

Workday Live

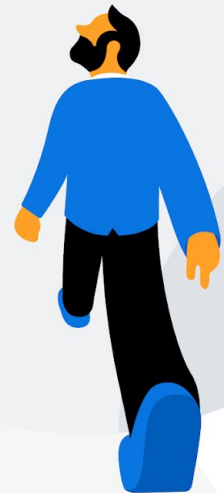
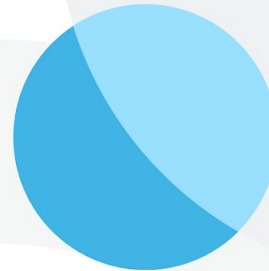
at Workday Elevate

London
133 Houndsditch,
Liverpool Street,

24 May 2023



Continuous Value Creation With Workday



Safe Harbor Statement

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Aarti Uplenchwar



Christopher Pay

Our business consulting team works with organisations to identify where Workday can help address business issues and capture opportunities using our technology



Organisations are under pressure to accelerate change

37%

EU CEOs say their businesses will not survive more than 10 years **without radical change**

40%

UK Executives admit their firms' **technical capabilities lag** behind the demands of their strategic objectives

80%

UK leaders say they are **investing in technologies** and automating processes

Efficiency is a Top 3 priority for leaders

“

The low-hanging fruit is long gone.

The next turn will require a constant review of processes to eliminate non-value-added work ... and **use of technology for greater efficiency**

Source: [bain_brief_cutting-ganda-costs.pdf](#)



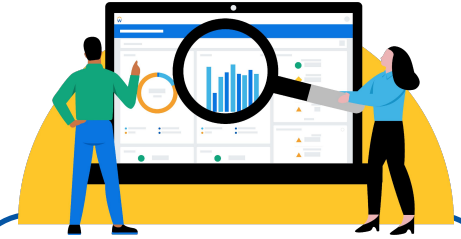
In face of these challenges, Workday is enabling customers to sustainably deliver value



**Fundamentally
changing how
work gets done**



**Aligning new
capabilities with
business
priorities**



**Baselining,
measuring, and
tracking
performance**



Enabling long-term value generation by building and embedding new capabilities

Structures

Governance, roles and responsibilities, workforce shape

People

Leadership, talent management, engagement, culture

Processes

Standardising best-practices, self-service, collaboration

Technology

Simplifying, enabling agility, innovation and adoption



Enabling long-term value generation by building and embedding new capabilities

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Companies with capability-building programs in their transformations **deliver better total returns to shareholders**

Excess Total Returns to Shareholders vs Peer Benchmark (%)

2%



No
capability
building

9%



10-30%
employees
engaged

43%



>30%
employees
engaged

Analysis of listed companies undergoing transformation for measurable 18-month period. TRS benchmarked against sector and stock indices

Fundamentally changing how work gets done

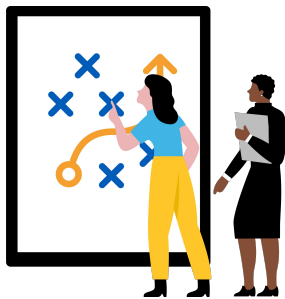


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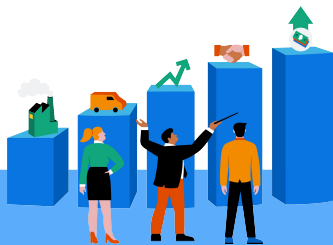
Workday has been a **significant change in the way we operate.**

We are really looking forward to our future having cut out so many manual processes and empowering our team to spend much more time on value-added tasks.





Future proofing by aligning new capabilities to business priorities and breaking down silos



Aligning to business priorities ensures **consensus** and is a critical step in **embedding an execution engine** to sustainably improve performance



Fostering collaboration, **breaking down silos**, and connecting leaders and functions to **deliver integrated change**

Aligning new capabilities with business priorities

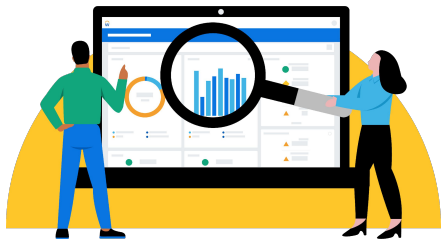
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Becoming a skills-based organisation is not a project. It is a new way of working.

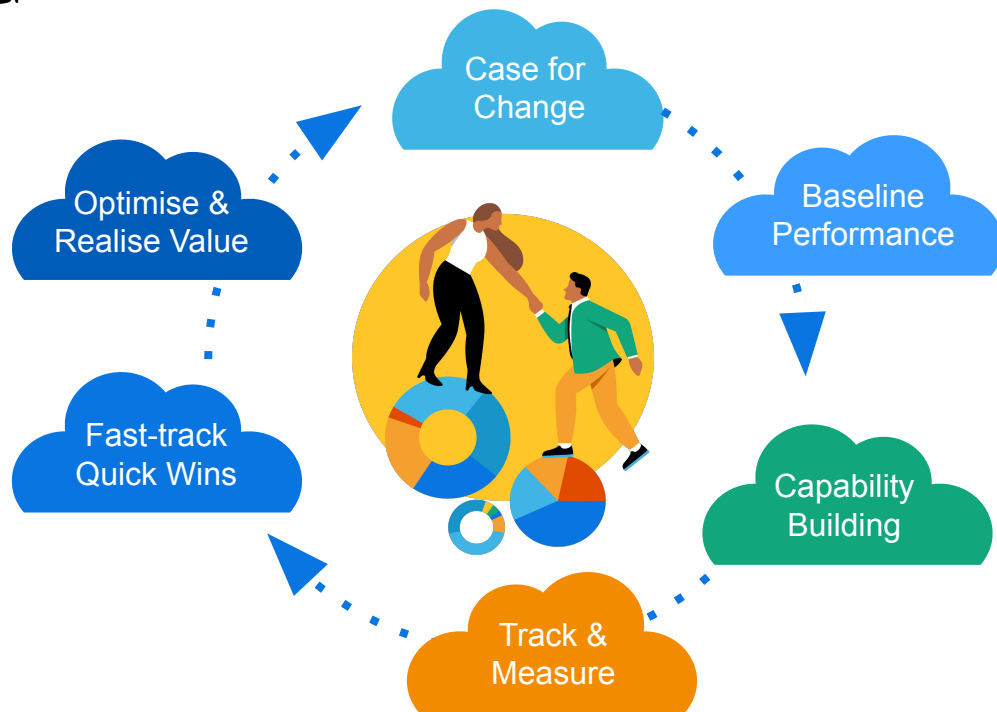
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 **accenture**

I run a digital HR...people technologies, planning, forecasting....All of our staffing, and basically how we match people with clients and project demands – **Workday is at the core of how we think about enabling our people and our business.**



Identifying value potential and creating sustainable momentum



Baselining, measuring and tracking performance

“

Organisations with an integrated HRMS and talent management solution show **33% higher revenue per employee** and **95% higher net income per employee** than those with alternative approaches.

Realized value by Workday

+80%

Talent Management:
Completed Talent Profiles

+24%

Skill Gaps: Talent data used to assess Health of Talent Pipelines

+35%

Succession Planning: Manager Roles Covered by Succession Plan

+33%

Internal Mobility: Jobs Filled by Internal Candidates

Adaptability for highlighted market uncertainties

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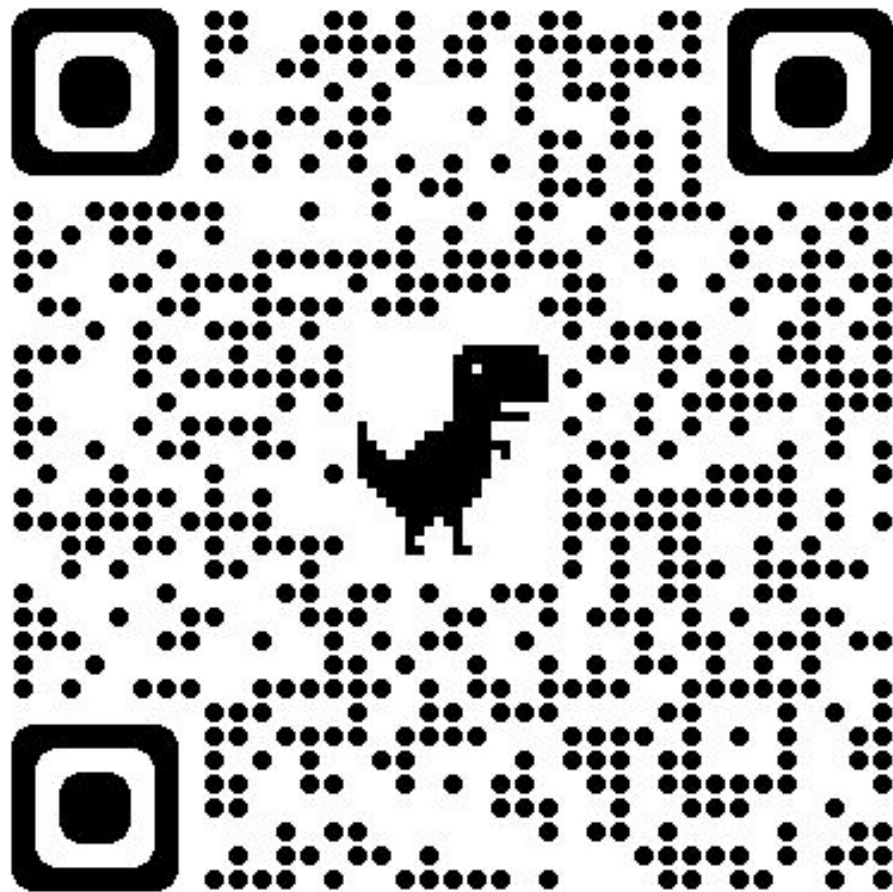
KOHL'S

The industry is transforming, and I'm excited to know **we have the technology to support whatever future state our organisation and business demand.**



Share your **WORKDAY** story with us!

Scan to fill in short survey
and tell us how Workday
is changing / can change
your business



Thank you

