Iowa WorkSmart Project
May 2021 Update

HCM Update

Testing

- End to End Testing – Have completed 895 of 946 scenarios in 9 functional areas.
- Payroll Parallel Testing – Compares Workday data with legacy system data. First of two cycles began May 17.

Agency Engagement

- Work Schedule review – Round 1 of 2 is complete.
- Supervisory Organization review – Round 1 and 2 of 3 are complete.
- Transaction Catch-up – Pre-Go-Live activity to sync Workday with transactions entered into HRIS after final data pull. Planning is underway.

FIN Update

Planning & Design

- Design (Architect) sessions scheduled beginning May 10.
- Kick-off meeting held May 11.
- Workstreams Leads and Backups scheduled to receive Workday training.

Agency Engagement

- Broad agency representation planned for the FIN workstreams.
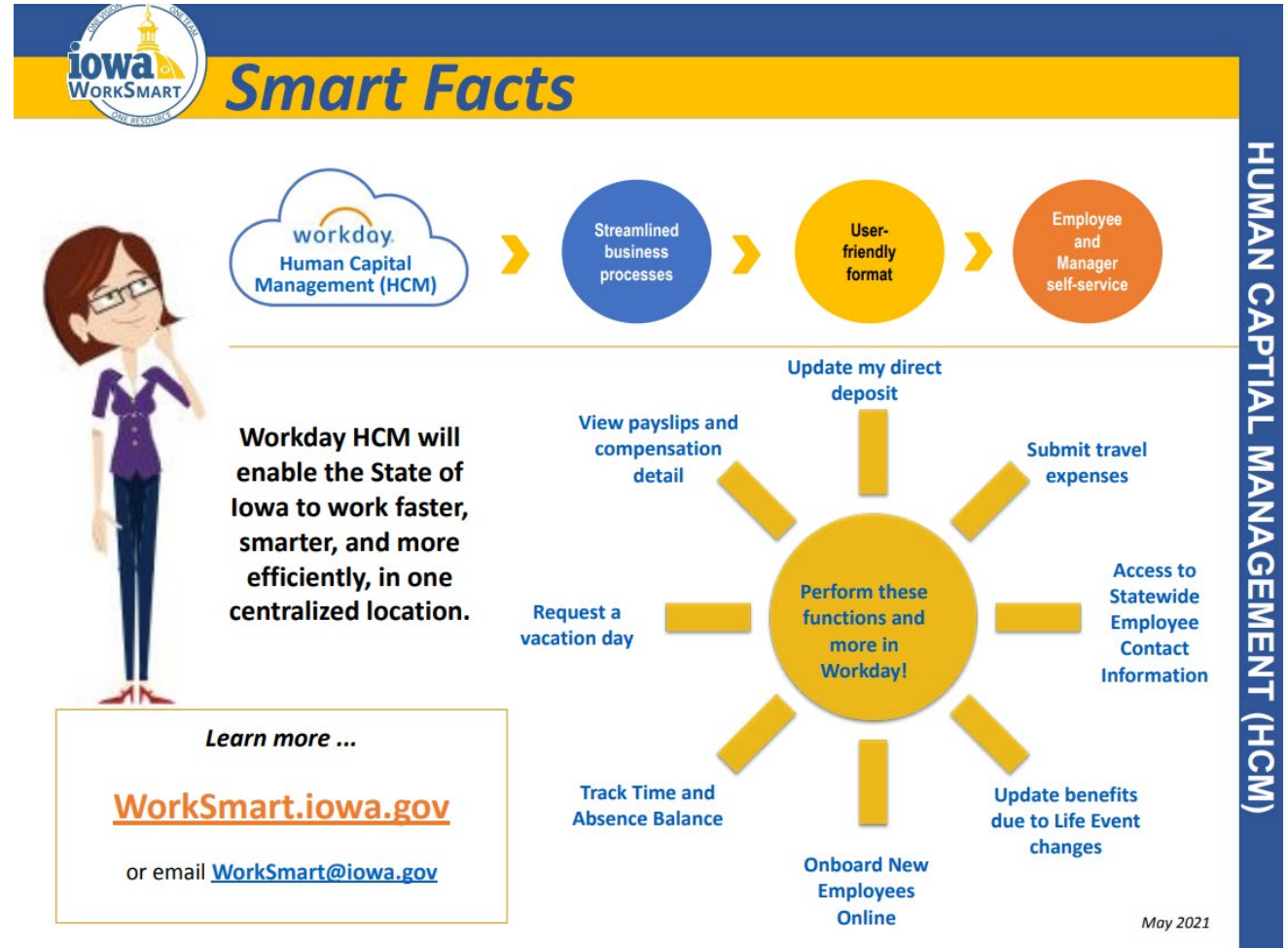- Fin Managers to receive monthly updates.

Communications

May *Smart Talk* Bulletin

- Smart Facts: HCM/Self-Service.

WorkSmart.iowa.gov

- April saw a surge in New Users - 2,850, compared to 403 in March.

- Page Views spiked to 1,955 on April 19, day the survey launched.
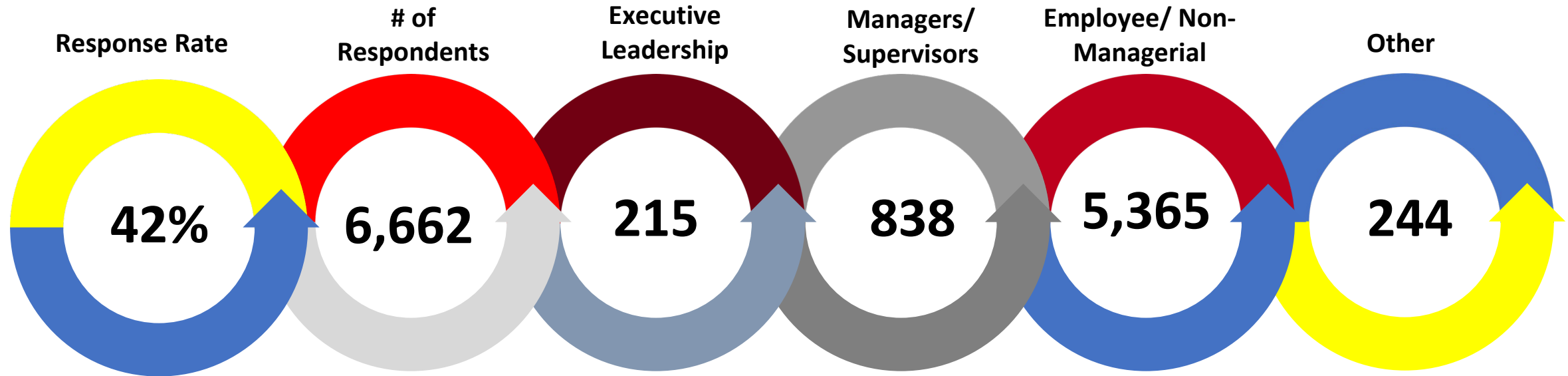
- Note that the WorkSmart website is primary information source for all things WorkSmart!

WorkSmart Change Survey Participation Results

15,731 employees were invited to participate.
The response rate was an impressive 42%.

Response Rate	# of Respondents	Executive Leadership	Managers/ Supervisors	Employee/ Non-Managerial	Other
42%	6,662	215	838	5,365	244

Future State Discussions

Managers and Supervisors are learning more about Workday!

14 **zoom** meetings

65 agencies

Q & A sessions

Menti polls

Workday demo

Which features of Workday are you most looking forward to?
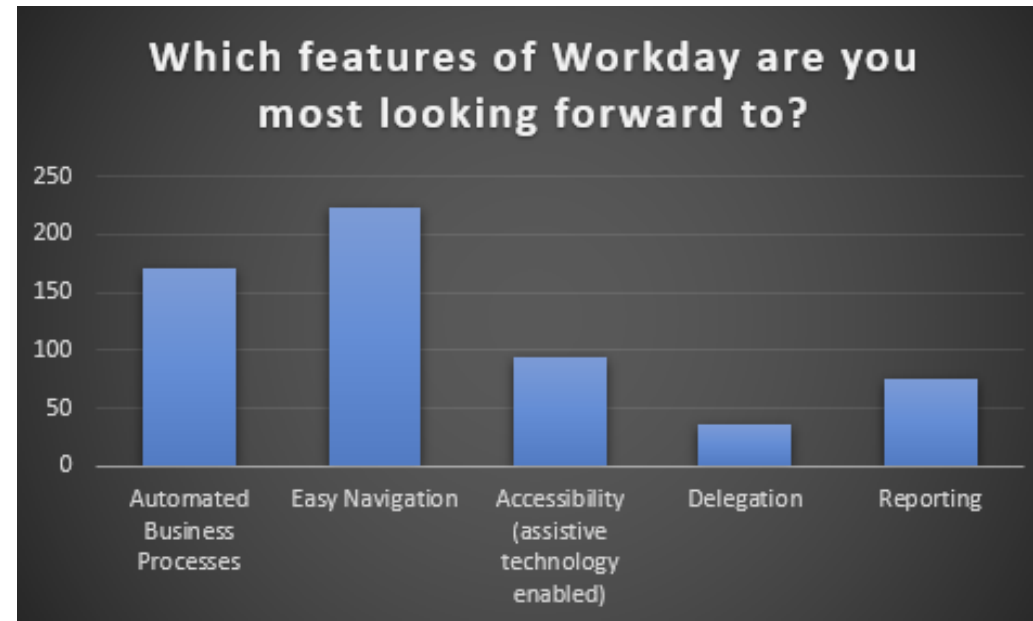
Change Champions

The WorkSmart Change Network is growing!

Change Champions will be selected in June and will be prepared to provide post go-live support to Workday system users across the State

What is a Change Champion?

Change Champions are front line employees who support change in their work area. Their primary role will be to **provide post Go-Live support for Workday**.

Other responsibilities include:

- Attending Change Champion meetings starting 3 months before Go-Live

- Learning how to be an effective Change Champion

- Reinforcing the need for their colleagues to read communications from the WorkSmart team

- Participating in post Go-Live support calls with Project

workday.

Change Network Roles

Responsibilities	CHANGE AGENT	CHANGE CHAMPION
Advocate for the change and generate excitement for Workday!	Yes	
Serve as Point of Contact at their agency for the WorkSmart team.	Yes	
Represent their agency at Change Agent meetings.	Yes	
Send materials from Change Agent meeting to others in their agency.	Yes	
Share agency feedback, questions, concerns with WorkSmart Team.	Yes	Yes
Attend support preparation meetings before Go-Live.		Yes
Provide hands on Go-Live Support.		Yes
Attend daily 15 minute stand up calls during Go-Live Support period (optional).		Yes

Questions?
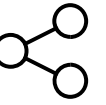
For questions, please contact your organization's Change Agent
or
Visit the website at: WorkSmart.iowa.gov

To locate your Change Agent, please go to the Change Agent Directory.