

Evotec Strengthens Systems Structure, HR Effectiveness and Data Integrity

With Workday, Evotec Has Brought Together Many Separate Systems and Made Significant Efficiency and Productivity Gains

Challenges

Rapid growth through acquisition meant many separate systems were in use across the company, driving complexity and making it difficult to manage growth and integrate further acquisitions. The need to manage numerous systems prevented HR from focusing on analysis and business partnering. Moreover, it was impossible to meet the business's appetite for data with the necessary speed and accuracy.

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Every new acquisition brought a new system, creating inconsistency and lack of transparency. We needed clarity.

Cyril Gutter

Head of Global HRIS, Evotec

Why Workday

Partnering for a Complex, Fast-Changing Business

Evotec was facing increasing complexity due to rapid organic and acquisition-led growth. Any solution therefore had to help the business keep pace with organisational change while delivering clarity and insight into its fast-expanding workforce. Evotec also needed to reduce pressure on its HR teams through efficiency improvements and automation, while also meeting increased demand for analytics.

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We had high expectations for our new system to be scalable and agile. Workday's approach made it the right choice for us.

Cyril Gutter

Head of Global HRIS, Evotec



Overview

- Innovative life sciences and biotechnology company
- Headquartered in Hamburg, Germany, with a presence in six countries
- 3,000+ employees, revenues of EUR 446 million (2019)

Benefits

Partnering with Workday, Evotec has harnessed all HR data. With a consolidated view of its people, it has drastically reduced the time taken to run reports, and has accelerated the integration of new acquisitions by 50 per cent. It now takes just two weeks to onboard a new joiner, down from two months. Gains include:

- New strategic focus for HR teams
- Significant productivity advances
- Flexible and global process design
- Improved data quality and reporting driving better decision making
- Full alignment between teams

Workday Applications

- Human Capital Management
- Recruiting
- Time Tracking

Results

Systems Consolidation Empowers Human Resources

The greatest value Evotec has gained from Workday is the migration from many legacy systems to a single, global solution.

Previously, HR had relied heavily on IT to adjust and deploy these complex systems. With Workday, HR is greatly more independent of IT, freeing both organisations to focus their attention on strategic projects.

Workday also empowers teams to design their own processes and has enhanced data security by replacing the use of Excel files with more modern, reliable and robust solutions.

Above all, Workday provides a single global process for several areas of the business to create true alignment between teams, streamlining activities, cutting timescales and improving relationships.

Tangible Business Benefits

The company has seen major savings of time and money. With one system to maintain original data, transactional work volumes have reduced greatly: for example, head-count reporting times have fallen from around one week to five minutes.

The merit process took weeks, as senior leaders shared spreadsheets to make decisions. This now takes just two or three days. This is particularly important as it delivers major time-savings for senior management.

With Workday Recruiting, their process has also changed dramatically, with streamlined GDPR-compliance and communications with candidates. As a result, recruitment costs have remained flat during a period of increased hiring.

Enhanced Decision Making

It has historically been hard to quantify data relating to overtime hours, as only employees had access to tracking spreadsheets. Now, this data is fully auditable.

Evotec has also used Workday to create new absence criteria and systems during COVID-19, enabling the cost impact on the company to be easily calculated. As a result, it has created new practices that benefit employees while reducing risk and expense for the business.



Speed, accuracy, data consistency and aligned processes – we've gained them all with Workday.

Cyril Gutter
Head of Global HRIS, Evotec



Workday helps HR operate in a far more strategic way, increasing the tangible value we bring to the business.

Cyril Gutter
Head of Global HRIS, Evotec



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