

Workday Differentiators for the Deloitte 2020 Global Human Capital Trends



Trend	Workday Differentiators
<p>Belonging From comfort to connection to contribution</p>	Workday provides organizations with solutions that help to create, foster, measure, and promote belonging across the organization, no matter their workspace or role within the organization.
<p>Designing work for well-being Living and performing your best</p>	Workday is built with the employee at the center, helping organizations to track, encourage and support employee well-being.
<p>The post-generational workforce From millennials to perennials</p>	Workday continues to build technology solutions to support a diverse workforce. Our machine learning driven personalization empowers our customers to meet every employee where they are -- to surface meaningful opportunities, recognize and reward contributions, and develop and grow connections and their careers.
<p>Superteams Putting AI in the group</p>	Workday People Analytics leverages augmented analytics technology to add automatic capacity to your HR Analyst Team. Workday People Analytics is like having an additional team of specialized digital analysts who do the difficult work of studying patterns throughout the workforce over time to find the "needles in the haystack."
<p>Knowledge management Creating context for a connected world</p>	Workday has a native knowledge management solution alongside other knowledge sharing functionalities that provides an intuitive experience for providing and sharing knowledge across the organization.
<p>Beyond reskilling Investing in resilience for uncertain futures</p>	Through the new Skills Cloud foundation, Workday enables organizations to rely on a common language of skills, no matter how employees refer to them, by leveraging machine learning to understand, categorize, administer, and constantly update the ever-changing skills used across the organization today. Customers can identify the skills they have, the skills they need, and critical skill gaps. This foundation can foster talent mobility by suggesting reskilling and upskilling opportunities such as recommended learning, mentorships, stretch projects or gigs based on career goals and skill interests. This creates an environment of opportunity and agility for the worker and the organization.
<p>The compensation conundrum Principles for a more human approach</p>	Workday Total Rewards elevates the compensation experience for everyone. Administrators can easily define packages, plans, and programs using data from Workday and the marketplace for the global organization. Managers can more easily align employee awards with business objectives and results given the enhanced analytics that harness the rich data set Workday provides. Employees can see on-demand their total rewards package, including compensation and benefits, on the Total Rewards Dashboard.
<p>Governing workforce strategies New questions for better results</p>	Workday delivers a full spectrum of workforce planning, reporting, and analytics to help you plan and manage your people for the ever-changing needs of your business. With the same foundation of trusted data, Workday helps you make better workforce decisions faster.
<p>Ethics and the future of work From "could we" to "should we"</p>	The Workday Talent Marketplace combines employees and technology to connect them to new career opportunities. Through our Skills Cloud technology and machine learning, employees receive curated job opportunities that help advance their career. They can see their strength matched to an opportunity as well as the skills they can learn and be provided with access to learning content for skills they are missing.

How We Can Help

Cloud roadmap, strategy, and enterprise application implementation

Deloitte Workday accelerator tools and innovative solutions

ChangeScout™

A change management solution

CompareEdge™

A cloud-based, technology-agnostic payroll parallel testing tool

LaborWise™

A workforce-focused analytics solution

Digital Forum powered by ThinkTank Engage™

A digital engagement platform

HR Artificial Intelligence (AI) And RPA Solutions

2020 Human Capital Trends Report

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