



Helping a global technology company transform payroll with Workday

Operate services | Payroll Operate | Workday Operate

The challenge

Following an M&A transaction, our client faced a non-negotiable imperative: stand up payroll for the newly formed organization following a change in corporate ownership. This wasn't a single transition—it was 21 payrolls, all requiring simultaneous migration. The client also needed multi-disciplinary support to stand up new organizational benefit packages and implement Workday as their ERP system. Then, the ground shifted again: the client itself was acquired by another company, introducing a second wave of ownership change, new stakeholders, and new complexity.

Our solution

Deloitte engaged to transition all 21 payrolls, stand up new benefit packages, and implement Workday as the client's ERP, all under a tight deadline. We anchored the transformation with PayrollAdvantage, deployed as a global control platform connecting payroll data across all 21 countries in real time. Our in-country teams drove payroll registrations and delivered local payroll services in every jurisdiction, working closely with the client's HR function to keep severance and new hire processing aligned with local requirements, every time.

The outcomes

Managed simultaneous migration at scale

- ✓ Successfully managed payroll transitions for 3 entities during a major corporate acquisition.
- ✓ Transitioned 21 countries through a single coordinated rollout while maintaining business continuity.

Accelerated delivery across a complex landscape

- ✓ 90 business days from user acceptance testing (UAT) to go-live while balancing the complexities of cross-border compliance, changing ownership structures, and tight deadlines.

An abstract digital background featuring a network of glowing lines and dots in various colors (blue, green, yellow, red) against a dark blue background, creating a sense of data flow and connectivity.

21 countries transitioned through a single roll-out