

## Workday for Energy and Resources

The highly complex energy and resource industries are undergoing a paradigm shift as they pursue new technologies and respond to regulatory requirements, customer demands, global challenges, climate volatility, sustainability mandates, and supply-side dynamics.

Workday combines HR, payroll, talent management, expenses, projects, consolidations, and planning in a single cloud-based system to help companies focus on driving growth and profitability. With automated workflow, configurable business processes, and native mobile functionality, Workday provides unparalleled visibility into assets and their associated costs and workforce. This insight enables you to quickly adapt to regulatory and organisational change.

### Gain deeper insight into your operations

Energy and resource companies often cite information accessibility as the most critical factor preventing sound business decisions. Many companies still rely on expansive spreadsheets or cumbersome business intelligence tools that lack data integrity and require extensive IT support. Without the ability to access data quickly and securely, managers and executives are left in the dark when making critical business decisions.

Workday provides precise insight into your operations and streamlines business processes, helping to maximise profitability and reduce SG&A costs over time. By leveraging data from Workday and other relevant sources, you'll get insight into the cost of labour and materials. You'll also gain a better understanding of the capability, safety, performance, retention risk, and headcount of your workforce.

Workday has the unique ability to track and manage all transactions and workers related to a specific asset. This helps you better understand how the asset itself is performing and allows you to quickly respond to consolidation, relocation, and other changes. The strong global visibility into internal, external, contingent, and even retired workers (who are often considered for project work) helps to optimise crew assignments, accelerate time to fill open positions, support succession planning, and avoid costly contractors or recruiting overspend.

### Key benefits

- Gain deep insight into your assets, people, projects, and relevant operational data for more-effective decision-making
- Leverage a single view of financial planning, consolidation, reporting, talent, and payroll data to impact operational performance
- Respond quickly to growth and change with a powerful, configurable technology platform
- Boost productivity and ensure compliance with built-in, always-on audit

### Global Workday applications

#### Financial Management

- Reporting and analytics
- Financial planning
- Expenses
- Procurement
- Projects

#### Financial Performance Management

- Budgeting, planning and forecasting
- Consolidation and close
- Reporting and analytics

#### Human Capital Management

- Human Resource Management
- People Analytics
- Audit and Internal Controls
- Workforce Planning
- Recruiting
- Talent Management
- Learning
- Compensation
- Benefits
- Payroll Management
- Time and Absence

#### Prism Analytics

- Data preparation
- Data management
- Operational analytics

## Remain agile through compliance changes and market shifts

Today's energy and resource companies are constantly navigating complex organisational structures, globally mobile workforces, and changes in asset development, decommissioning, and ownership. To respond effectively to market shifts, you need to be able to manage operations in real time at a granular asset level.

Workday offers unparalleled agility to meet change head-on, and helps accelerate the assimilation required by mergers and acquisitions. Make changes to organisational structures, policies, assets, locations, and other areas through configuration rather than costly customisations, which often require IT support or third-party services. With Workday, changes are reflected immediately and all downstream reporting and business processes update automatically - without impacting operations.

**“We are pleased to work with Workday. As we deploy Workday's leading cloud-based applications, we will be able to deliver the simplicity and consumer-grade employee experience that BP needs to compete and grow in the modern world.”**

– Richard Bye, HR Lead, BP International Ltd

## Boost productivity and ensure compliance

As some of the most regulated and audited businesses in the world, energy and resource companies face significant risk to their reputations and profitability by not responding quickly and accurately to stringent regulatory requirements and labour contracts. The high level of organisational change and worker mobility in these industries make it even more difficult to keep pace with compliance and audit requirements.

Many companies spend millions of pounds on third-party compliance and audit services. Workday has built-in, always-on auditing as well as a robust, configurable business process framework to manage validation and conditional rule sets and role-based security. Every action that occurs is recorded and auditable, ensuring compliance and minimising risk.

## Drive performance with a single view of operational data

With the prevalence of strategic acquisitions in the energy and resource industries, it can be challenging to aggregate line-of-business detail and consolidate across multiple countries, books, and currencies to reflect financial statements. While transformation of the finance back office can provide competitive advantages, some companies are reluctant to fully replace their general ledgers but still want to incorporate that information into the Workday financial data model for reporting, analytics, and planning.

Workday Financial Performance Management combines planning, budgeting, and forecasting with financial consolidation, reporting, and analytics in Workday using data from your existing accounting system-of-record. This enables you to accelerate the benefits of cloud deployment across multiple entities around the globe. And because it's part of a single system with Workday Human Capital Management and Workday Payroll, you benefit from more-complete reporting related to headcount, salary, revenue, spend, and more.

With Workday Financial Performance Management, you can:

- Build models that help you evaluate different scenarios for growth, restructuring, and M&As
- Collaborate on plans with built-in enterprise security and control
- Use advanced statistical forecasting to predict future patterns in revenue, spend, hiring, and attrition
- Perform allocations, inter-company eliminations, and currency translation to complete consolidations
- Streamline your close process to increase accounting efficiency
- Produce financial statements and reports that let you drill down by various dimensions
- See how your business is performing with KPIs and executive scorecards

### “Workday really sells itself.”

– Rob Cook, Group Head of HR Systems,  
Centrica PLC

### Enjoy an unmatched user and ownership experience

Workday applications are simple enough for the casual user yet robust enough to handle critical back-office tasks. Natively built for cloud delivery, Workday applications offer advantages not found in the rigid, on-premise systems and single-tenant solutions on the market today.

The Workday multi-tenant cloud delivery model opens the door for faster innovation, easily consumable enhancements, and shared best practices. Workday manages all the traditional IT-related aspects of your administrative applications from upgrades and patches to disaster recovery, storage, and much more. This allows your IT team to spend less time on basic technology maintenance and more time focusing on strategic operational initiatives.

Designed mobile-first for use on smartphones and tablets, Workday eliminates the need for separate applications for each business process. Much like today's favourite consumer internet sites, Workday uses hyperlinks, icons, predictive search, and embedded help. These features minimise the need for training, increase user adoption, and provide anytime, anywhere access to your global workforce.

Workday customers are encouraged to participate in solution development through Workday Community, an online resource that promotes collaboration across the Workday ecosystem and helps customers optimise their use of Workday and drive down total cost of ownership.



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