

Workday Live

at Workday Elevate

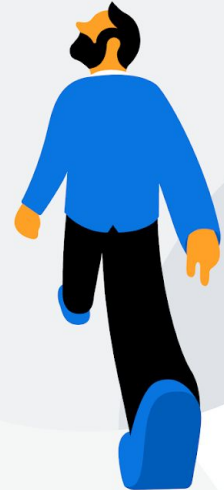
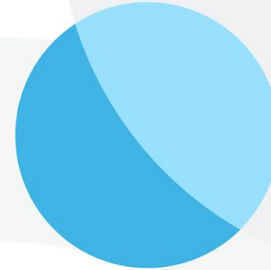
London

133 Houndsditch,
Liverpool Street,

24 May 2023



**Total visibility and no more
surprises - only with
VNDLY, a Workday
Company**





Sarah Hahn

Global Account
Executive



Jordan Hamilton

Solution
Consultant



Kerry Kiley

Principal Extended Workforce
Program Manager

Safe Harbor Statement

This presentation may contain forward-looking statements for which there are risks, uncertainties, and assumptions. Forward-looking statements may 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; any projections of revenues, gross margins, earnings, or other financial items; and any statements of expectation or belief. Forward-looking statements are based only on currently available information and our current beliefs, expectations, and assumptions regarding the future of our business, future plans and strategies, projections, anticipated events and trends, the economy, and other future conditions. Because forward-looking statements relate to the future, they are subject to inherent uncertainties, risks, and changes in circumstances that are difficult to predict and many of which are outside of our control. Our actual results and financial condition may differ materially from those indicated in the forward-looking statements, and therefore you should not rely on any forward-looking statements that we may make. 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

Workday assumes no obligation for, and does not intend to update, any forward-looking statements. Any unreleased services, features, functionality or enhancements referenced in any Workday document, roadmap, blog, our website, press release or public statement that are not currently available are subject to change at Workday's discretion and may not be delivered as planned or at all.

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

AGENDA

INDUSTRY INSIGHTS

THE POWER OF WORKDAY VNDLY & WORKDAY HCM

DEMO

**WORKDAY ON WORKDAY: EXTENDED WORKFORCE
MANAGEMENT PROGRAM**

Q&A



Festival Main Stage





The Total Team Behind the Festival Main Stage

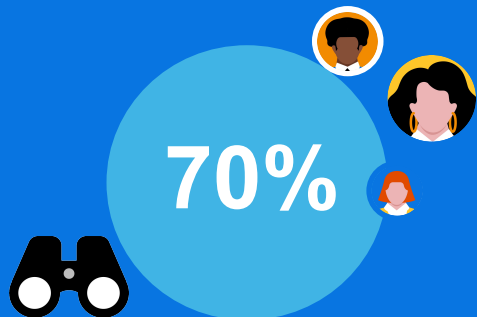




Keeping Pace With the Executive Agenda



As high as...



of executives plan on hiring more contingent workers moving forward

McKinsey

Post-pandemic...



of executives say they have accelerated digitization

McKinsey

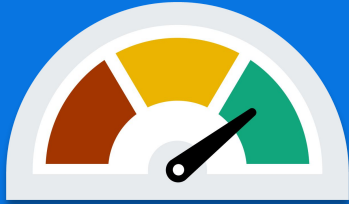
As high as...



of HR leaders anticipate the role of HR in contingent workforce management to rise over the next 12 months

Everest Group

The Demand for Flexible Labour is Not Slowing Down



As high as

15-20%

of company revenue
spent on external
workforce

Permanent Employees



External Workforce



As high as **50%** of company workforce



The Workforce Composition is Changing Fast



SKILLS
SHORTAGE

65%

of HR leaders
can't find the
right talent

EXTENDED WORKFORCE
ON THE RISE

20%

of the UK workforce
today is extended
workers

FROM CONTRACTS
TO PEOPLE

62%

of companies giving
HR more influence
and ownership



30 Second Test

How quickly can you locate
extended worker information?



How much are we spending on contractors?



What systems and site access do they have?



Where are non-employees located?

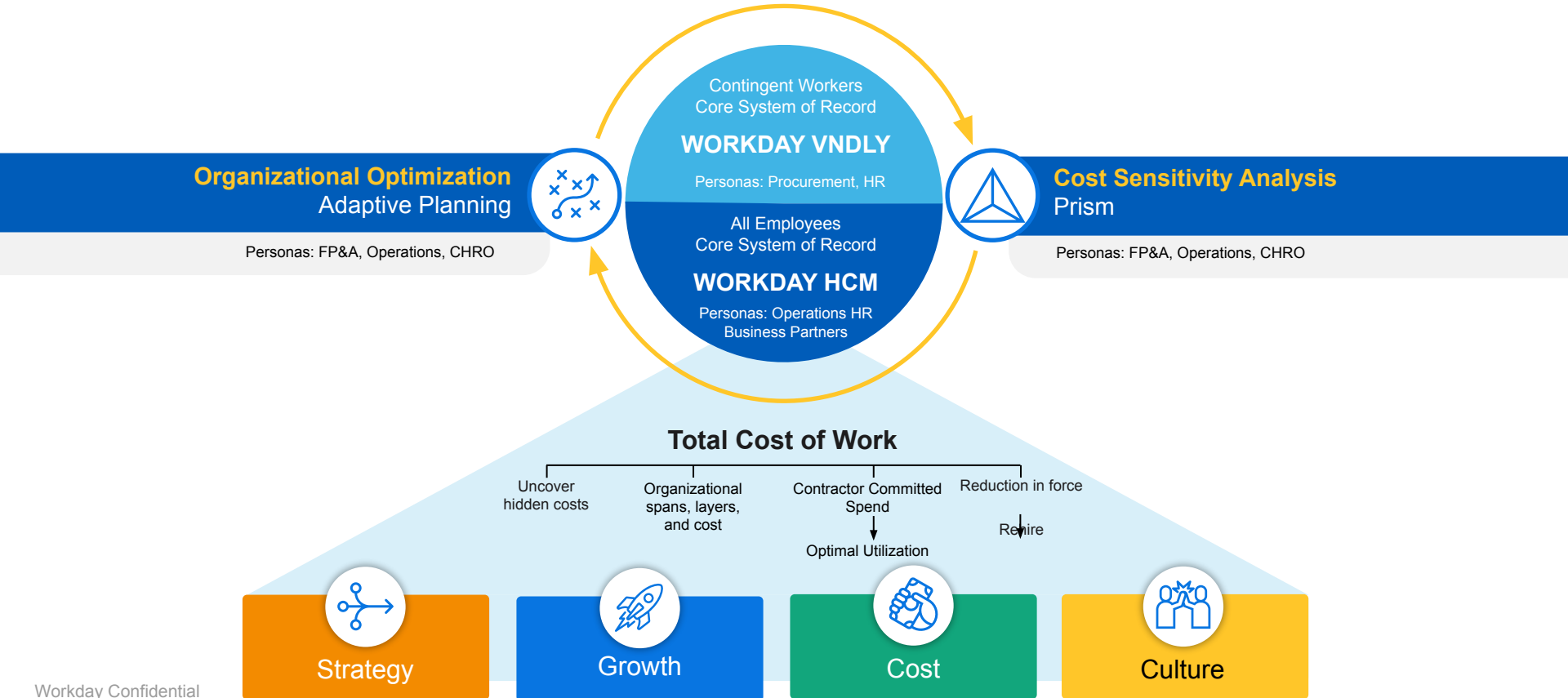


What are they working on?



Are they provisioned properly?

A Total Workforce Strategic Approach



Today: Unified Workforce Operations



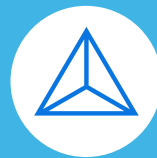
Workday VNDLY + Adaptive Planning

Plan your entire headcount inclusive of extended workers and kick off hiring business process.



Workday VNDLY + Talent

Fill critical skills gaps with contingent labor and upskill and convert existing workers for long-term stability.



Workday VNDLY + Prism

Work order, timesheet and invoice data for contingent workers blends with Workday day for insights about extended workforce spend.

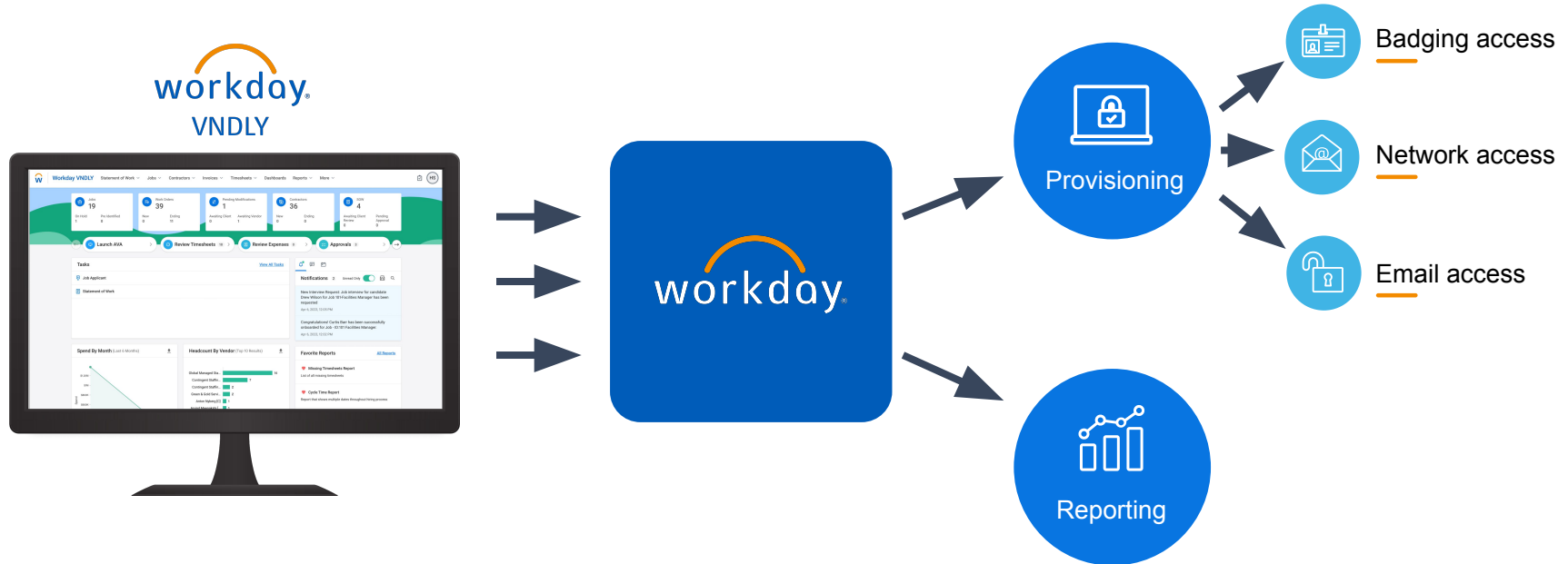


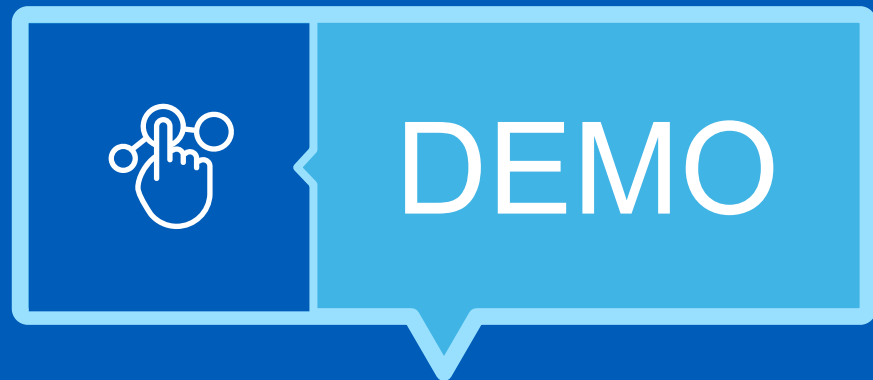
Workday VNDLY + Scheduling

Schedule contingent workers right alongside employees with ML/AI-driven recommendations based on worker cost.

Leverage your investment in Workday

Extended worker provisioning triggered by Workday VNDLY, flows into Workday HCM and downstream systems, enabling tracking, reporting, and visibility.





Workday VNDLY



WORKDAY ON WORKDAY

Extended Workforce Programme at Workday

People and Purpose



**Talent services & rewards,
talent acquisition, belonging
& diversity**



**PMO, people tech &
transformation**



People Operations



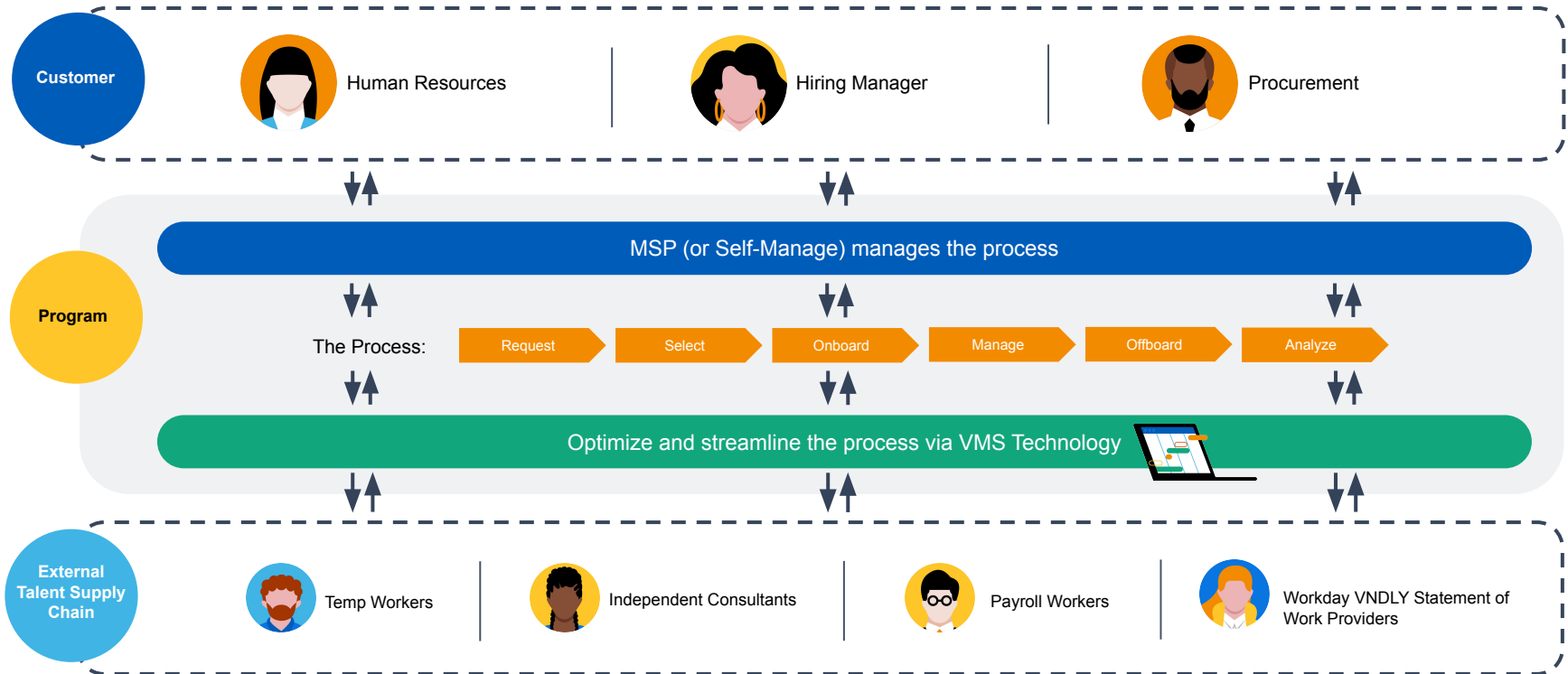
**Benefits &
compensation**



**Extended workforce,
global mobility &
immigration**

Programme Structure

People + Process + Technology



The Before

Workday and Legacy VMS

Legacy VMS Challenges



Limited role
security functionality



Multiple data
entry points



Lack of
spend visibility



Inflexible
user experience



Cumbersome
reporting



Lack of visibility to
all worker types

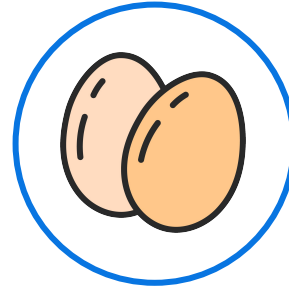
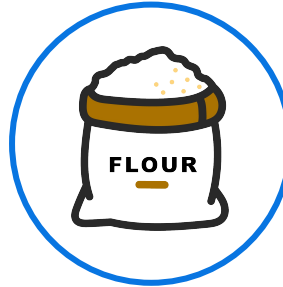
Workday VNDLY Integration to Workday HCM Vs Others

Workday VNDLY Integration

Certified Workforce Connector: 30 Pre-Built APIs



Legacy Provider Integration



Our Journey with Workday VNDLY

Phase 1



Our Project Scope



Must Have

- Improved experience, process and enhanced integrations
- Contingent module
- Worker tracking module
- Go-live July 18, 2022



Nice to Have

- MSP process improvements to increase efficiency to scale
- Ability to label workers for FedRAMP (The Federal Risk and Authorization Management Program)
- Identifying ability/process to track badge-only workers (for Phase 2)



Not in Scope

- India and other international countries until Phase 2
- Scope of work/RFX modules



Deployment Process

Estimated Timeline - 14 weeks w/ Workday API

Initiation and project
planning



Discovery and
standardization



Solution design,
configuration and
optimization



System testing,
training and supplier
management



Training and launch
preparedness



Post-launch
operations

TIMING: 2 WEEKS

- Contract development
- Team assignments (Client, VMS)
- Project setup
- Discovery workshops planning and scheduling
- Initial timeline created

TIMING: 4 WEEKS

- VMS System demonstration
- Discovery Workshops
- Workday ISU set up and foundational configuration completed
- Communication plan developed
- Requirements gathering for reporting, timekeeping, invoicing, integrations
- Data gathering
- Process flows refinement
- Approval of business requirement documents
- Approval of integration requirement document
- Supplier contracts review, change in VMS

TIMING: 4 WEEKS

- Specification of VMS configuration updates
- Integration specifics (if required) and support of VMS modifications
- Supplier Town Hall (PMO)
- Supplies contract negotiation and set up (PMO)
- UAT Presentation

TIMING: 4 WEEKS

- Client acceptance testing
- Training preparation & communication delivery
- Supplier contracts updated (PMO)
- Production data load completed

TIMING: 2 WEEKS

- Training completed (Admins, managers, suppliers, workers)
- Final data validation
- Launch communication

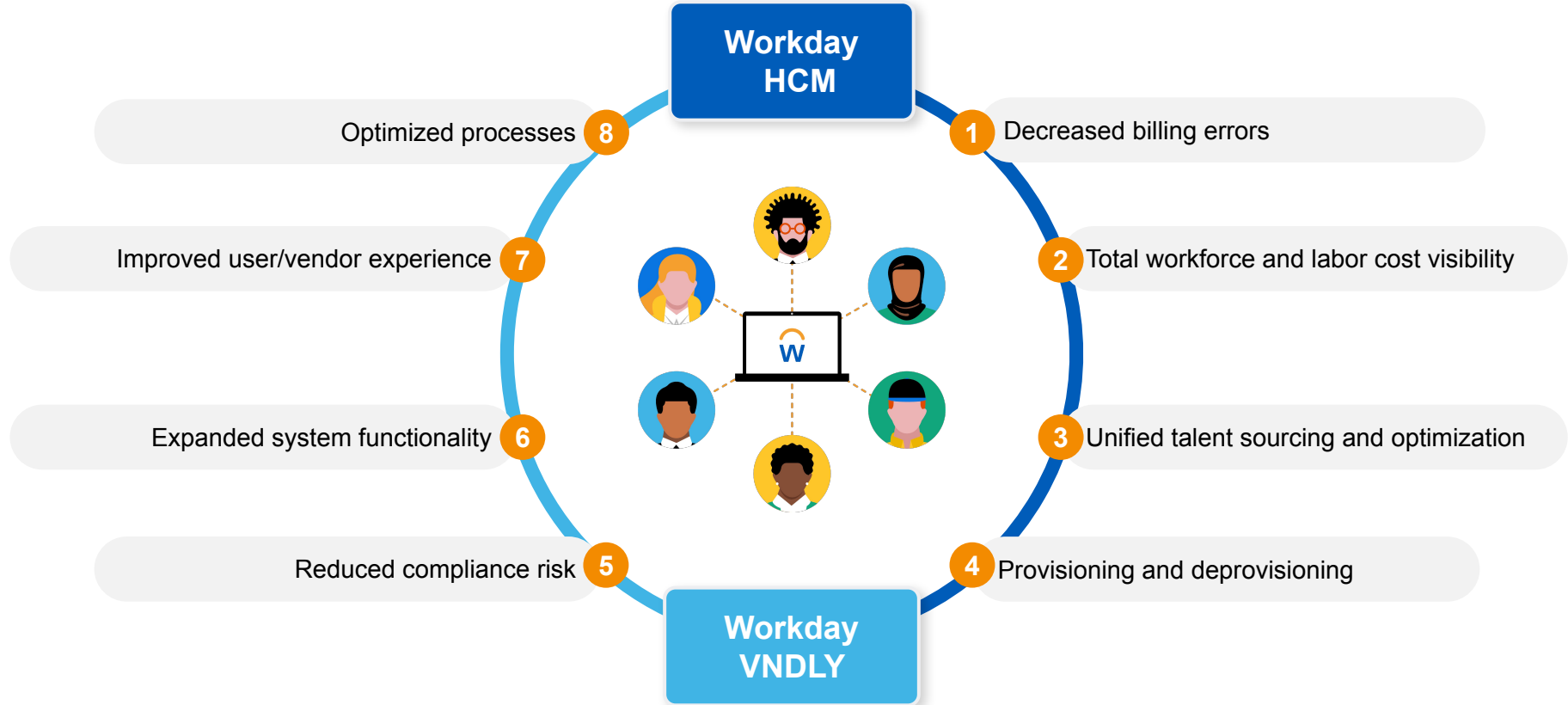
TIMING: ONGOING

- Operationalize the program
- Additional training if necessary
- Support as needed
- Continuous assessment and enhancements
- Transition to Customer Success + Support



**Target Go-Live
TBD**

Value Realisation with Workday VNDLY



A Brighter Road Ahead

Looking Forward

Looking Forward



MARCH – JULY 2023

Workday VNDLY Phase 2

- Global expansion: India, Singapore, Australia, New Zealand
- Ava
- Prism Dashboard



Later 2023 AND ONWARDS

Workday VNDLY into the Future

- Global expansion continued: Germany, Poland, Netherlands
- Continue to evolve program with new functionality, ongoing Workday VNDLY releases (weekly)

Key Takeaways



HR operations oversees contingent workforce program

Managed under people and purpose within an operations (HR) function, partnered with a selected MSP.



Replaced legacy VMS with Workday VNDLY

Workday HCM, Workday VNDLY, and our MSP collaboratively deployed Workday VNDLY in 14 weeks, with limited business disruption!



Immediate value realization with Workday VNDLY

From process optimization to increased program agility—with global expansion as part of the next phase.

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

