

# Workday Live

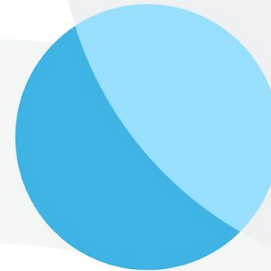
at Workday Elevate

**London**  
133 Houndsditch,  
Liverpool Street,

24 May 2023



# ED&I at the heart of business



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# Agenda

- **ED&I at the Heart of the Business**
- **Insights, Talent, Experience: Demo & examples**
- **Q&A**

# The World is Changing





# The Business Case is Proven





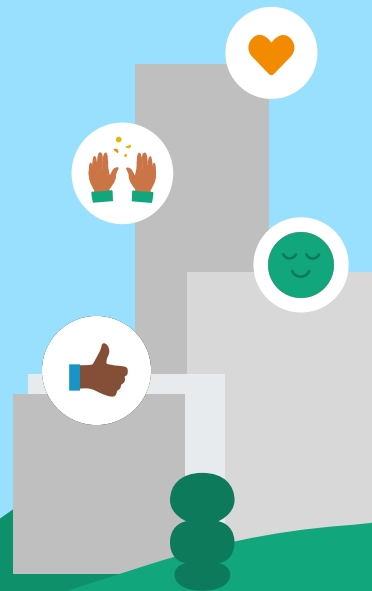
# The Strategy Gap

39%

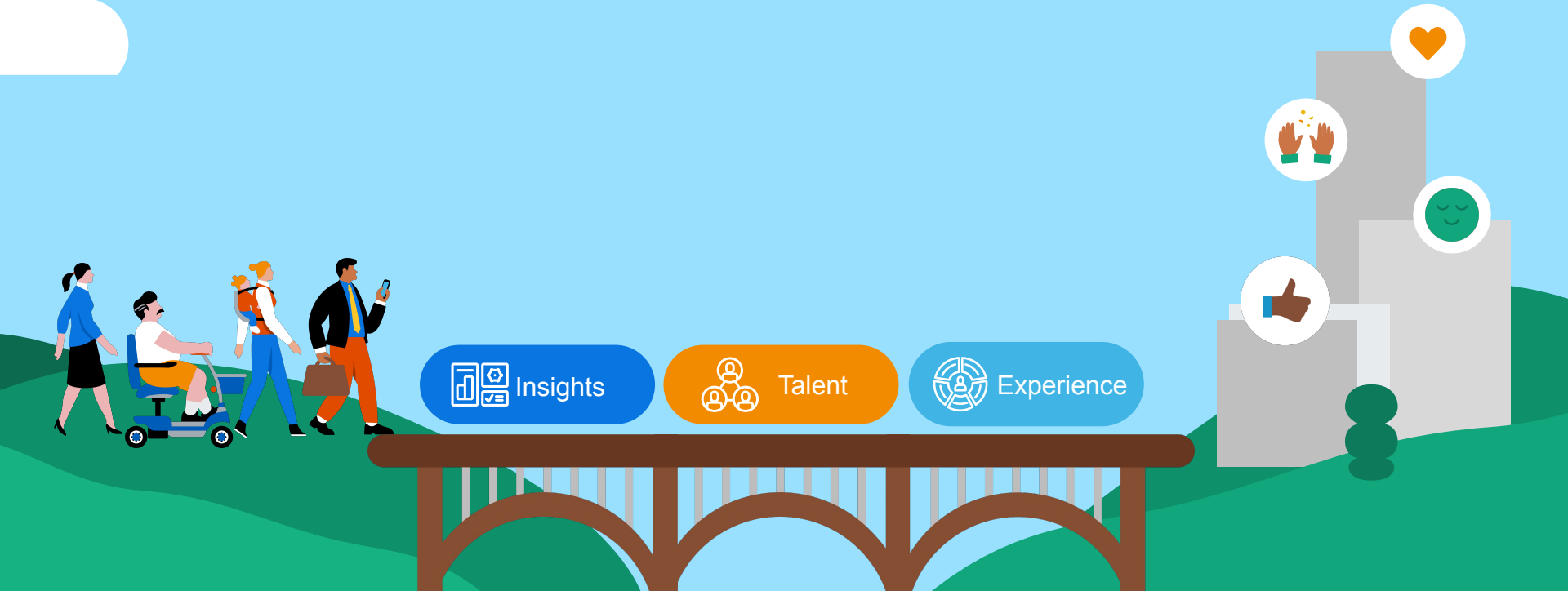
of companies worldwide do not have  
a strategic approach for diversity,  
equity, inclusion and belonging

20%

are ready to measure  
progress against outcomes



# Bridging The Strategy Gap





Belonging & Diversity with Workday

# Insights



# Bridge The Strategy Gap

People Analytics  
Core HCM  
Peakon



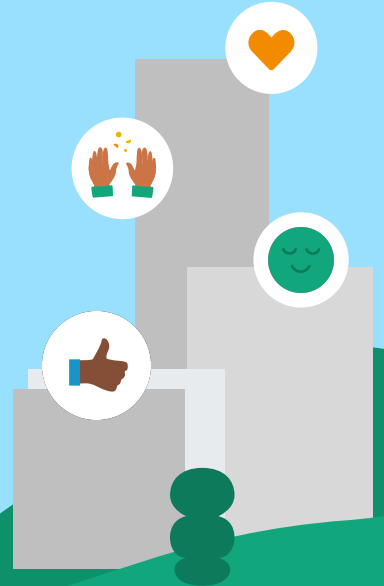
Insights



Talent



Experience



# Bridge The Strategy Gap

*"The data in Peakon helps me understand our engagement within Workday, particularly focussing on our belonging score and employee sentiment."*



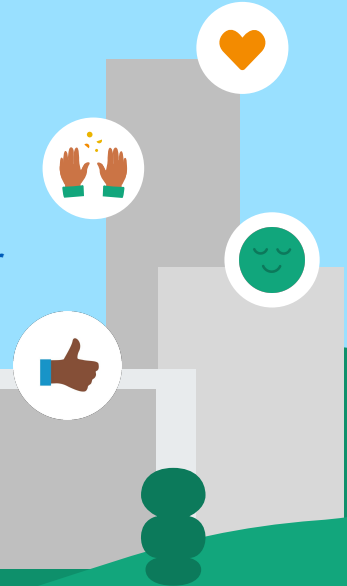
Insights



Talent



Experience





“

**Workplace diversity is something we're working on. But you can't fix it if you don't have the data. Using Workday, we can measure diversity against our goals and stay on track."**

Erwin Hoogeveen  
Chief Human Resources Officer  
Fugro



# Talent





# Bridge The Strategy Gap



Learning  
Talent Optimisation



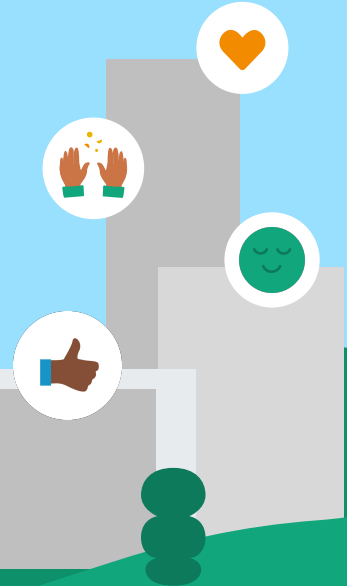
Insights



Talent



Experience



# Bridge The Strategy Gap

*"A skills based approach helps levelling the playing field."*



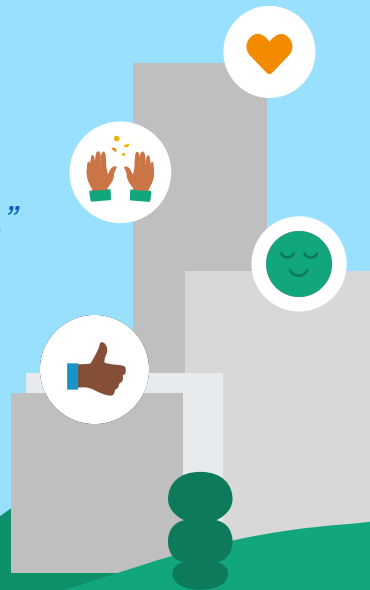
Insights



Talent



Experience



# Experience



# Bridge The Strategy Gap



Insights

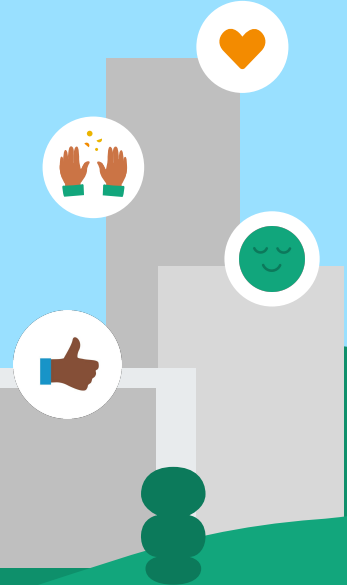


Talent



Experience

Core HCM  
Peakon  
Journeys



# Bridge The Strategy Gap

*“Embedding the program into day-to-day workflows and answering the standard employee question ‘What’s in it for me?’ must be a part of the strategy.”*



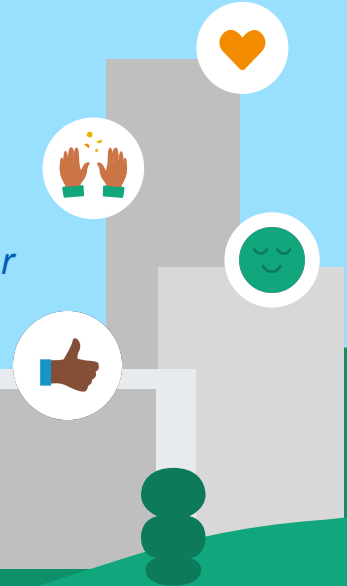
Insights



Talent



Experience



# Bridge The Strategy Gap

*"A big part of our culture is VIBE – value Inclusion, Belonging and Equity."*

[Video](#)



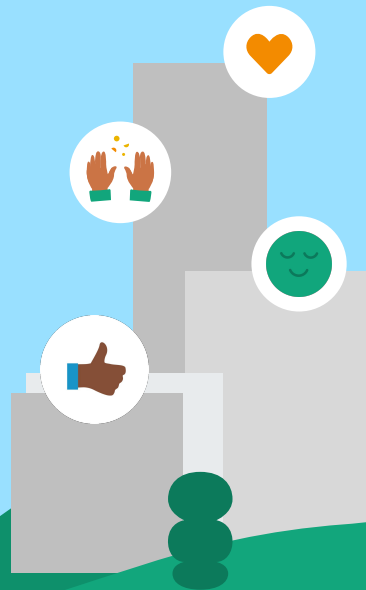
Insights



Talent



Experience



# Bridge The Strategy Gap



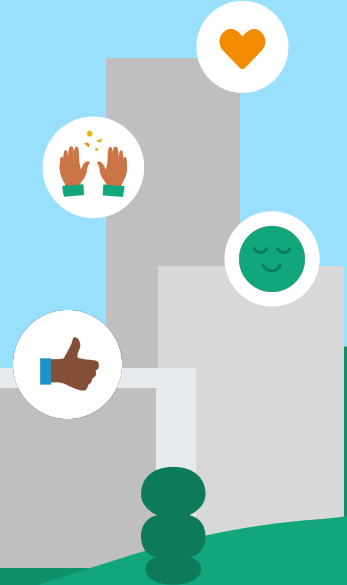
Insights



Talent



Experience



# Top B&D Functionality Enhancements

 **60** B&D focused delivered



## Peakon Employee Voice

- DE&I question-set and dashboard
- Micro-courses for DE&I
- Semantic Search for DE&I topics

## HCM



- VIBE™ Central Diversity Dashboard
- Personal Information and Gender by Country
- Personal Profile Preferences
- Visible Pronouns on Profile
- Configurable Help Text for Personal Information
- Self-ID with Chat/Assistant
- Name Pronunciation Mobile/Audio
- Social Reporting for ESG
- Flexible Work Arrangements



## Recruiting

- Masked Candidate Screening
- Skills-based Candidate Matching
- Internal Mobility in Job Hub
- Candidate Engagement & Messaging



## Talent Optimization

- Career Hub
- Talent Marketplace
- Skills-based Goals & Learning in Plan
- Connections- Mentoring



## Total Rewards (Compensation, Benefits)

- Pay Equity Dashboard & Discovery Board
- Internal Compensation Benchmarking
- Benefits & Pay Hub



## Workforce Analytics\*

- Delivered Discovery Boards
- Skills Tab added to People Analytics
- VIBE Index & DEI KPI Tabs in People Analytics



## Learning

- Skills-based Learning



## Supplier Diversity

- Supplier Diversity Discovery Board
- Classification Sync with Strategic Sourcing



## Journeys & Help

- Templated Journeys
- Self-ID Campaigns
- Intelligent Answers in Search and Assistant



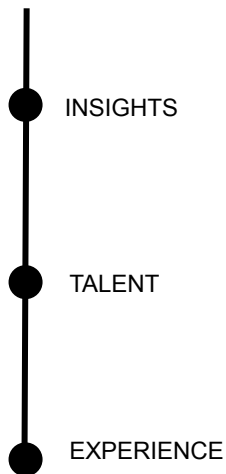
## Workforce Planning

- Diversity Planning





# Belonging & Diversity Roadmap



## Now

23R1

### HCM

- Name Pronunciation Record & Playback on Mobile (R1+)
- Nationality Enhancements for Germany

### Recruiting

- Internal Mobility in Job Hub

### Talent Optimization

- Opportunity Marketplace for Contingent Workers
- Career Hub on mobile
- Gig Promotions enhancements
- Packaged integrations for import 3rd party skills

### People Analytics

- D&I Metrics in metrics catalog

### Journeys

- B&D Journey templates (R1+)

### Procurement

- Diversity Data Workday Strategic Sourcing only
- Supplier Diversity Sync With WSS

## Next

23R2

### HCM

- Custom Labels for Disability
- Enable employees to opt out of sharing birthday
- Multi Select for Gender Identity, Sexual Orientation & Pronouns

### People Analytics

- D&I Metrics in metrics catalog

### Talent Optimization

- Manager Insights Hub
- Gig Roles

## Future

### HCM

- Active Consent for Personal Information
- Modernize Self-ID UX
- VIBE Hub\*\*
- Custom Fields for Personal Information
- Name Pronunciation Record & Playback on Desktop
- Gender Identity & Sexual Orientation by Country
- Free Text for Pronouns
- Socioeconomic Status
- Expand Public Profile Preferences to other fields

### Talent Optimization

- Skill Level on Job Profile and Manager Assessment

### People Analytics

- Support 3rd party data sources for Belonging
- Stories Surfaced (via Augmented Analytics) for VIBE Index

# Thank you

