		
13	6000 Salaries and Wages	7100 Field Sales - North Au			\$40,168
14	6010 Benefits Expense	7100 Field Sales - North Au			\$32,311
15	6020 Employer Paid Taxes	7100 Field Sales - North Au			\$910
16	6030 Office & Administrative	7100 Field Sales - North America	\$45	\$320	\$810
17	6040 Information Technology	7100 Field Sales - North America	\$427	\$1,628	\$1,118
18	6700 Depreciation	7100 Field Sales - North America	\$100	\$450	\$680
19	6800 Travel & Entertainment	7100 Field Sales - North America	\$31,668	\$90,000	\$70,000
20	7000 Other Expenses	7100 Field Sales - North America	\$5,696	\$6,000	\$6,000
21	6000 Salaries and Wages	7200 Marketing Communications	\$102,044	\$102,044	\$102,711
22	6010 Benefits Expense	7200 Marketing Communications	\$6,299	\$5,278	\$9,688
23	6020 Employer Paid Taxes	7200 Marketing Communications	\$6,491	\$6,334	\$7,749
24	6030 Marketing	7200 Marketing Communications	\$669,000	\$702,000	\$723,004
25	6700 Depreciation	7200 Marketing Communications	\$100	\$250	\$318
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