

Workday Live

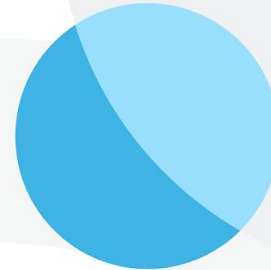
at Workday Elevate

London
133 Houndsditch,
Liverpool Street,

24 May 2023



BDO share how core reporting allows for confident data-driven decisions



Safe Harbor Statement

This presentation may contain forward-looking statements for which there are risks, uncertainties, and assumptions. If the risks materialize or assumptions prove incorrect, Workday's business results and directions could differ materially from results implied by the forward-looking statements. Forward-looking statements include any statements regarding strategies or plans for future operations; any statements concerning new features, enhancements or upgrades to our existing applications or plans for future applications; and any statements of belief. Further information on risks that could affect Workday's results is included in our filings with the Securities and Exchange Commission which are available on the Workday investor relations webpage: www.workday.com/company/investor_relations.php

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Customers who purchase Workday, Inc. services should make their purchase decisions upon services, features, and functions that are currently available.



Phil Livesley

Head of Strategic
Workforce Planning and
Workday HR

BDO



Afua Acquah

People Analyst

BDO



Andrew Wilcox

Senior Solutions Consultant

Workday



Agenda

- ☐ **Workdays Analytics Proposition**
- ☐ **Customer Story – BDO**
- ☐ **Workdays Analytics Proposition – Continued**
- ☐ **Questions**

Workday's Analytics Proposition

Workday Analytics Proposition


ACTION
*Make Better
Decisions*

Compensation Change



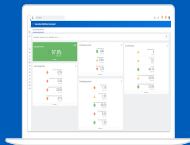
Reduce Spending


INSIGHT
What, Why & How

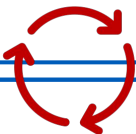
**Business
Insights**

VIBE

ESG



Report Writer &
Dashboards



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Organization Health



Table View

16 items

	 Global Modern Services Steve Morgan	 Executive Management Group Steve Morgan	 Finance & Administration Rachel Knight	 Human Resources Joy Banks	 Information Technology Oliver Reynolds	 Operations Maximilian Schneider	 Sales & Marketing Jake Lee
Demographics							
Average Age	46.4	 56.3	52.1	49.1	44.8	44.9	48.8
Average Length of Service	15.1	15.8	17.8	15.8	16.3	14.0	17.1
Span of Control	 5:1	 5:1	 3:1	 4:1	 3:1	 5:1	 6:1
Staffing							
Employee Headcount	436	6	36	35	27	259	72
Contingent Worker Headcount	43	1	1	2	9	27	3
Total Headcount	479	7	37	37	36	286	75
Internal Fill Rate	22.3%	14.3%	31.6%	40.5%	41.7%	17.8%	18.4%
Risk							
Retention Risk %	 39.0%	 33.3%	 33.3%	17.1%	 29.6%	 41.3%	 48.6%
Turnover							
Turnover %	 12.3%	0.0%	7.1%	7.3%	9.3%	 14.6%	 12.0%
Voluntary Turnover %	 8.6%	0.0%	7.1%	3.6%	 9.3%	 9.8%	 8.5%
Turnover % < 1 year	1.9%	0.0%	5.9%	0.0%	0.0%	1.7%	2.9%
Turnover % < 90 days	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%



Workday Analytics Proposition


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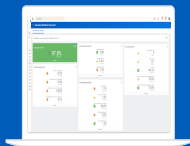
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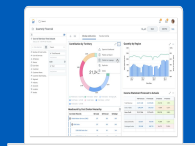


Report Writer &
Dashboards

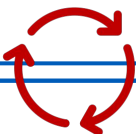
**Exploratory
Analysis**

Treasury

Spend



Discovery Boards



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Search



Peakon in Prism

Edit

Help



Workday Data

Better Together

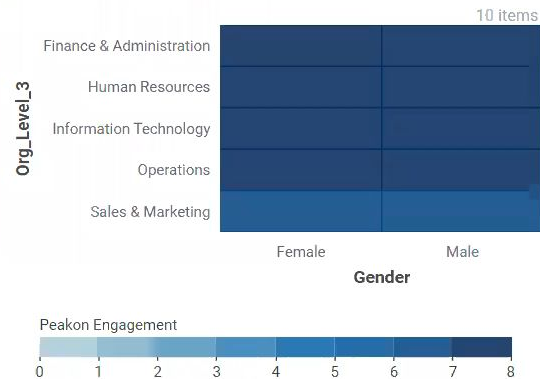
Current



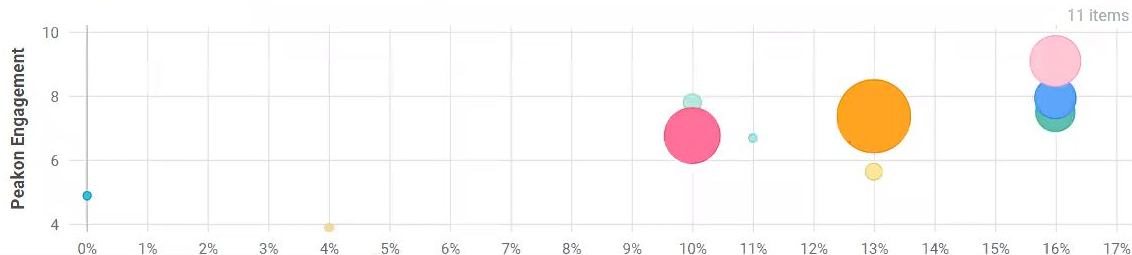
Turnover% to Engagement Scores



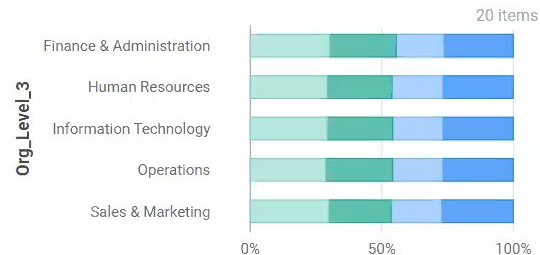
Engagement by Gender by Org



Location Engagement by Turnover and Headcount



Org - Peakon Score



Workday Analytics Proposition


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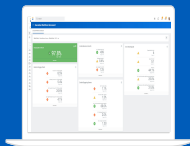
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INSIGHT
What, Why & How

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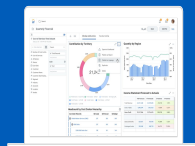


Report Writer &
Dashboards

**Exploratory
Analysis**

Treasury

Spend



Discovery Boards



Slides


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Peakon - Better Together

Press **Esc** to exit full screen



[Why Workday](#)

[Products](#)

[Industries & Solutions](#)

[Customer Experience](#)

[Resources](#)

[Company](#)



[Start Now](#)

WHAT WE DO

We help you solve your greatest business challenges.



Workday Analytics Proposition


ACTION
*Make Better
Decisions*

Compensation Change



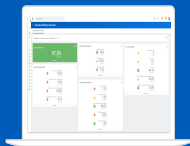
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INSIGHT
What, Why & How

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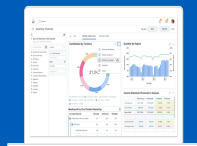


Report Writer &
Dashboards

**Exploratory
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Treasury

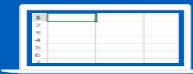
Spend



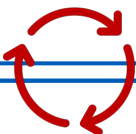
Discovery Boards



Slides



Sheets



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Search



14



Pay Gap Analysis

File Edit View Format Insert Data Help All changes are saved automatically



Add Live Data

Roboto 9 B I U A \$ % 1,000 -0 -00 123

G2 fx =IF(D2="3 - Meets Expectations",1.02,IF(D2="4 - Exceeds Expectations",1.09,1.1))

	A	C	D	E	F	G	H	I	J	K	L	M	N
1	Worker	Gender	Rating	Annual Pay 2021	Hourly Amount	Pay Rise %	New Hourly Rate	Current PayGap	New PayGap				
2	Adam Carlton	Male	3 - Meets Expectations	69612.1	33.467355769	1.02	34.136702885	33.927785577	34.115027437				
3	David Spiegel	Male	3 - Meets Expectations	105300	50.625	1.02	51.6375						
4	Elizabeth Johnson	Female	4 - Exceeds Expectations	48744	23.434615385	1.09	25.543730769						
5	Ella Phillips	Female	3 - Meets Expectations	93720	45.057692308	1.02	45.958846154						
6	Isabel Arguello	Female	3 - Meets Expectations	76656	36.853846154	1.02	37.590923077						
7	Norman Chan	Male	4 - Exceeds Expectations	116628	56.071153846	1.09	61.117557692						
8	Tammy Calhoun	Female	5 - Outstanding Performance	37716	18.132692308	1.1	19.945961538						
9					0	1.1	0						
10					0	1.1	0						
11					0	1.1	0						
12					0	1.1	0						
13					0	1.1	0						
14					0	1.1	0						
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27					0	1.2	0						
28					0	1.2	0						
29					0	1.2	0						

Sheet1

Sheet2

Workday Analytics Proposition


ACTION
*Make Better
Decisions*

Compensation Change



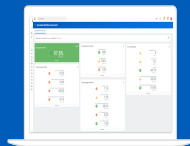
Reduce Spending


INSIGHT
What, Why & How

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VIBE

ESG

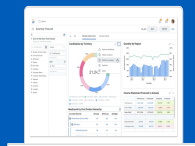


Report Writer &
Dashboards

**Exploratory
Analysis**

Treasury

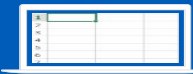
Spend



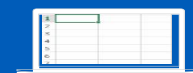
Discovery Boards



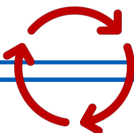
Slides



Sheets



Office Connect



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Reporting: Planning

Elements	Filters	Review
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Search

Accounts

GL Accounts

- 1000 Assets
- 2000 Liabilities and 3000 Equities
- 3900 Net Income
- 4000 Revenue
- 5100 Non-Operating Income
- 5500 Cost of Goods Sold
- 6000 Expenses and 7000 Allocations
 - 6000 Operating Expenses
 - 7000 Allocations
- 8000 Non-Operating Expense
- Custom
- Metric
- Modeled
- Cube
- Assumptions
- Currency Exchange Rates
- Consolidation Percentage

- Time
- Levels
- Versions
- Currencies
- Attributes
- Custom Dimensions

Reporting: Planning

Global Modern Services

Elements

Filters

Review

Search

Accounts

GL Accounts

1000 Assets

2000 Liabilities and 3000 Equities

3900 Net Income

4000 Revenue

5100 Non-Operating Income

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6000 Expenses and 7000 Allocations

6000 Operating Expenses

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Workday Analytics Proposition


ACTION
*Make Better
Decisions*

Compensation Change



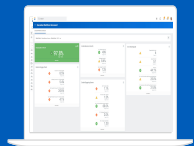
Reduce Spending


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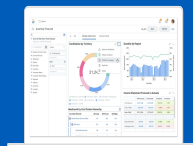


Report Writer &
Dashboards

**Exploratory
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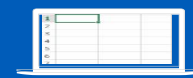
Discovery Boards



Slides



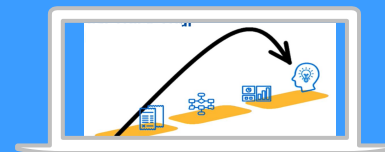
Sheets



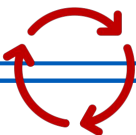
Office Connect

Augmented Analytics

Bypass Analytical Journey & Jump Straight to INSIGHT



People Analytics



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workday.

View the diversity and inclusion data of your workforce. The business questions and visualizations help you better understand key insights about trends, gaps, and areas for improvement in the workforce. View the business question and metric definitions by clicking the information icon next to each business question.

What are key trends in female representation? ⓘ

In the last 12 months, female representation in Location: New York has decreased by 3.6 percentage points.

34.3 % in New York 12 months ago

30.7 % in New York

[View more](#)

👍

🗨

⋮

In the last 12 months, female representation in Management Level: 6 Manager has increased by 3.3 percentage points.

31.7 % in 6 Manager

28.5 % in 6 Manager 12 months ago

[View more](#)

👍

🗨

⋮

In the last 12 months, female representation in Org Level 3: Sales, Single Job Family: Sales-Direct Sales has increased by 3.5 percentage points.

31.4 % in Sales, Sales-Direct Sales

27.9 % in Sales, Sales-Direct Sales 12 m...

[View more](#)

👍

🗨

⋮

● ○ ○

Gender Trend

26 items

Gender by Tenure Category

14 items

Customer Story

Phil Livesley & Afua Acquah, BDO

Answering a Question

BDO People Analytics Team

‘HR has a great strategy - how do we track its impact on our people?’

Start with the end goal

- Easy to understand charts to track progress and project trends
- Mixture of standard HR metrics & Firm specific metrics
- Provide Firm wide view
- Easy to access
- Easy to update regularly
- Combine information from across whole of Workday



Workday Solution

01

Slides

- Suitable options of charts
- Easy to refresh & to share - 3 months to 1 hour
- Simple to brand

02

Worksheets

- Combine data
- Add trend and projection calculations
- Format dates etc.

03

Custom Reports

- Model more unique requirements
- Extract figures to model
- Format dates etc.

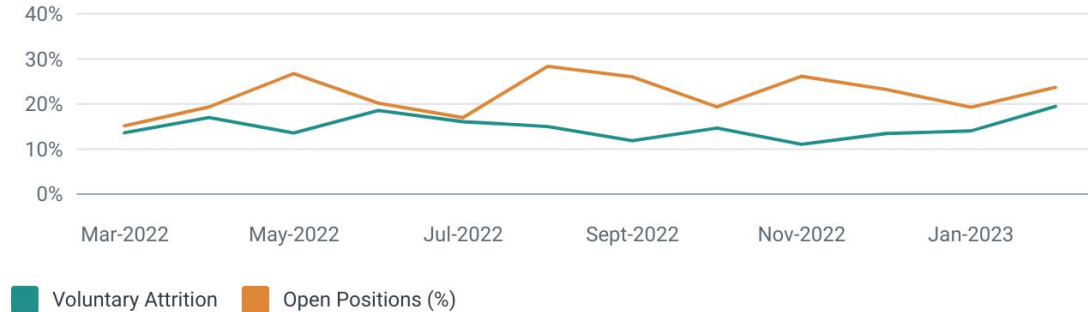
04

Standard Reports

- Saved time on building new reports
- Could copy to adjust where required
- Test fields



	Metric (12-Month Rolling unless stated)	Current	12 Months Ago	Comments
Firm Overview	Growth Rate (monthly)	1.02%	0.41%	
	12 Months Forecasted Headcount (12 months projected against today)	Forecast 6,501	Current 5,258	
Recruitment	% New Hires from Direct Sourcing	37.4%	12.9%	
	% of New Hires via Referrals	18.3%	9.5%	
Wellbeing and Belonging	Annual Leave Taken per Person per Annum (Hours)	168.5	185.9	
	Annual Sick Leave Taken per Person per Annum(Hours)	12.5	15.9	
Reward and Recognition	Total Cost of Workforce*	£9,856,284	£8,681,325	
Talent Management	Internal Mobility*	4.89%	3.54%	
Retention and Exit	Voluntary Attrition	19.89%	14.56%	
	Top Reason for Leaving (Month on Month)	Relocation	Reward	Compared to Sep 22

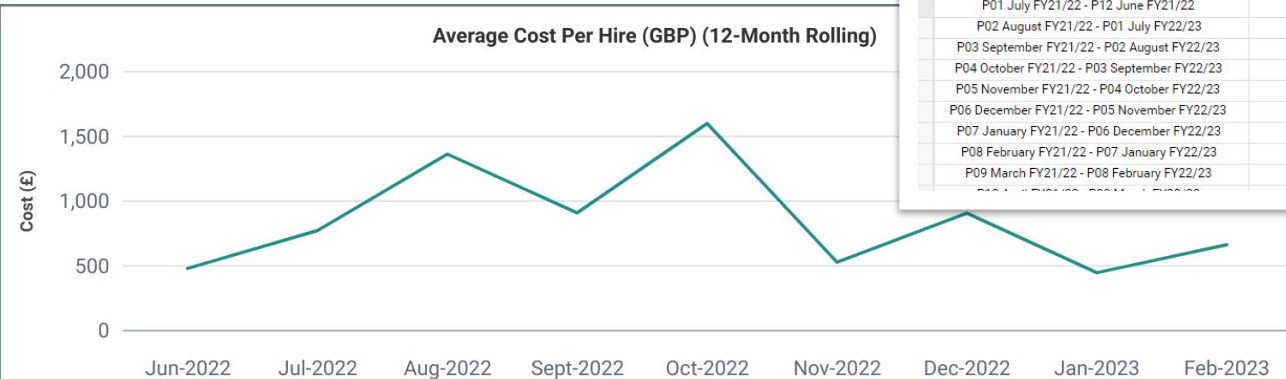
**Open Positions as % of Headcount vs. Voluntary Attrition (12-Month Rolling)**

This graph compares departures from the firm, against the available vacancies at the firm (as a % of the total headcount) . The nature of EC hiring is such that this data may be skewed by increased numbers of open positions at the beginning of the EC lifecycle.

Net Employee Growth Rate

Net Employee growth rate indicates the month-on-month percentage increase/decrease to the number of people employed by the firm. The spike seen in September is largely attributable to the September intake of EC hires.

Recruitment Costs



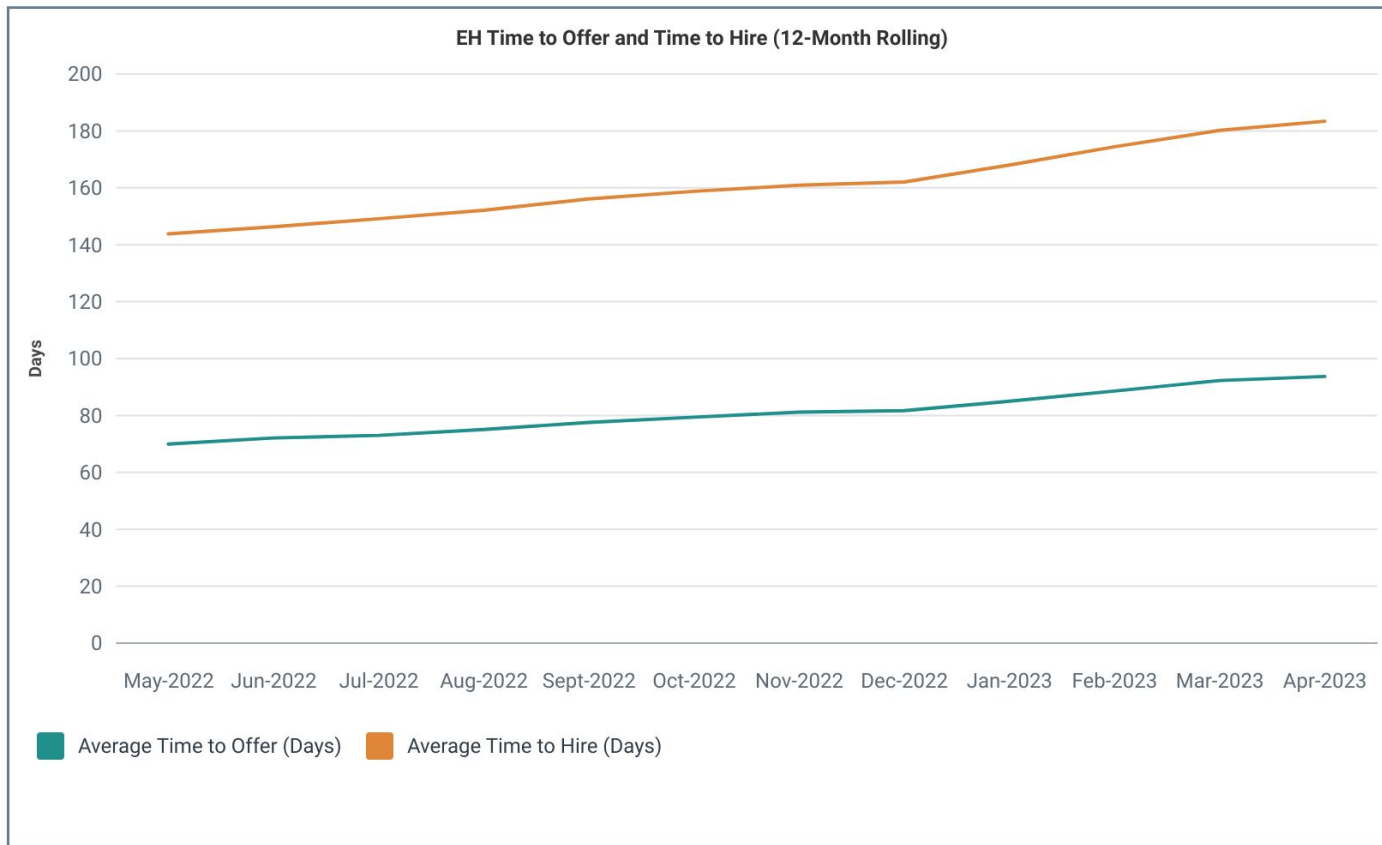
age_Recruit... fx =L4/M4

	K	L	M	N	O
Cost Per Hire					
12 Month Period	Recruitment Costs	Number of Hires	Month End	Cost per Hire	
P01 July FY21/22 - P12 June FY21/22	£408,763	851	Jun-2022	£480	
P02 August FY21/22 - P01 July FY22/23	£712,044	922	Jul-2022	£773	
P03 September FY21/22 - P02 August FY22/23	£716,005	525	Aug-2022	£1,363	
P04 October FY21/22 - P03 September FY22/23	£762,164	838	Sept-2022	£910	
P05 November FY21/22 - P04 October FY22/23	£572,338	358	Oct-2022	£1,600	
P06 December FY21/22 - P05 November FY22/23	£616,065	1166	Nov-2022	£528	
P07 January FY21/22 - P06 December FY22/23	£315,524	348	Dec-2022	£907	
P08 February FY21/22 - P07 January FY22/23	£430,832	964	Jan-2023	£447	
P09 March FY21/22 - P08 February FY22/23	£363,432	548	Feb-2023	£663	

The average cost of hire calculation pulls together a number of different costs associated with the recruitment process, which are further broken down on the subsequent page.



Recruitment Process



This chart demonstrates Time to Offer, which is the average number of days elapsed between the recruiting start date to the offer date, and the Time to Hire, which calculates the average number of days from the recruiting start date to the hire date (which reflects Time to Offer plus Notice Period).

Details of Hires

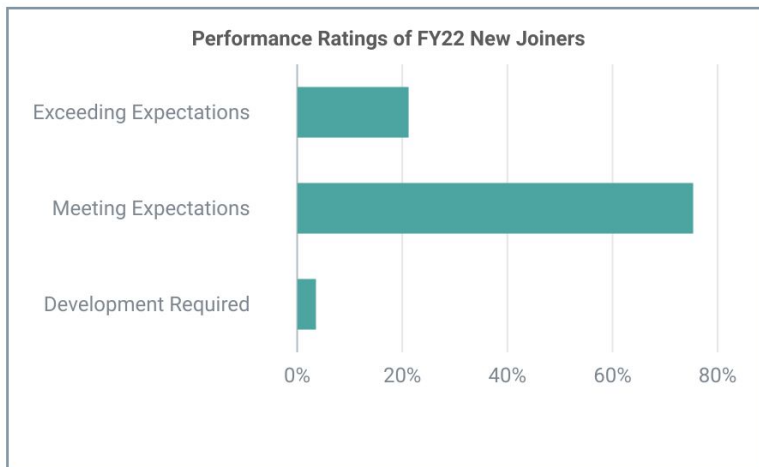
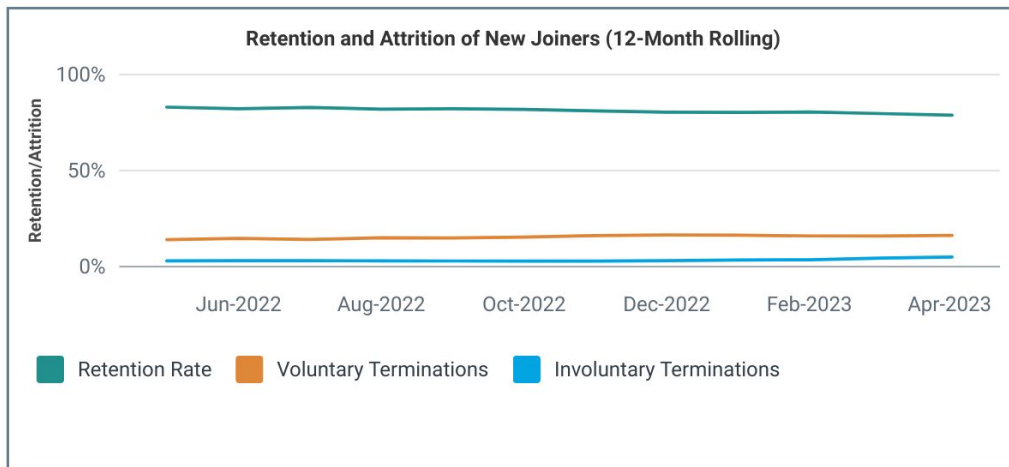


Hires made above salary band is a 12-month rolling average across all management levels at the firm.

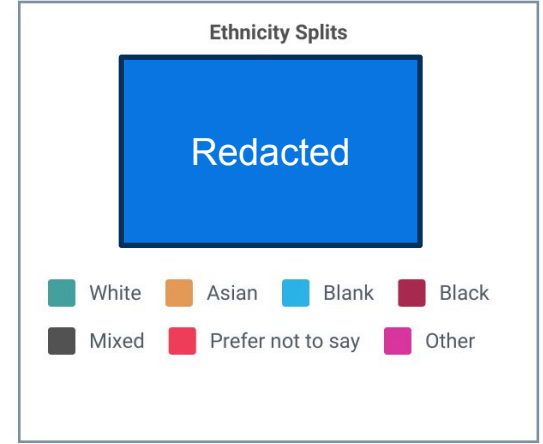
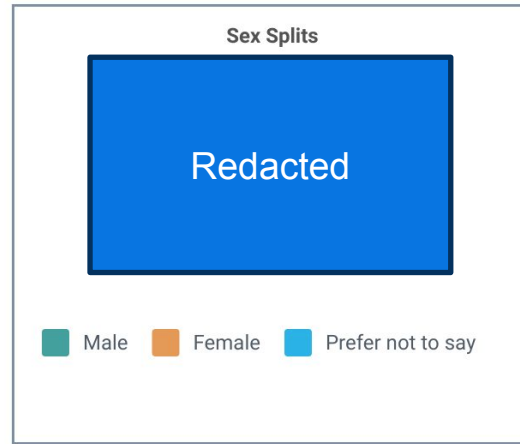
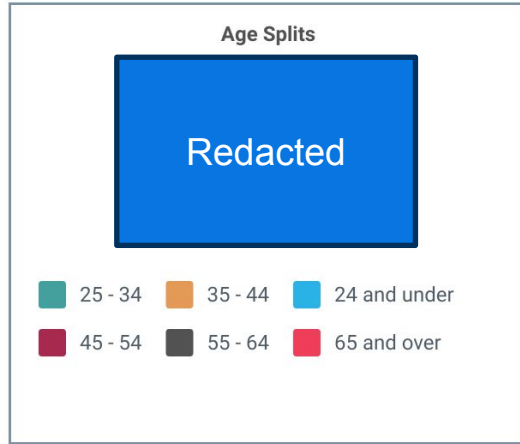
The retention chart details those who joined within a rolling 12-month period and have stayed with the firm. Included are the lines to show the percentage of those that left the firm either on a voluntary or involuntary basis.

Hire performance is expressed across 3 levels. The firm aims for the following overall distribution splits:

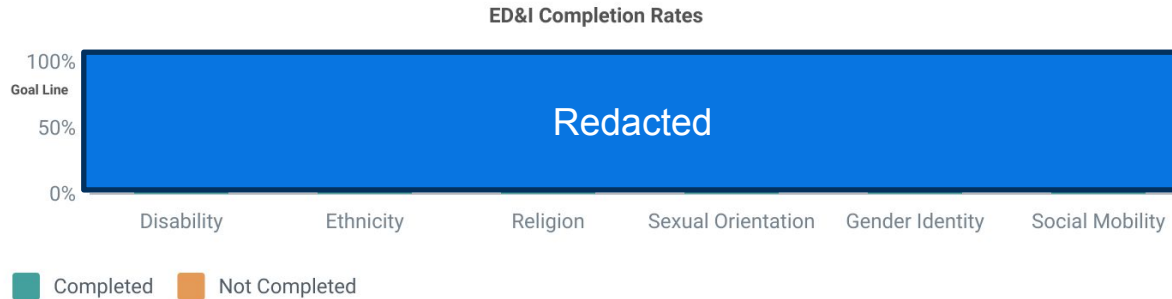
- 30% Exceeding Expectations
- 60% Meeting Expectations
- 10% Development Required




Workforce by Age, Sex and Ethnicity

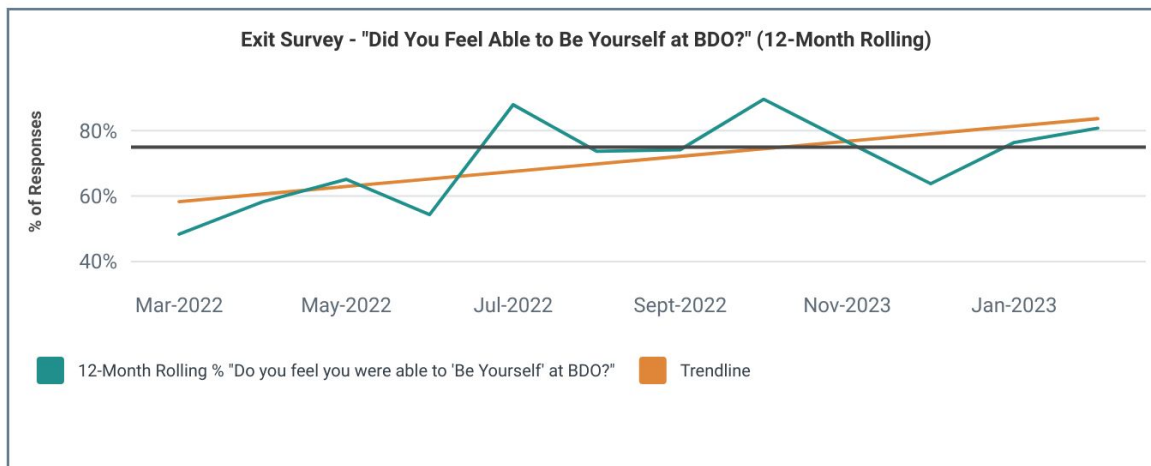
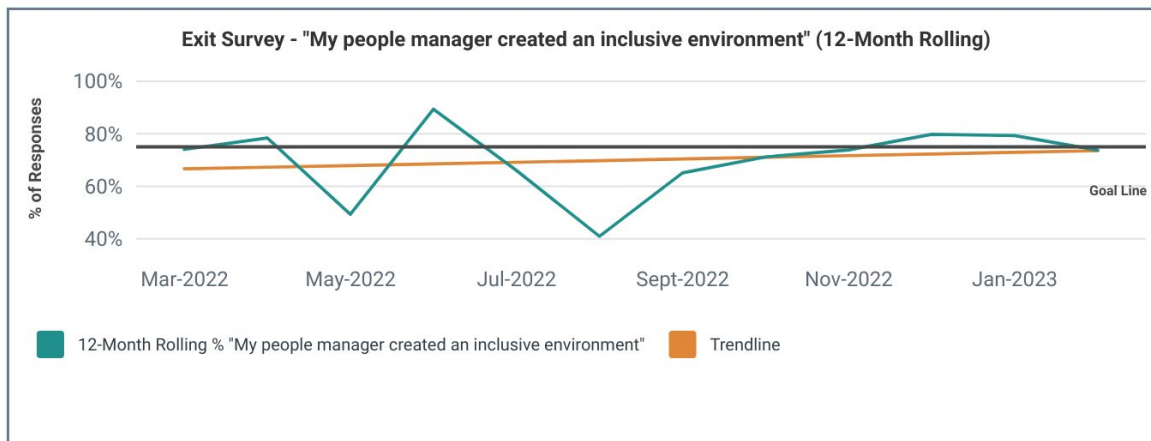


% of Employees Completing Personal Information for Equality, Diversity and Inclusion Demographics



Aligning with other firms in the market, BDO aims for a  completion rate for each demographic before incorporating it into any statistics. This is to ensure that we are reporting on a true and fair representation of BDO employees.

Survey Responses



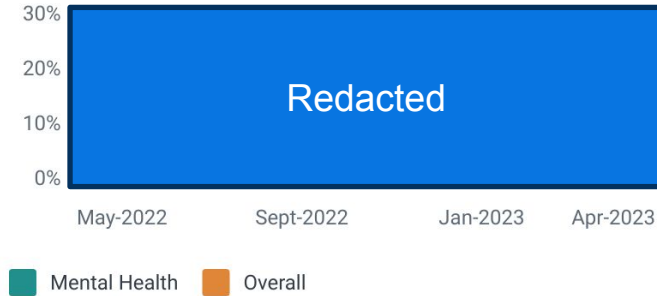
These graphs shows the percentage of those completing an Exit Survey who agreed that their people manager created an inclusive environment, and those who felt able to be themselves whilst employed at the firm.

fx = (D9*SLOPE(\$F\$2:\$F\$13,\$D\$2:\$D\$13))+INTERCEP

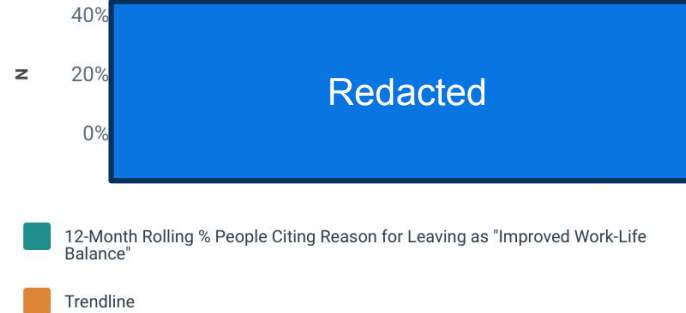
	D	E	F	G
	Month	Month End	12 Month Rolling % of My people manager created an inclusive environment	Trendline
1				
2	1	Mar-2022	74.0%	66.6%
3	2	Apr-2022	78.4%	67.2%
4	3	May-2022	49.3%	67.9%
5	4	Jun-2022	89.4%	68.5%
6	5	Jul-2022	66.0%	69.1%
7	6	Aug-2022	40.9%	69.8%
8	7	Sept-2022	65.1%	70.4%
9	8	Oct-2022	71.2%	71.0%
10	9	Nov-2022	73.8%	71.7%
11	10	Dec-2022	79.8%	72.3%
12	11	Jan-2023	79.3%	72.9%
13	12	Feb-2023	73.7%	73.5%
14				
15				
16				

Impacts on Wellbeing

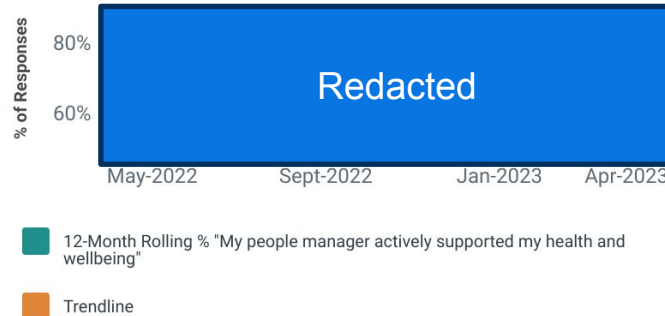
% of Overall Sickness due to Mental Health vs Overall Sickness Rates (12-Month Rolling)



Exit Survey - % of People Citing Reason for Leaving as "Improved Work-Life Balance" (12-Month Rolling)



Exit Survey - "My people manager actively supported my health and wellbeing" (12-Month Rolling)

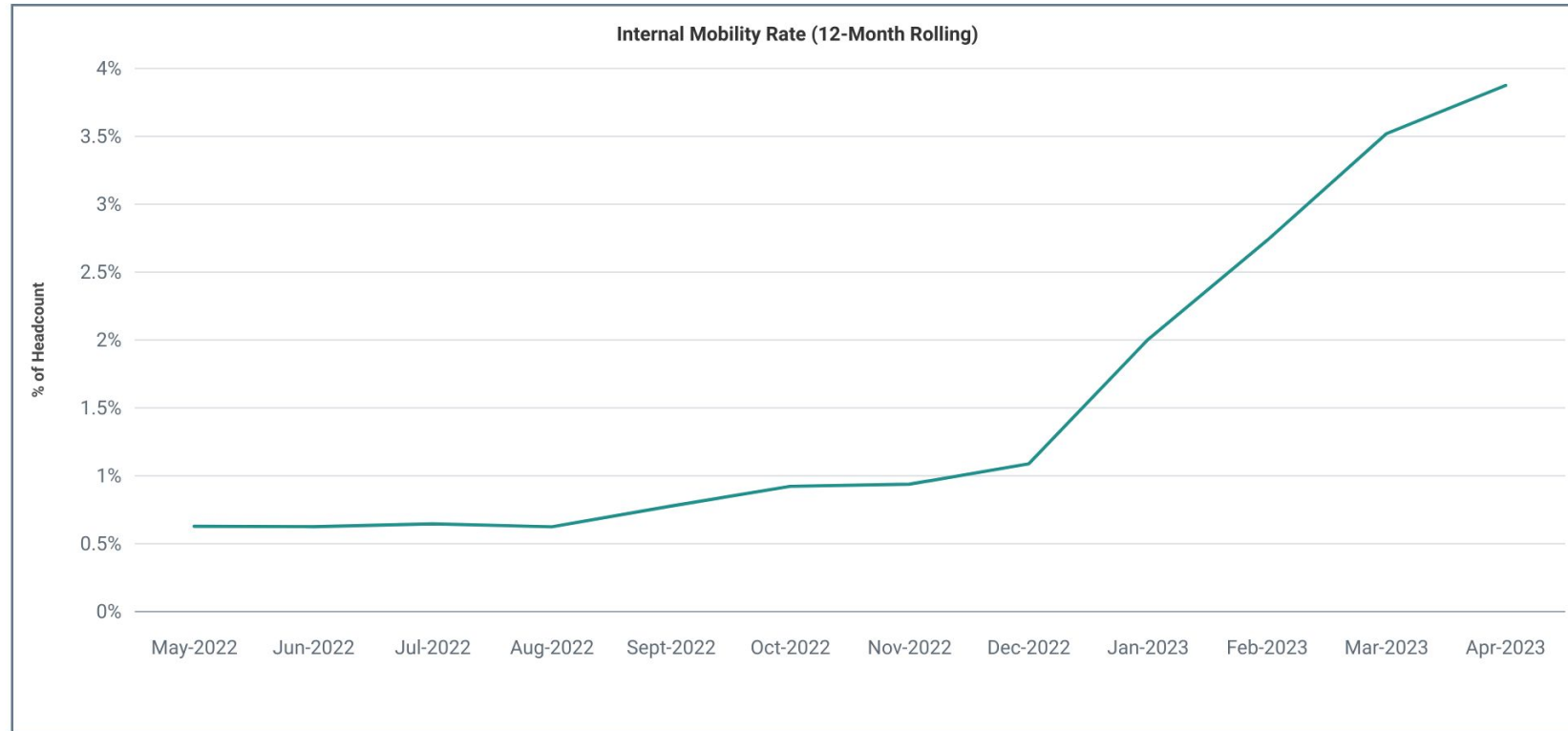


Exit Survey - "The firm actively supported my health and wellbeing" (12-Month Rolling)

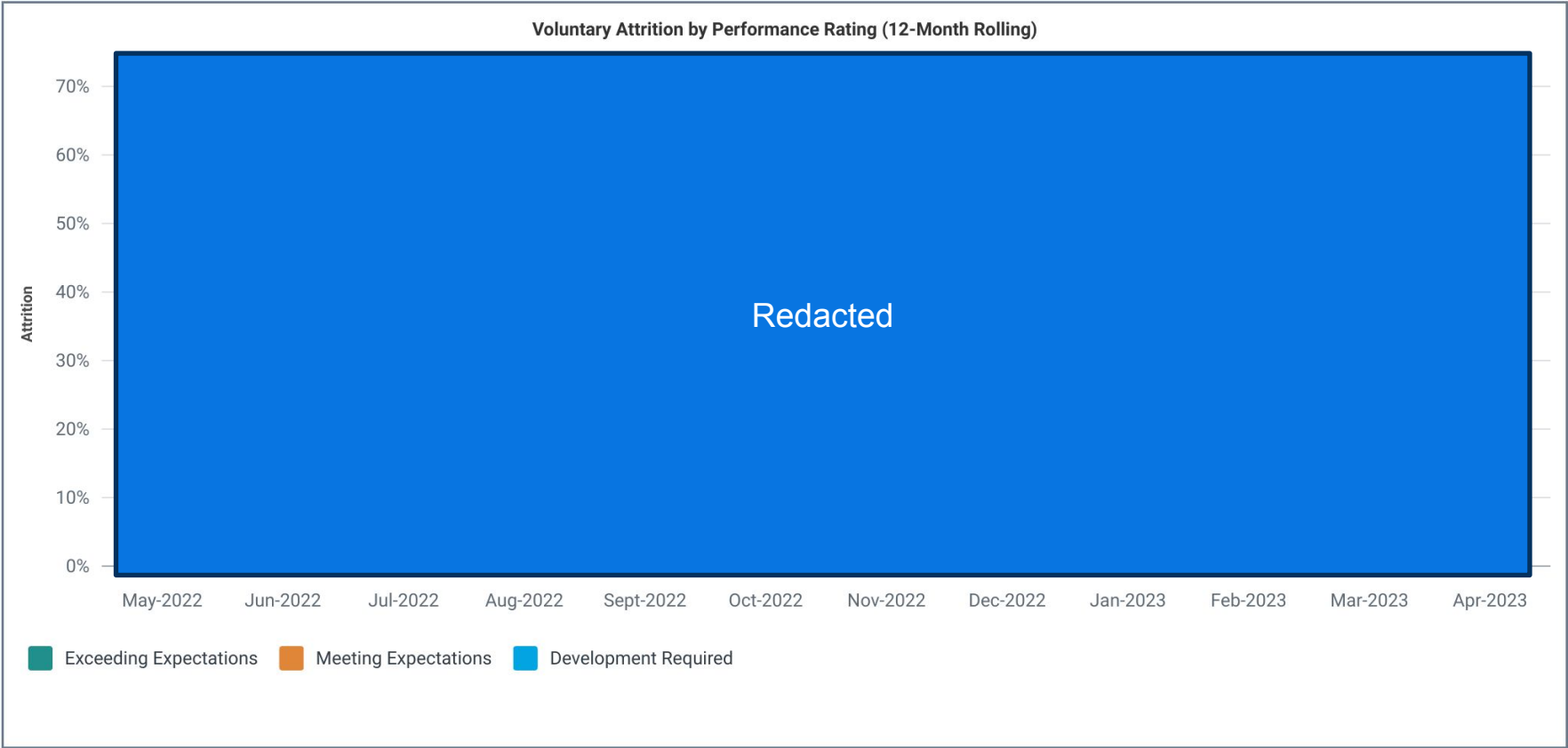


These charts highlight the percentage of Exit Survey respondents who positively agreed that their people manager, and the firm as a whole, supported their health and wellbeing during employment. This is contrasted with the percentage of those who left the firm as a result of a more negative wellbeing experience. The black line shows the firm's goal with respect to wellbeing and work-life balance.

Career progression



Internal mobility rate details the percentage of the firm's headcount that has moved position laterally across the firm.





Attrition - Causes

Top 5 Reasons for Leaving

Sept-2022

Oct-2022

Nov-2022

Dec-2022

Jan-2023

Feb-2023

Mar-2023

Apr-2023

Redacted

% of responses



Where Next?

01

PRISM

- Allows us to convert data for use in Discovery Boards
- Can model data like surveys and ED&I to allow users to drill down while retaining confidentiality

02

Discovery Boards

- Easy for users to drill down
- Reduced time out issues
- Possible to brand

Workday's Analytics Proposition

Continued

Workday Analytics Proposition


ACTION
Make Better
Decisions

Compensation Change



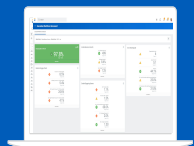
Reduce Spending


INSIGHT
What, Why & How

**Business
Insights**

VIBE

ESG

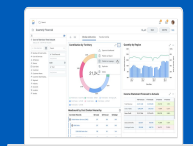


Report Writer &
Dashboards

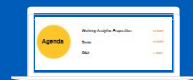
**Exploratory
Analysis**

Treasury

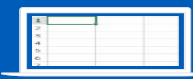
Spend



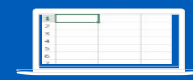
Discovery Boards



Slides



Sheets



Office Connect

Augmented Analytics

Bypass Analytical Journey & Jump Straight to INSIGHT



People Analytics

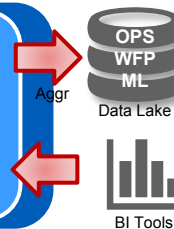

**DAT
A**


Assist Internal
Reporting



PRISM Data Hub

Bring HCM, Finance,
Operational and
Legacy
Data all together



Non-Workday
Co-Existent
Data
Peakon
F11
History
Strategy

Thank you

Next on the agenda:

- Afternoon tea
- Optimising your Workday Journey
- Customer Summer Celebrations

