



# **ACCENTURE DESIGN FRAMEWORK FOR WORKDAY IN EDUCATION AND GOVERNMENT**

A structured approach to accelerate design through facilitated decision-making that enables achievable, repeatable outcomes for Education and Government clients.

When implementing Workday in Education and Government, each institution should make design decisions on foundational Workday elements early in the engagement. For example, educational institutions typically do not have a reporting structure that fits easily into the construct of Workday Supervisory Organizations. Understanding this fundamental concept, and determining a course of action to define this structure, is critical to building a Workday environment. In others, there are unique requirements for employee categories, such as union workers, and institutional reporting that must be documented and designed – and may lead to changes from current state. These design elements must be discussed early, as direction and decisions made in these areas will inform the build of the initial Workday Foundation Tenant and often require inclusion of many stakeholders and a governance process for organizational decisions.

Based on our extensive experience, Accenture developed a structured approach for engaging clients at the start of a project to discuss the key elements of Workday and the required design decisions critical to their Workday program. The Accenture Design Framework for Workday in Education and Government is underpinned by a critical set of foundational concepts identified in education and government environments as critical for success (see Figure 1). The framework not only helps to facilitate initial discussions around key topics, but also jumpstarts early decision-making processes that can ultimately lead to an accelerated, more robust Workday design. The framework is intended to be tailored to each individual program, based on scope, and used early in the program.

## HOW IT WORKS

The Accenture Design Framework enhances the planning phase through pre-built presentation templates and content, decision tracking tools, and supporting sessions materials built around foundational concepts (see Figure 1). Primary components include:

- Key questions, organized by topic, to guide team discussions.
- Pre-read materials to introduce topic areas and Workday concepts to frame discussions with client audience.
- Presentation materials that Accenture uses to facilitate client discovery workshops and decision-making.

Armed with this asset, Accenture works on-site with client teams for eight weeks to manage a structured pre-planning process for Workday HCM, Financials, or Student implementations. The main phases of this process include:

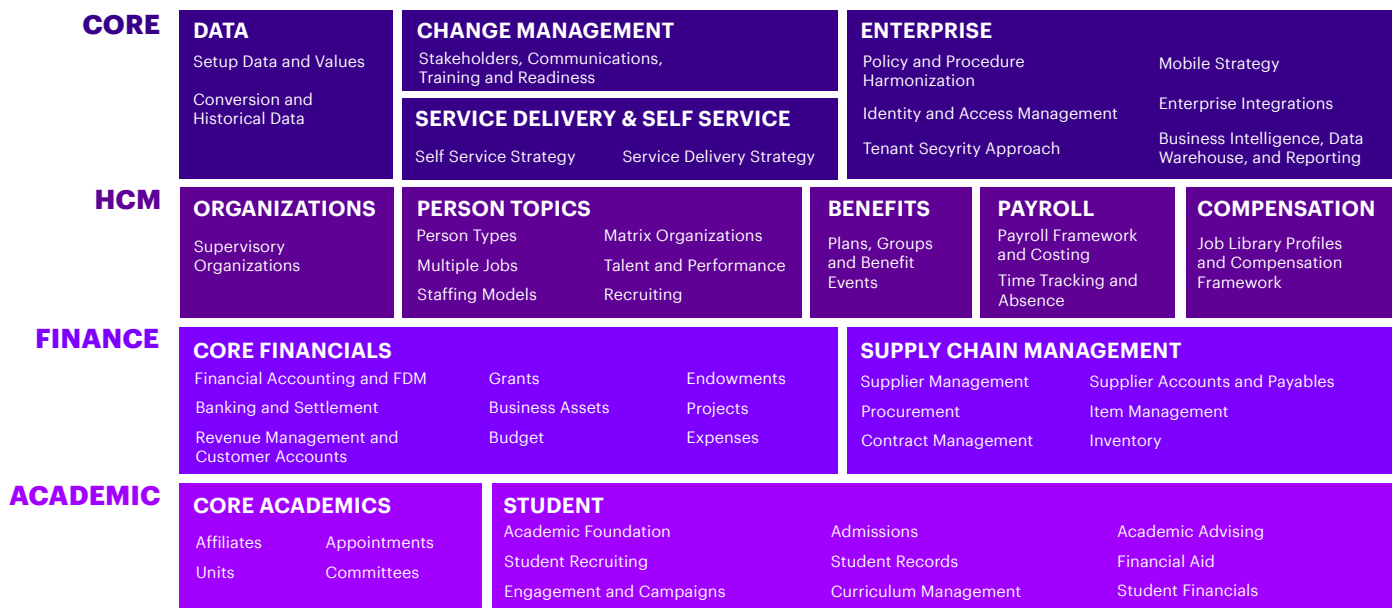
**Mobilization:** Accenture works with the client to confirm the scope and schedule of working sessions and to select the right participants.

**Preparation:** Accenture customizes materials and distributes pre-reads to participants.

**Facilitation:** Accenture introduces concepts, reviews case studies, poses guiding questions, and facilitates conversations that lead to decisions on key questions.

**Documentation:** Accenture captures the design decisions and open items.

**Figure 1: Accenture Design Framework for Workday in Education and Government**



# BENEFITS

The Accenture Design Framework for Workday in Education and Government provides project teams with a standardized process for addressing common topics early in a Workday project. The standardized framework approach makes it possible for client teams to:

- Achieve consensus on how to move forward with Workday planning and build.
- Accelerate the development of a robust Workday Foundation Tenant design.
- Realize value through repeatable outcomes.
- Focus decision-making on issues that matter.
- Detect—and resolve—potential issues early.
- Adjust scope, focus, and resources to achieve the desired outcomes.

## FOR MORE INFORMATION

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## ABOUT ACCENTURE

Accenture is a leading global professional services company, providing a broad range of services and solutions in strategy, consulting, digital, technology and operations. Combining unmatched experience and specialized skills across more than 40 industries and all business functions – underpinned by the world’s largest delivery network – Accenture works at the intersection of business and technology to help clients improve their performance and create sustainable value for their stakeholders. With more than 442,000 people serving clients in more than 120 countries, Accenture drives innovation to improve the way the world works and lives. Visit us at [www.accenture.com](http://www.accenture.com).