THE ENTERPRISE TRANSFORMATION
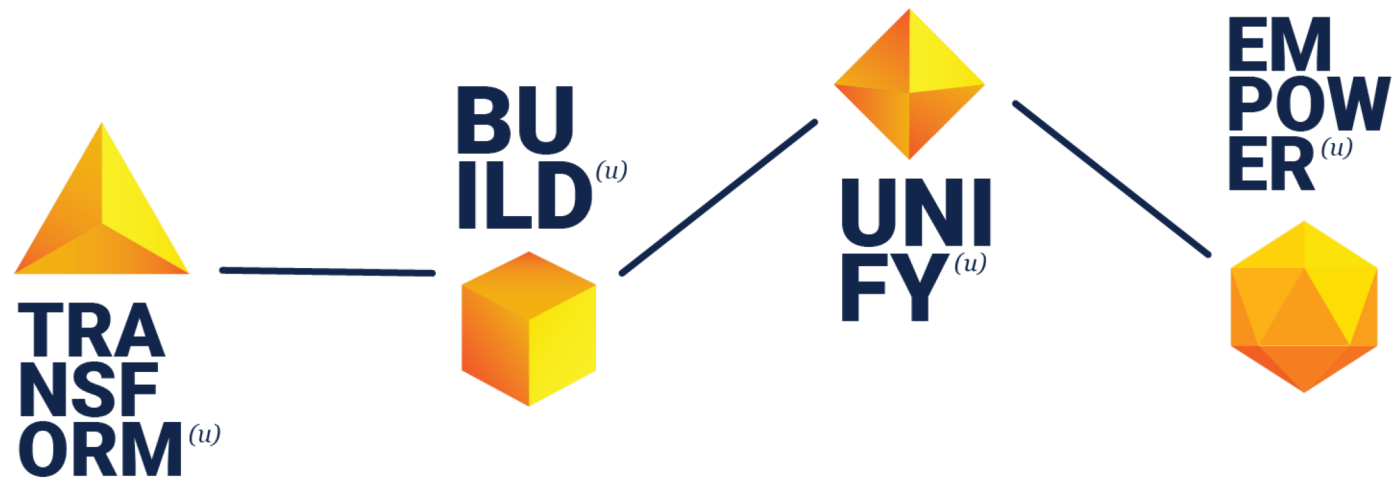
Program Updates

Business Partners Network Meeting

Agenda

- Enterprise Transformation Overview

- Financials Transformation Update

- Human Capital Management (HCM) Transformation Update

- Q&A

Safe Harbor

The information delivered within this presentation was published on 03/27/19

This information, while accurate at the time, is subject to change.
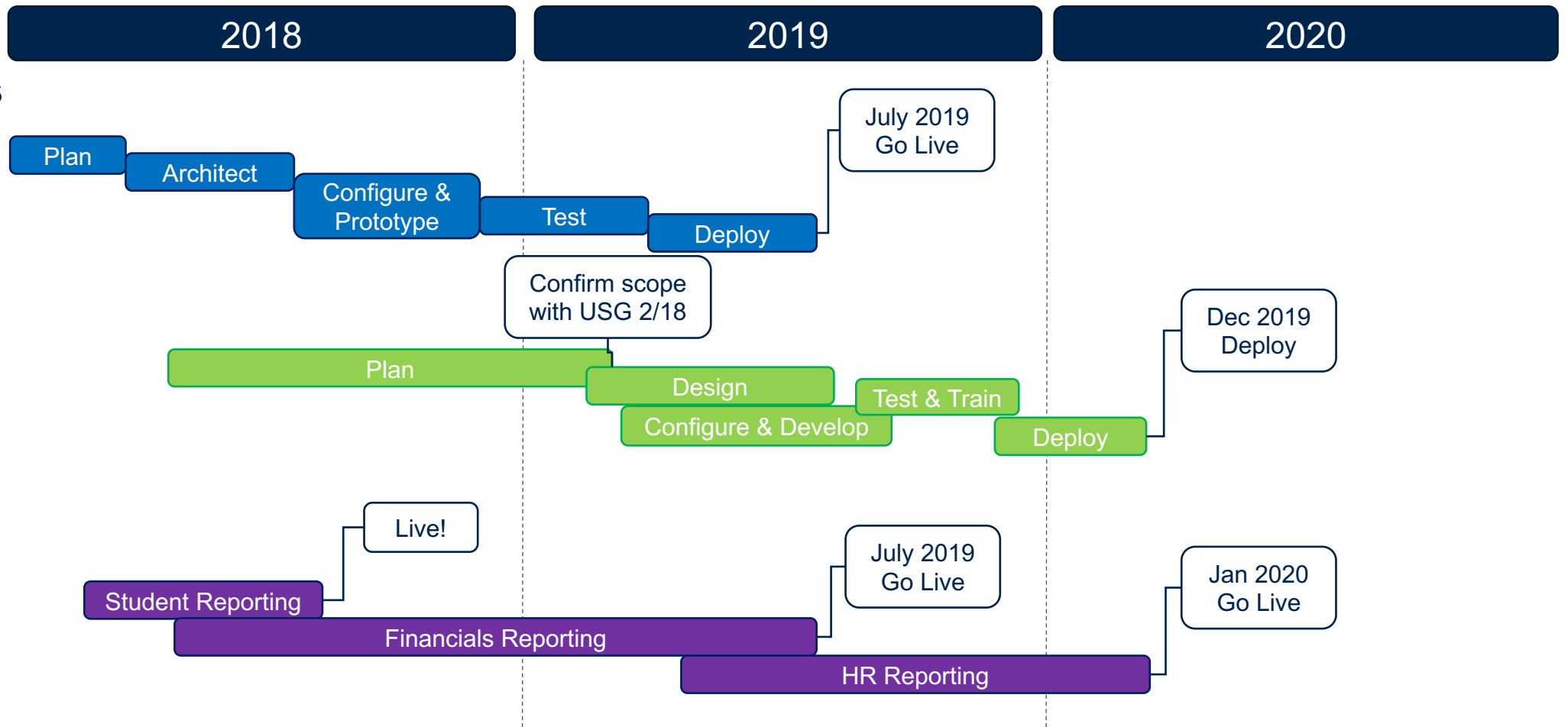
Enterprise Transformation
Timeline

	2018	2019	2020

Financials

workday

- Plan
- Architect
- Configure & Prototype
- Test
- Deploy

July 2019 Go Live

HCM

PeopleSoft

Confirm scope with USG 2/18

- Plan
- Design
- Configure & Develop
- Test & Train
- Deploy

Dec 2019 Deploy

LITE

Georgia Tech

- Student Reporting
- Financials Reporting
- HR Reporting

Live!

July 2019 Go Live

Jan 2020 Go Live

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Transformation Goals

Foster collaboration and transparency

Streamline and standardize processes

Improve reporting

Reduce redundancies and inefficiencies

Enhance accessibility

University System of Georgia Institution

Financials Transformation Update

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Workday Scope

Business Assets

Banking & Settlement
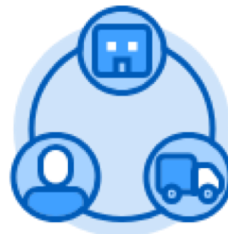
Budgets

Customer Accounts

Expenses

Financial Accounting

Grants Management
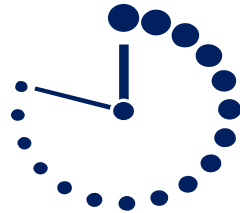
Procurement

Projects

Supplier Accounts

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Workday Benefits

Continuous Improvement

- Workday updates their system twice a year (March and September) to all customers.
- This will give Georgia Tech the opportunity to continually improve processes and reports

Real Time

- Workday will provide one single source of truth in real time with respect to financials data

Partnership

- Workday customers have access to Workday Community where we can provide feedback for additional features for future releases
- We can also partner with other high education institutions to gain traction on items that would benefit Georgia Tech and others

Mobile App

- Workday offers a mobile app which allows end users to approve transactions and upload receipts for reimbursement on-the-go
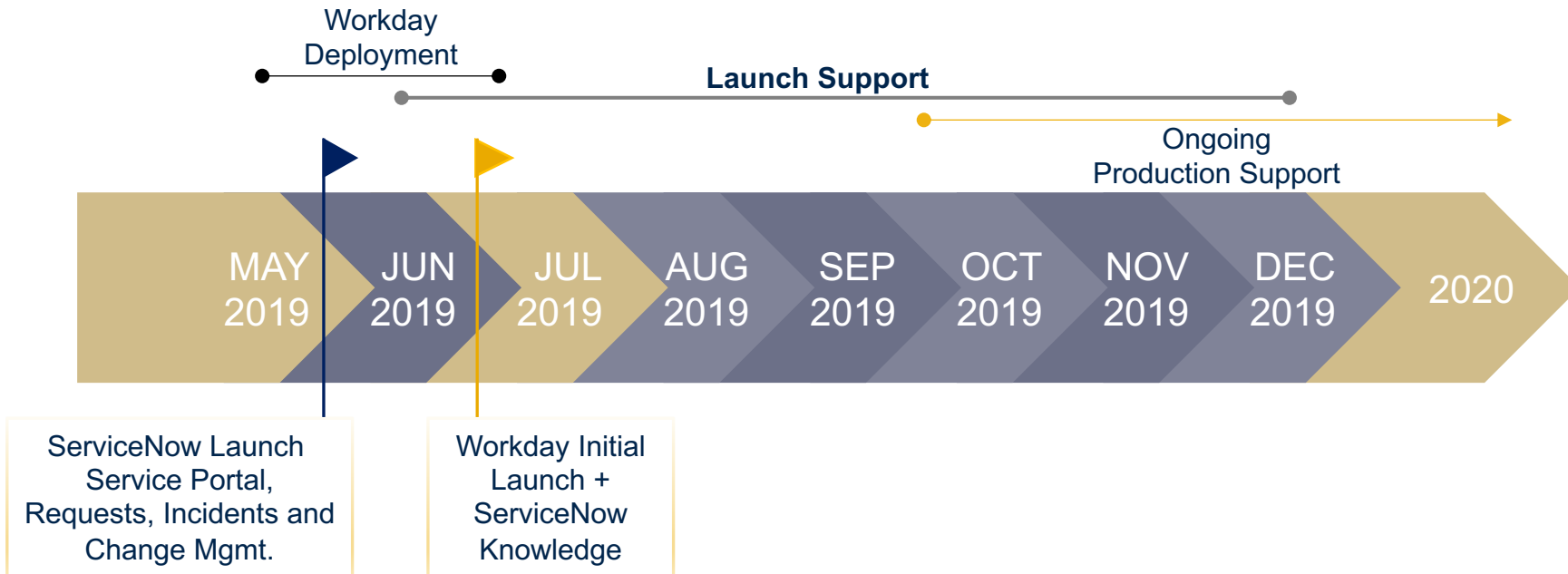
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Workday Design Highlights

- Workday commitments (pre-encumbrances) are a built-in feature

- Paper check requests will all be processed in Workday

- Subaward post-award financial routing and payment all in Workday

- Service requisitions don't require flipping

- Workday will be used for PCard (no longer Concur)

- Requisitions will start and end in Workday

- Document retention and workflow in Workday (no longer ImageNow/ WebNow)

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Launch Support:
Timeline

Launch support is the timeframe from about 3-6 months post go-live. During this time, program dedicated resources work in a concerted effort to stabilize the system and its usage.

Workday Deployment

Launch Support

Ongoing Production Support

| MAY 2019 | JUN 2019 | JUL 2019 | AUG 2019 | SEP 2019 | OCT 2019 | NOV 2019 | DEC 2019 | 2020 |

ServiceNow Launch Service Portal, Requests, Incidents and Change Mgmt.

Workday Initial Launch + ServiceNow Knowledge

Some of resources available to end users during launch support that will not transfer to ongoing production support

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Launch Support:
Resources

Georgia Tech

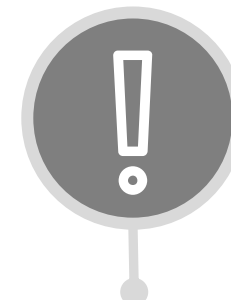Workday Gurus

Call Center

Service Tickets

Open Labs

On-Site Support

Workday Tips Newsletter

Job Aids & Quick Ref Guides

Training & Seminars

Rapid Response Alerts

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Campus Outreach

March 2019	April 2019	May 2019	May 2019
Procurement	Gifts	Reporting	Go Live

■ Campus Info Session (3 in person, 1 webinar)

■ Special Topic Webinar

■ Go Live Webinar (Cutover, Training, & Support)

Recordings of previous info sessions can be found at transformation.gatech.edu/resources

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HCM Transformation Update

Purpose

OneUSG
A system wide initiative to develop and implement a **consistent approach to policies, procedures, and technology** solutions that benefit the University System of Georgia (USG), in an effort to support the Chancellor's strategic imperative of **accountability, efficiency, and innovation**.

OneUSG Connect
A priority for the OneUSG initiative is to bring the University System Offices and all USG institutions onto one **technology solution**, OneUSG Connect, **to manage USG human resources activities, benefits, and compensation.**

HCM Transformation
An initiative to **align Georgia Tech business processes to the OneUSG Connect technology platform**. This will further the GT vision of Workforce of the Future and Create the Next Platform for Service Delivery.

Scope

Georgia Tech will be moving to the OneUSG Connect platform
of PeopleSoft HCM 9.2 which includes
the following suite of modules:

- Careers
- Workforce Administration
- Benefits
- Payroll
- Self-Service
- Global
- Commitment Accounting
- Faculty Events
- Time & Labor/Absence Management
- Time Clock

Organizational Impact

Who will use OneUSG Connect?

Employees

View and update personal information

Submit time and leave requests

Link to review benefits

Managers

Approve time and absence requests

Initiate employee actions formerly handled by PSFs

Practitioners

Complete initiated HR processes

Maintain HR transactions as they relate to their responsibilities

Benefits of Moving to OneUSG Connect

As part of this initiative, Georgia Tech will adopt leading business practices and streamline existing business processes. While it will be necessary to learn new terminology and navigation, we will also gain new features and functionality in moving to this platform.

OneUSG Connect:

- Is mobile friendly and accessible
- Supports organizational reporting and provides an online organization chart
- Presents a more intuitive user interface and offers an improved user experience
- Enables electronic approvals
- Provides improved transparency and tracking
- Supports increased accountability
- Provides a more unified and integrated system
- Addresses opportunities identified in Comprehensive Administrative Review (CAR)

Comprehensive Administrative Review

Solutions for CAR Opportunities Through Implementation of OneUSG Connect

- Centralized future state hiring process for faculty, staff, and students with automated workflow and approvals to facilitate consistent policies and procedures

- Standardized processing will reduce duplication of efforts involved with multiple groups and processes

- Use of Manager Self-Service and other functionality eliminates PSF and reduces amount of manual, paper-based processing

- Standardization of affiliate onboarding

- Time and Labor and Absence Management will be used to replace various paper-based processes and homegrown systems

- Kaba Clocks will replace Kronos clocks for increased standardization and enhanced functionality

Implementation Team

COMPLEMENTARY SKILLS AND PERSPECTIVES

Core Project Team

Key Collaborators

- Enterprise Resource Planning (ERP)
- Human Resources
- HR Practitioners
- Faculty Affairs
- Information Technology
- Georgia Tech Research Institute (GTRI)
- Office of Sponsored Programs (OSP)
- Grants & Contracts Accounting
- Internal Audit
- Strategic Consulting
- Change Network
- Other R1 Institutions

Preparing for Change

COMMUNICATIONS

Website: transformation.gatech.edu

Newsletter: connecTECH

- Begins in April (bi-monthly)

Articles, Announcements, Emails

CAMPUS ENGAGEMENT

Change Agent Network

Focus Groups & Surveys

Presentations, Webinars

Info Sessions

LEARNING & DEVELOPMENT

Begins Fall 2019

Web-Based Tutorials

Instructor-Led Sessions

Job Aids

Questions?

Let's stay connected!

Questions or Feedback?

- **Helpdesk Email:**
  erp.ask@gatech.edu

- **Website:**
  http://transformation.gatech.edu

University System of Georgia Institution

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