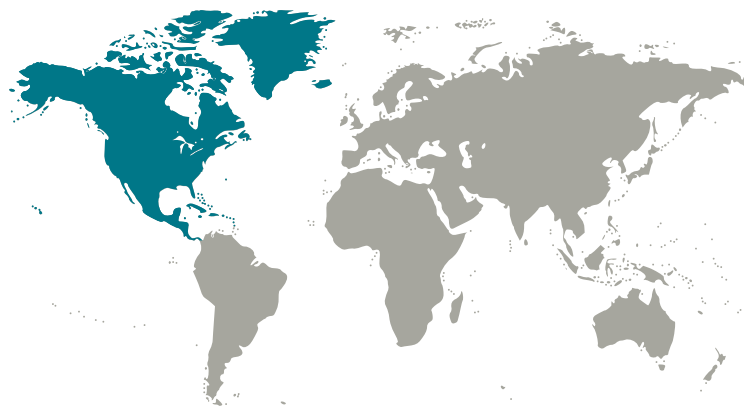# Transportation + Logistics Company Deploys Workday HCM + Payroll In 3 Phases

Duration

19
Months

Regions

Products
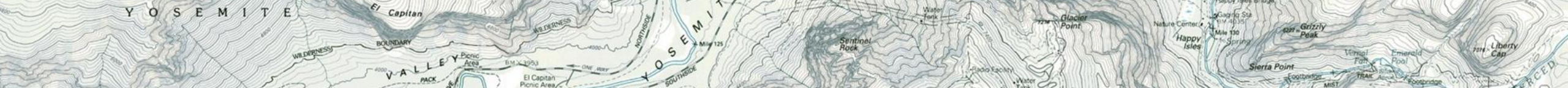
63
Integrations

12
Products

Absence
Advance Compensation
Benefits
Core Compensation
Core HR
Learning
Onboarding
Payroll
Performance
Recruiting
Talent
Time Tracking

" **From our Customers**

"It was a pleasure working with Invisors. It was quite a transformational project for us, and we really appreciate your help leading us through it."

inVisors

Transportation + Logistics Company Deploys Workday HCM + Payroll In 3 Phases

OH-NO Moments ⊗

Because of the scope of the project + the fact that the client did not have strong technical experience or enough resources aligned, it was decided to roll out their Workday solution in **3 phases, over the course of 19 months.** Early on we discovered that we were going to need to bring to light all potential "oh-no" moments to understand how best to optimize a successful Workday deployment:

- An extremely **complex legacy payroll** operation that was not a good fit for Workday
- The core data system had extreme limitations
- The client decided to **keep old core data systems** in sync with Workday continuing after go-live
- Our team discovered **bugs inside the Workday data architecture** with duplicate reference IDs
- The client would **not be prepared to perform TCU** at the deployment of phase 1
- The client had not planned to deploy Benefits in tandem with Payroll, which led to the need to handle Benefit deductions as ongoing Payroll inputs
- Payroll go-live was split between two office populations in P2 and P3 which led to **complexity keeping legacy + Workday systems in sync with transfers between the two**

AH-HA Moments ✓

- **Close coordination + communication** were key in being able to overcome all the other obstacles and still result in a successful go-live and a happy, referenceable client
- We learned with phased go-lives that it can be challenging to stagger payroll for just one quarter later due to go-live activities
- Layering in **constant operational readiness conversations** is key to ensuring that the client is ready for go-live + set up for success
- Complex tax processes presented the opportunity for **custom integrations,** creating workarounds for intricate tax requirements + making them work within Workday
- **Comprehensive testing** of functional configuration + integrations in **all phases** of the project was vital to a seamless go-live

Key Takeaway: Operational readiness must be baked into every project for a successful launch.

inVisors