

Workday Live

at Workday Elevate

London
133 Houndsditch,
Liverpool Street,

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An Intelligent Data Hub

workday®





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BUPA

Safe Harbor Statement

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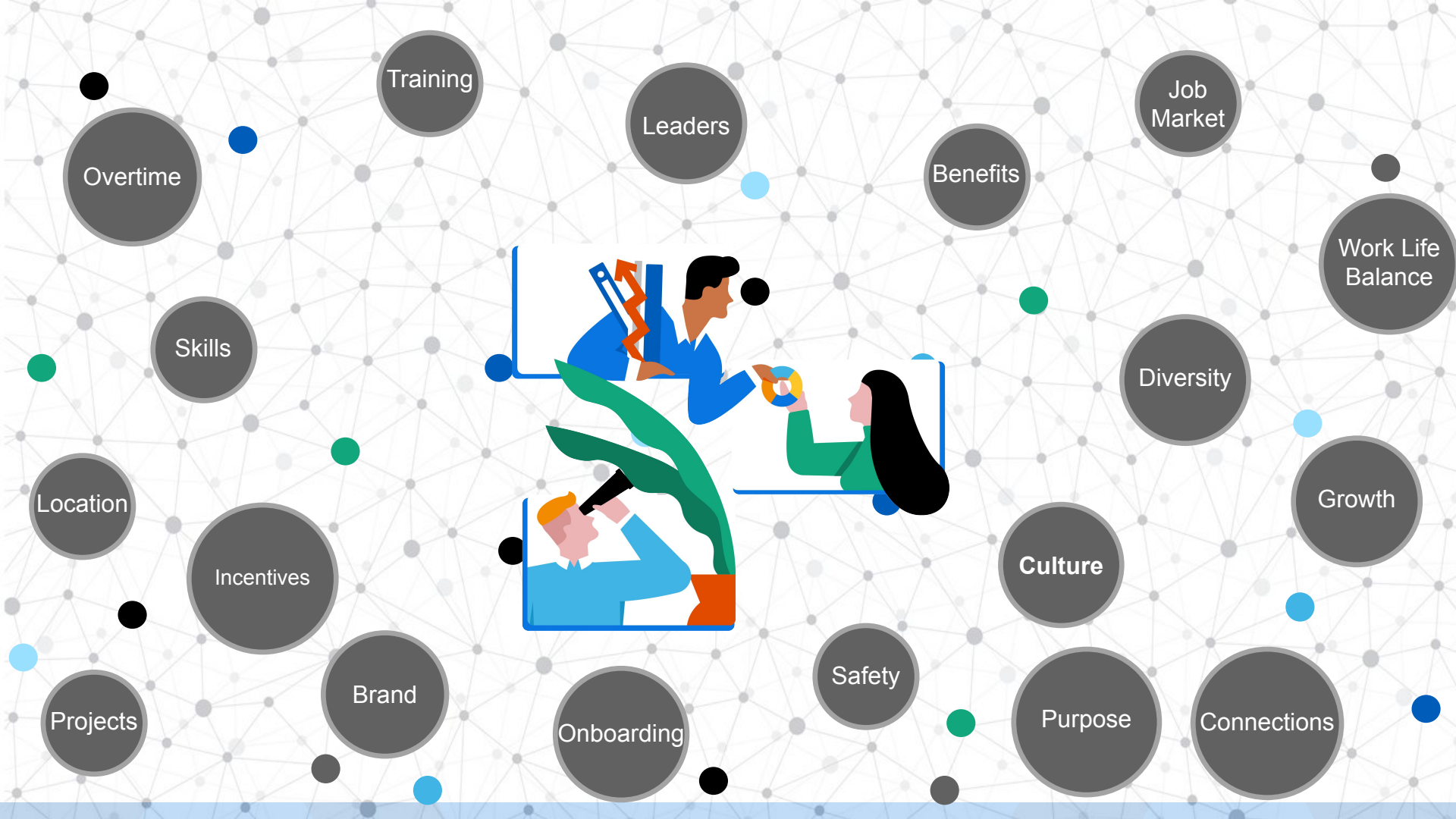
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Agenda

- Overview of Prism
- Bupa's Prism Journey
- Wrap Up
- Q&A



- ✓ Bring external data into Workday
- ✓ Secure with Workday Single Security Model
- ✓ Blend, transform, and create custom datasets
- ✓ Own and access all workforce data in one place

1,200+
Customers

Prism Analytics

A Data Hub for Blending Workday & Non-Workday Data

Important data is stuck in silos...

...bring it together in Workday



Legacy &
Historical



M&A



External HRIS



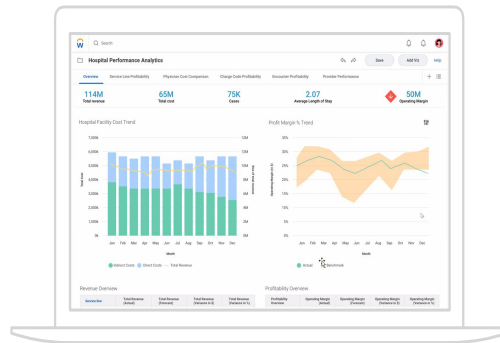
Contingent
Worker



Learning,
Recruiting



Operations,
Finance



ACCESS



BLEND



TRANSFORM

What Prism does...



**Create a unified
data foundation
for HR and Finance**

Ingest, Blend & Transform



**Empower HR & Finance
to own & access
all decision-critical data**

Secure, Scalable Self-Service



**Realise faster time to
insights with automation,
& delivered accelerators**

Accelerators



Integrate data from any source including operational transactions, customer data, 3rd party ratings, and more

Apply join, union, group-by, and filter functions to data sets with drag-and-drop user experience

Build new computed fields with a rich function library

Preview data preparation to ensure accuracy and streamline pipelines

Edit Dataset Transformations - AC_ICS_Claims_Accounting_ENR_1_USR_UserConfiguration

Sample 1K Rows Data Catalog Save

Primary Pipeline AC_ICS_Claims_Accounting_ENR_1_SYS_UnprocessedForBatch

Change Pipeline

- Import AC_ICS_Claims_Accounting_...
- Join AC Policy Reference Data (En... Associates the claim records with... Show More)
- Join AC ICS Claim Status Custom ... Associates the claim type with th... Show More
- Value Mapping Utilize product and customer cat... Show More
- Value Mapping Maps the policy state code to as... Show More
- Value Mapping Mapping rule for the claim channel
- Validation Flags rows which did not appro... Show More

Stage ID 13 - Manage Fields Total 74 Fields 4 Calculated Fields 1,000 rows

Find a field

Add Field

	AC_Batch	AC_Batch_R...	AC_Transaction...	Claim_A...	Claim_Am...	Claim_D...	Claim...	
1	15 - AC ICS Claims Accounti...	Run 2 - Enrichmen...	15.2617a35fa5d6d1...	21116	40301.310000	02/25/2021, 1...	25	C-6
2	15 - AC ICS Claims Accounti...	Run 2 - Enrichmen...	15.2617a35fa5d6d4...	21275	217679.550000	02/03/2020, 1...	3	C-6
3	15 - AC ICS Claims Accounti...	Run 2 - Enrichmen...	15.2617a35fa5d6d3...	21175	2767.000000	09/03/2020, 1...	3	C-6
4	15 - AC ICS Claims Accounti...	Run 2 - Enrichmen...	15.2617a35fa5d6d1...	21117	219063.200000	04/12/2020, 1...	12	C-6
5	15 - AC ICS Claims Accounti...	Run 2 - Enrichmen...	15.2617a35fa5d6dB...	21174	275942.500000	03/03/2020, 1...	3	C-6
6	15 - AC ICS Claims Accounti...	Run 2 - Enrichmen...	15.2617a35fa5d6d7...	21291	225053.010000	07/07/2020, 1...	7	C-6
7	15 - AC ICS Claims Accounti...	Run 2 - Enrichmen...	15.2617a35fa5d6d8...	21298	3917.000000	10/03/2020, 1...	3	C-1
8	15 - AC ICS Claims Accounti...	Run 2 - Enrichmen...	15.2617a35fa5d6d8...	21302	4039.360000	06/25/2020, 1...	25	C-6
9	15 - AC ICS Claims Accounti...	Run 2 - Enrichmen...	15.2617a35fa5d6d6...	21191	18326.260000	01/19/2020, 1...	19	C-6
10	15 - AC ICS Claims Accounti...	Run 2 - Enrichmen...	15.2617a35fa5d6d7...	21309	4805.000000	09/07/2020, 1...	7	C-6
11	15 - AC ICS Claims Accounti...	Run 2 - Enrichmen...	15.2617a35fa5d6d6...	21293	152251.300000	04/07/2020, 1...	7	C-6
12	15 - AC ICS Claims Accounti...	Run 2 - Enrichmen...	15.2617a35fa5d6dF...	21291	217919.400000	08/07/2020, 1...	7	C-6
13	15 - AC ICS Claims Accounti...	Run 2 - Enrichmen...	15.2617a35fa5d6d7...	21116	7255.520000	07/19/2020, 1...	19	C-1
14	15 - AC ICS Claims Accounti...	Run 2 - Enrichmen...	15.2617a35fa5d6d6...	21276	46343.500000	03/25/2020, 1...	25	C-6
15	15 - AC ICS Claims Accounti...	Run 2 - Enrichmen...	15.2617a35fa5d6d2...	21118	93951.040000	05/25/2020, 1...	25	C-6
16	15 - AC ICS Claims Accounti...	Run 2 - Enrichmen...	15.2617a35fa5d6dA...	21410	23702.920000	01/19/2021, 1...	19	C-6
17	15 - AC ICS Claims Accounti...	Run 2 - Enrichmen...	15.2617a35fa5d6dE...	21112	25597.160000	01/25/2021, 1...	25	C-6
18	15 - AC ICS Claims Accounti...	Run 2 - Enrichmen...	15.2617a35fa5d6dE...	21113	158941.460000	08/12/2020, 1...	12	C-6
19	15 - AC ICS Claims Accounti...	Run 2 - Enrichmen...	15.2617a35fa5d6dA...	21112	4605.000000	10/12/2020, 1...	12	C-6
20	15 - AC ICS Claims Accounti...	Run 2 - Enrichmen...	15.2617a35fa5d6d8...	21412	41228.300000	02/19/2021, 1...	19	C-7
21	15 - AC ICS Claims Accounti...	Run 2 - Enrichmen...	15.2617a35fa5d6d3...	21410	5369.100000	09/07/2020, 1...	7	C-1

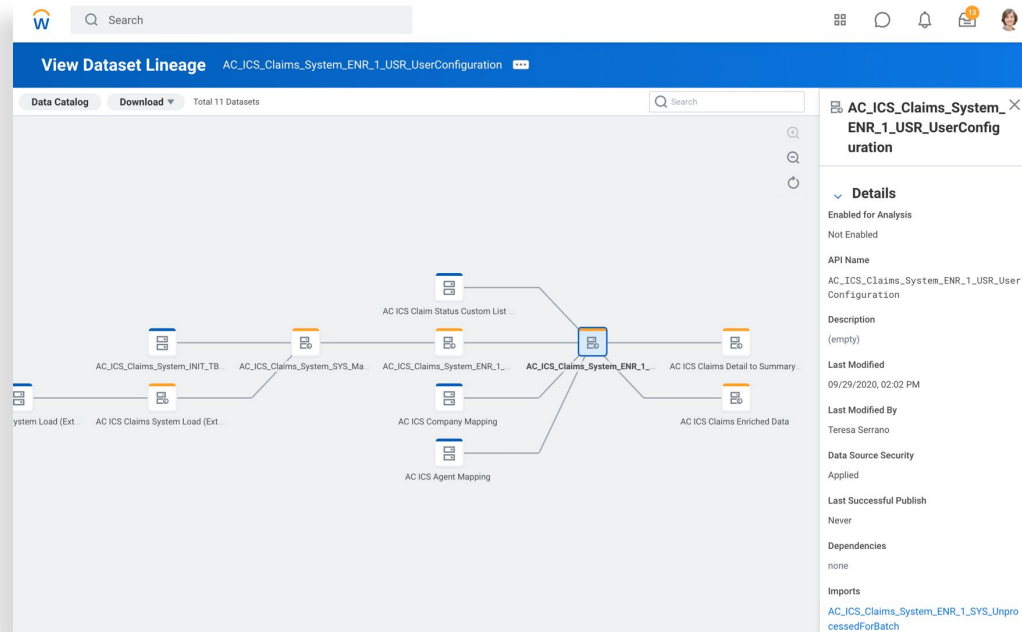


Map transaction details and account fields to Workday dimensions

Apply role-based, contextual permissions with the existing Workday security model

Analyse results in real-time with complete source context

Create P&L's by operational dimensions meaningful to your business



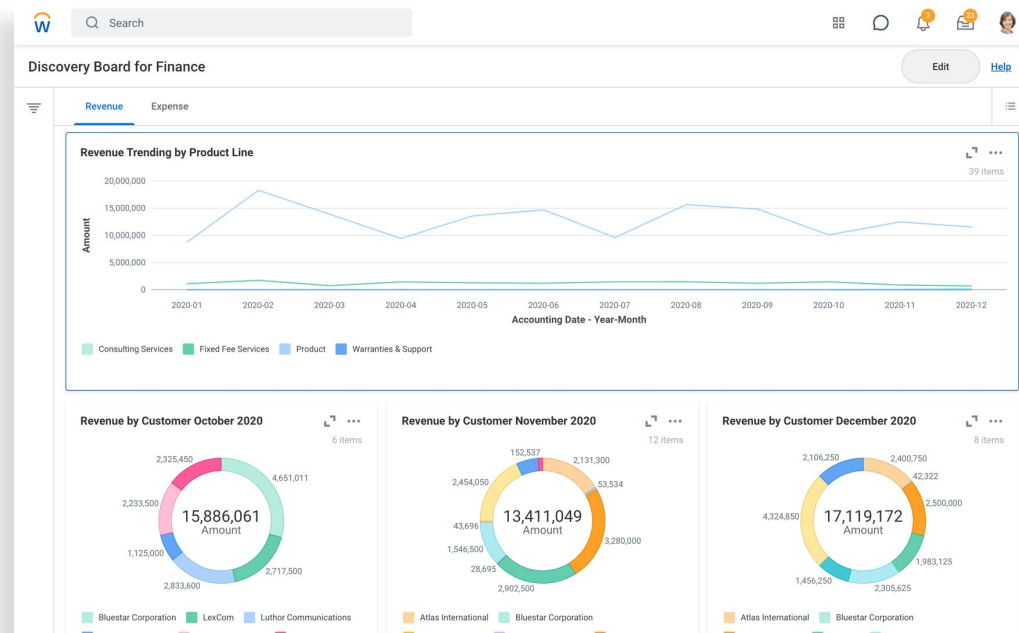
Analyse

Support reporting for all stakeholders in one place with a tailored suite of tools

Ensure data governance with a consistent security and distribution model for all data

Provide drill-down to high-volume subsidiary or operational details

Drive collaboration with reporting tools designed for analysts and end-users



Prism for Key Challenges

Ingest and blend relevant data sets to tackle challenges with a holistic view of HR and Finance data.



Belonging &
Diversity



Reskill and
Optimise
Talent



Workforce
Optimisation



Sales
Insights



Customer
Insights



Accounting

Examples of Key Prism Use Cases:

Exit Survey Data

Pay Equity
Analysis

Sentiment Data /
Peakon Insights

Contingent Worker
Data

Global View of
Headcount

Quality of Hire

Total Rewards
Planning

Overtime
Optimisation

Headcount
Analysis

Opportunity
Pipeline

Total Sales & Cost
Insight

Revenue Mix

Customer
Retention

Customer Billing

Usage Metrics

Treasury Analysis

Fixed Asset
Analysis

Trending P&L

Prism at Bupa





01 Bupa & Workday

02 Prism Use Cases

03 How we structure our team



Our Key Markets:

- Group
- Europe and Latin America
- Bupa Global and UK
- Asia Pacific

Our Businesses:

- **Health Insurance** – Australia, UK, Spain, Chile, Saudi Arabia, India, Hong Kong, Turkey & Brazil
- **Dental Insurance & Provision** – *Australia, UK, Spain, Chile, Brazil*
- **Aged Care** – UK, Australia, New Zealand & Spain

Workday in Bupa



~80,000 employees
globally



~33,000 employees
on Workday



Workday Human
Capital Management



Workday Prism
Analytics



Workday Absence
Management



Workday Recruiting



Workday Benefits



Performance and
Workday Talent
Management



Candidate
Engagement

Prism Use Cases

Use Case	Data sources	Output
Full time equivalent reporting - APAC	Variety of system and offline sources	Output: Aligned FTE across all businesses Receiver: Finance Department
Migrating Historical Learning Data - Global	Learning data	Output: consolidated 2 years historical learning data Receiver: Bupa's Learning Platform:
User Provisioning - Global	Different HR platforms (x8)	Output: consolidated user provisioning data Receiver: Bupa's Learning Platform
Blending Finance Data - BGUK	PeopleSoft Financials (approval limits)	Output: Single data set of financial approval limits + Workday employment data Receiver: Vendor Management System (VMS)
People Partner Dashboard - Group	LMS, people pulse survey tool, and Employee Relations related data from our case management tool	Output: A dashboard surfacing the data in a single view Receiver: People Partners/Leaders
All People Managers - BGUK	Workday + different HR platform	Output: Single view of all People Managers across BGUK Receiver: Internal Comms
Conflicts of Interest - BGUK	Workday + different HR platform	Output: Single view of all COI's Receiver: Compliance Team scheduled reports
Company Car usage - BGUK	Procurement car mileage report	Output: Mileage report + Workday employment data to enable monitoring of mileage report by business unit Receiver: Procurement Team
NMC Nurse Pins	Workday + Care Services NMC Nurse Pins access database	Output: Single view of NMC pins Receiver: Compliance Team
Talent	Workday + Kornferry + Microsoft forms	Output: Series of reports for T&A + Manager Dashboards containing teams aspirations & talent Receiver: Talent & Acquisition + People Managers

Conflicts of Interest (BGUK)

Compliance

Problem Statement



Moving our Conflicts of Interest solution from our LMS platform to our multiple HR platforms.

What we've done



Import data from MS Forms and blend with Workday COI questionnaires capturing employee declarations & manager actions to create a single view of all COIs.



Developed a new Prism data source to combine questionnaire data to generate a suite of complex alerts eg outstanding declarations.

LMS Deployment (Global)

Migrating Historical Learning Data - Global

Problem Statement



Process of moving learning management providers.

We need to migrate two years' worth of learning data onto our new global platform.

What we've done



Create a single data set.

Data was extracted from our current Learning Management System (LMS) loaded into Workday Prism Analytics where additional reference data was added.

User Provisioning - Global

Problem Statement



Find a solution to support account provisioning for all our employees that sit across eight different HR platforms.

What we've done



Create a single feed to our LMS that standardised the format of all data elements.

This involved establishing a routine that blended our Workday and non-Workday population in Workday Prism Analytics and generating a RAAS report that's called by our LMS multiple times a day.

People Partner Dashboard (Group)

People Team

Problem Statement



Bring all our key people metrics together in a single dashboard to allow our people partners to more effectively support the business.

What we've done



Import data from our LMS, people pulse survey tool, and Employee Relations related data from our case management tool to create a dashboard that surfaced the data for our people partners in a single view.

Talent and Succession (BGUK)

Talent

Problem Statement



Talent and Succession related data is being **manually captured** and **consolidated from various sources** using multiple excel workbooks, **hindering the ability to review data critically and define strategy.**

What we've done



Blend data from Glint surveys, Korn Ferry leader assessments, Workday Questionnaires, MS Forms, Performance Ratings and D&I data to **provide insights using Prism Analytics** and **automate reminders to facilitate talent management.**

Full time equivalent reporting – APAC

Finance

Problem Statement

Our key challenge was the **inconsistency of definitions, process, systems, and governance around full-time equivalent (FTE) reporting.**

Information is not consistently transferred across our systems.	Do not hold actual hours worked in Workday.
Monthly FTE data involves manual intervention and data manipulation.	Inconsistent FTE definition.

What we've done

Bring alignment between Workday and our finance systems.

Provides a view of hours worked including overtime and casual hours.	Drillable to cost centre and person.
	Available directly to the business.
Workday data will reconcile with financials removing reconciliation efforts.	Automated monthly. No more manual collection of data.

How we structure our team

Technical Team

Lead the development of solutions where **Prism is used as a data transformation tool**

Data & Analytics Team

Lead the development of solutions where **Prism is used to publish data within Workday**

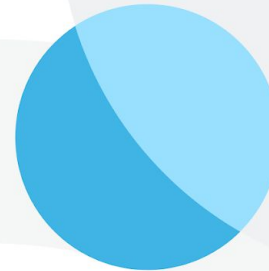
Functional Team

Collate data to align with the technical transformation models and **support the data & analytics team** with field requirements to enable optimal MI.

Manage data security access.

Find out more

- Request a demo in the expo hall
- View delivered accelerators on the [Packaged Solutions site](#)
- Be Inspired [Prism Use Cases](#) on Workday.com
- Join the [Prism Analytics User Group](#) on Community



Q&A

The background of the slide is a solid orange color. On the right side, there are three large, overlapping circles in shades of orange and yellow, creating a modern, abstract design.

Thank you

