

# Power what's possible

Reimagine what Workday can do, powered by Mercer's expert-led transformation and insight.



Whether you're preparing for your first Workday deployment or looking to evolve what you already have, Mercer is the partner that helps you turn Workday into a platform for lasting impact. With deep functional expertise, proven deployment methods, and a relentless focus on outcomes, we don't just implement software, we unlock transformation at every stage.

Four reasons clients choose Mercer for Workday:

- **Proven success:** 10+ years of Workday-certified delivery experience across industries, regions, and client sizes
- **End-to-end expertise:** From strategy and deployment to optimization and innovation, we guide you through every phase
- **Transformation, not just implementation:** We embed strategic thinking and future-state alignment from day one, so you're not just going live, you're leveling up
- **People-centered approach:** Change management, training, and user experience are baked into everything we do, because adoption is everything



# How we help with Workday implementation

With over a decade of Workday-certified delivery, Mercer brings deep functional expertise, rapid deployment methodologies, and a commitment to change that lasts. Our implementations are built for real-world adoption, measurable impact, and long-term growth.

## What you can expect from a Mercer-led implementation

- **End-to-end Workday deployment:** We manage your entire implementation lifecycle from planning through go-live, ensuring all components work together seamlessly
- **Mercer Accelerate™ methodology:** Our proven approach accelerates delivery and minimizes cost and time to production using best-practice templates while staying flexible to your unique needs
- **Pre-configured solutions:** Reduce time and complexity with industry-aligned pre-built configurations and frameworks
- **Data strategy and migration:** We design and execute reliable data migration plans, ensuring integrity, accuracy, and continuity
- **Integration services:** Our team builds and tests secure integrations between Workday and your broader enterprise ecosystem
- **Human-centered enablement:** We engage end users throughout the project to boost confidence, usability, and lasting adoption



# Post-go-live support & optimization

Your Workday launch is just the beginning. As your organization grows and evolves, so should your system. Mercer provides hands-on support, continuous optimization, and strategic guidance to help you get the most out of Workday, long after go-live.

## Your transformation doesn't end at go-live, it's just the beginning

- **Workday optimization:** Tune business processes, improve security models, enhance reporting, and create better workflows
- **Application Management Services (AMS):** Gain ongoing access to certified experts who handle your day-to-day Workday needs
- **Release management:** Stay current and get value from new features with structured support during Workday's bi-annual releases
- **Health checks and assessments:** Identify gaps and opportunities across configurations, integrations, and user experiences
- **End-user experience improvements:** Increase system usability through intuitive design, training, and continuous feedback loops
- **Strategic tuning:** Align system performance with evolving organizational goals and workforce needs



# Extend what Workday can do

Every organization has unique needs, and sometimes, out-of-the-box functionality just isn't enough. That's where Mercer comes in. From building custom applications through Workday Extend to unlocking the power of financials, analytics, and planning, we help you go further with Workday.

**Transform every corner of your organization with specialized services and powerful tools.**

- **Mercer Extend:** We design and build Workday-native applications using Workday Extend, helping clients solve unique business challenges and streamline processes directly within the platform
- **Mercer Assure:** Reduce risk and accelerate innovation with automated testing, change control, and data validation built specifically for Workday
- **Workday financial management:** Modernize your finance operations with real-time insights, improved workflows, and enhanced compliance
- **Adaptive planning:** Enable faster, more accurate forecasting, budgeting, and scenario modeling to drive agile decision-making
- **Prism analytics:** Empower business leaders with unified, self-service analytics using data from both inside and outside Workday
- **Workforce optimization:** Align talent, operations, and workforce planning with actionable insights tailored to your business goals



## The Mercer difference

Mercer brings a unique blend of strategic insight, operational know-how, and human-centered delivery to every Workday engagement. Our consultants are more than technologists — they are transformation partners who understand the bigger picture of your business and workforce.

With global scale and deep specialization across HR and finance, we tailor every solution to meet your evolving needs. Whether you're launching Workday for the first time or looking to amplify its impact, Mercer helps you go beyond implementation and into lasting transformation.

## Ready to get started?

Ready to make Workday work harder for you? Let's explore how Mercer can turn implementation into transformation.

<https://www.mercer.com/en-us/solutions/transformation/workday-services/workday-implementation/>



**It's not just about going live, its about going further.**



At Mercer, we believe in building better futures.

Together, we're redefining the world of work, reshaping retirement and investment outcomes, and unlocking real health and well-being. We do this by meeting the needs of today and tomorrow. By understanding the data and applying it with a human touch. And by turning ideas into action to spark positive change.

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