

EMPOWERING



UF

Future forward, people powered

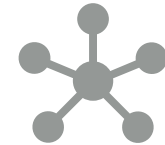
Leadership Forum - Survey Report Out



Leaders from **49 UF colleges and units** came together for **two** Leadership Forum sessions held in early March.



At the conclusion of each session, leaders were asked to share their impressions of the Workday implementation, identifying areas of **opportunity**, **perceived hurdles**, areas of **excitement** and any **potential concerns**.



The **top responses** are outlined by the numbers, key **takeaways** and considerations in developing the **future state**.

Top Opportunities

Survey Question: What do you see as the top three opportunities for your area when considering the Workday Implementation?

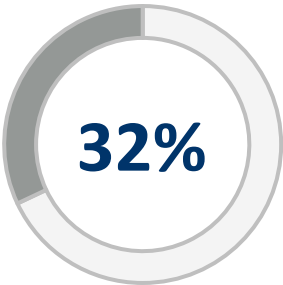
STREAMLINED PROCESSES

ENHANCED REPORTING

STANDARDIZATION

By the Numbers:

40%



Key Takeaways:

40% mentioned streamlined processes and more efficient operational workflows.

32% expressed the desire for better and more accessible reporting and analytics capabilities.

15% indicated strong enthusiasm for consolidating systems, standardizing processes and eliminating redundant systems.

Top Opportunities – Free Responses

Free Response: What do you see as the top three opportunities for your area when considering the Workday Implementation?

*Better reporting and **availability of reports** to more people in the college*

*Make **informed decisions** to build and support **strategic plans***

*Clear and **efficient business processes***

Cross college collaboration

*Having a **one stop shop**, a fully **centralized** system*

Integration** with our project management **system

Anticipated Hurdles

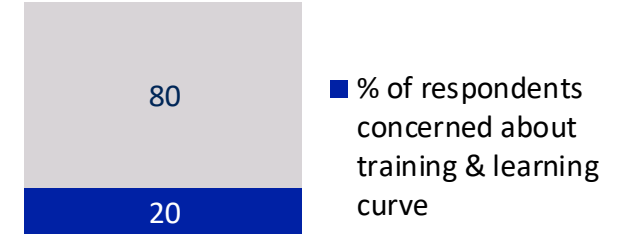
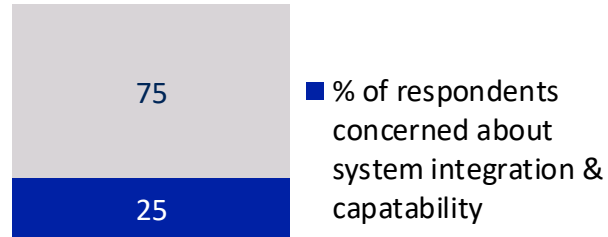
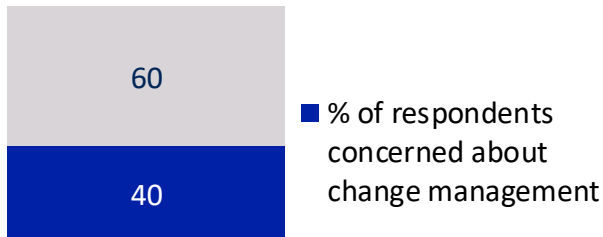
Survey Question: What do you imagine will be the top three hurdles your area may face throughout this project?

CHANGE MANAGEMENT

SYSTEM INTEGRATION

LEARNING CURVE

By the Numbers:



Key Takeaways:

40% of respondents highlighted managing change as a concern, including overcoming resistance and shifting mindsets to embrace new processes.

25% of respondents highlighted concerns with Workday's ability to integrate with existing systems and ensuring compatibility between the two systems.

Training was noted as a concern by 20% of respondents, with emphasis on the need for a robust and sustained training plan.

Anticipated Hurdles – Free Response

Free Response: What do you imagine will be the hurdles your area may face throughout this project?

***Resistance to change** (e.g., concerns about losing things in translation), and addressing the nuances unique to various units*

*Getting rid of shadow systems and adjusting to **process changes***

***Integration with current systems** such as UFIRST, UF GO, and others*

*Adding **another software** for our project managers to interact with*

*Learning **new processes** and a **new system** at one time*

*Managing **workforce churn** during implementation*

Areas of Excitement

Survey Question: When you think about the people in your area who will be impacted by Workday, what will they be most excited about?

STREAMLINED OPERATIONS

33%



33% expressed eagerness about the opportunity for streamlined and improved processes and the elimination of redundant systems.

SYSTEM MODERNIZATION

30%



30% communicated excitement regarding a modern, efficient and user-friendly system along with integration of innovative features.

DATA ACCESS & TRANSPARENCY

27%



27% cited improved transparency, access to data and enhanced reporting capabilities as beneficial aspects across various departments.

By The
Numbers:

Key
Takeaways:

Areas of Excitement – Free Response

Free Response: When you think about the people in your area who will be impacted by Workday, what will they be most excited about?

*The potential to finally **manage** finances and HR centrally*

*Having all or most **information/data** more readily available and in one place*

*Having a working system that can **meet** the **demands** needed, **process improvement**, **no more shadow systems***

Efficiency

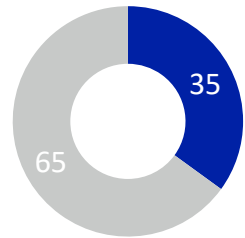
*The potential to **streamline** processes and **not rely upon emails** to track financial processes*

Ease of pulling** relevant **data

Areas of Concern

Survey Question: When you think about the people in your area who will be impacted by Workday, what will they be most concerned about?

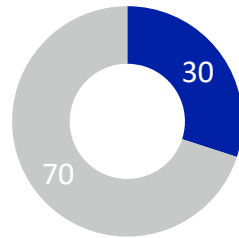
ADAPTING TO NEW SYSTEMS



■ % of respondents concerned about adaption

35% of respondents noted concerns about adapting to new processes and systems as well as losing current customized workflows.

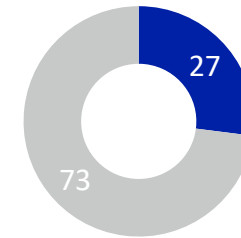
TRAINING & LEARNING CURVE



■ % of respondents concerned about training & learning curve

30% of respondents feel worried about the adequacy and availability of training and the steep learning curve as potential areas of concern.

DATA INTEGRATION



■ % of respondents concerned integration & functionality

27% emphasized maintaining data integrity, secure and seamless access to historical data, and ensuring no loss of critical functionality from previous systems during the transition to the new system may be future concerns.

By The Numbers:

Key Takeaways:

Areas of Concern – Free Response

Free Response: When you think about the people in your area who will be impacted by Workday, what will they be most concerned about?

***Process changes** will be the hardest for staff.*

*Fear of the **unknown***

*[Our ability] to carry out duties based on **system limitations***

*The **unknown** and **uncertain** future until the testing period*

***Ease of use** and **access** to **information** they depend on*

***Learning** a new system*

Empowering UF Mitigation Strategies

The Empowering UF Team is prepared to support UF in navigating challenges and capitalizing on opportunities.

How the Empowering UF Team is addressing concerns:



Change Management is a key focus of the project, emphasizing communications, **stakeholder engagement**, and training.



System **integrations**, **configuration needs**, and **process validation** is occurring throughout the Discovery period.



Change Agents will assist with **college/unit-specific** questions and concerns, and **tailored** Workday **resources** will be available to all users.

How the Empowering UF Team is capitalizing on opportunities:



Leverage Workday **automation** to **increase efficiency** and support informed decision-making and **strategic planning**.



Optimize workflows and business processes in Workday to **streamline operations**, allowing more time for **value-added** tasks.



Enable **cross-department collaboration** through accessible, **quality data** and reports.

Call To Action

Nominate an individual for the Change Agent Network, by completing this [survey](#) by April 8.