

# THE WORKDAY WAY

## The Modern Approach to Managing HR & Financial Management Systems

### RISK/FUTURE READY:

Large customer base, flexible delivery model reduce cost and security risks, lead to quicker success rates.



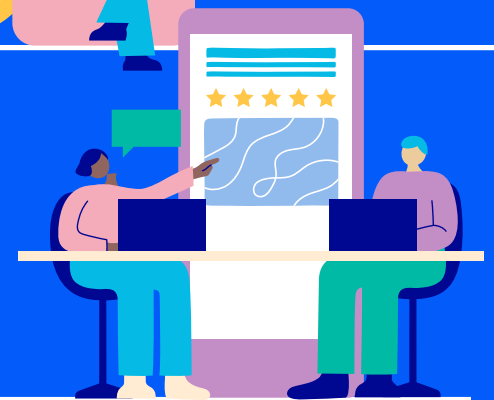
### TOTAL OWNERSHIP COST:

OpEx vs. CapEx model, plus ability to amortize combined HR/financial software into a single system, reduce total ownership cost.



### USER EXPERIENCE:

Modern, intuitive interface empowers self-service and simplifies mobile access.



UNIFIED  
SECURITY

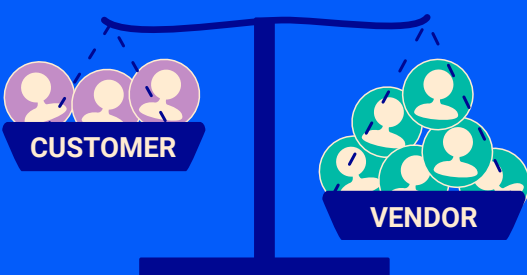
### SECURITY:

Security is built into the platform's core and uniformly enforced across modules, with always-on audit functionality.



### OPERATIONAL/STAFFING RESPONSIBILITY:

Vendor assumes the burden of hosting, maintaining and securing software rather than the client.



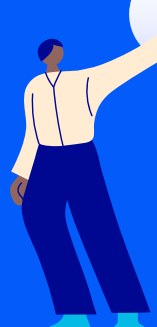
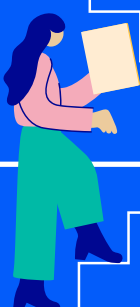
### UPGRADABILITY:

New software updates and features are delivered continuously and securely without breaking existing business processes and security models.



### DATA:

Promotes unified source of truth with AI-driven economies of scale.



### INFRASTRUCTURE:

Single, scalable, and secure SaaS cloud platform for uniform and reliable performance.



# The Old Way vs The New Way

## Managing HR & Financial Management Systems



THE OLD WAY		THE NEW WAY WITH WORKDAY		Why it matters:
<b>FUTURE READY:</b> Custom platforms limit future adaptability.	✗	<b>FUTURE READY:</b> Customers benefit from shared user base and faster innovation.	✓	Determines long-term flexibility and customer success.
<b>RISK:</b> Multiple systems and apps increase costs and security risks.	✗	<b>RISK:</b> Large customer base, single platform, and flexible delivery model reduce cost and security risks and lead to quicker success rates.	✓	Determines user productivity and mission success.
<b>TOTAL COST OF OWNERSHIP:</b> Customization and specialized upgrades lead to higher operating costs.	✗	<b>COST:</b> OpEx vs. CapEx model and ability to amortize combined HR/financial software into a single system reduces total cost of ownership.	✓	Determines investment and total operating costs.
<b>AGENCY AUTONOMY:</b> Often constrained by vendor lock-in, entrenched systems, and ongoing maintenance demands.	✗	<b>AGENCY AUTONOMY:</b> Giving agencies innovative features and solutions pre-configured for federal requirements.	✓	Determines self-sufficiency and total cost of operations.
<b>USER EXPERIENCE:</b> Antiquated systems and displays require extensive training, limit self-service and user adoption.	✗	<b>USER EXPERIENCE:</b> Modern, intuitive consumer-grade interface empowers self-service capabilities and mobile access.	✓	Determines rate of adoption and employee success.
<b>IT STAFFING:</b> Requires significant internal technical support staff and training.	✗	<b>IT STAFFING:</b> Vendor assumes the bulk of software technical support.	✓	Determines where to invest in IT staffing and skills.
<b>SECURITY:</b> Patchwork security breeds complexity and vulnerabilities.	✗	<b>SECURITY:</b> Security is built into the platform's core and uniformly enforced across modules, with always-on audit functionality.	✓	Determines security reliability and compliance.
<b>OPERATIONAL RESPONSIBILITY:</b> Customer must host, operate, maintain, secure, and upgrade software, requiring large internal investments.	✗	<b>OPERATIONAL RESPONSIBILITY:</b> Vendor assumes the burden of hosting, maintaining and securing software.	✓	Determines where customer staff spends time and focus.
<b>UPGRADABILITY:</b> New features require costly, disruptive, or 'rip and replace' upgrades.	✗	<b>UPGRADABILITY:</b> New software updates and features are delivered continuously and securely without breaking existing business processes and security models.	✓	Determines ease of adding features and ability to innovate without disruption.
<b>DATA:</b> Disparate, fragmented and brittle data remains scattered across multiple systems.	✗	<b>DATA:</b> Promotes unified source of truth with AI-driven economies of scale.	✓	Determines data reliability and utility.
<b>CODING:</b> Requires extensive coding to customize for emerging business needs.	✗	<b>CODING:</b> Flexible, no-code configuration framework facilitates streamlined development.	✓	Determines ease of modifying and upgrading business processes.
<b>SOFTWARE DELIVERY:</b> Patchwork of disparate apps requires constant repair work.	✗	<b>SOFTWARE DELIVERY:</b> Single, uniform, multitenancy codebase offers smoother operations.	✓	Determines future cost of maintenance, support and upgrades.
<b>INFRASTRUCTURE:</b> Siloed, on-premises systems prevent cohesive, real-time data gathering.	✗	<b>INFRASTRUCTURE:</b> Single, scalable, and secure SaaS cloud platform offers uniform, reliable performance.	✓	Determines system reliability and security.