

## HIGHLIGHTS



# Planning for your Workday deployment: helping you and your people navigate change

### Are you ready to jump start change for your organization?

To speak with someone about your change management planning, please contact [workday.solutions@alight.com](mailto:workday.solutions@alight.com) or click [here](#) for additional resources.

What are some best practices for target change management?

#### Keep it...

- **Visual**  
Pictures stick in people's minds
- **Simple**  
Eliminate complexity
- **Memorable**  
People remember your message
- **Measurable**  
Manage with data-driven metrics

#### How can you jump start change management at your organization?

- Demonstrate sponsorship
- Prioritize actions
- Plan the key messages
- Explain the end goal
- Engage the business

Here's our change management methodology framework:



Plan



Engage



Communicate



Train



Sustain /  
metrics

And here's how Talen Energy put it to good use:

#### Success by the numbers—Talen Energy

40%

Talen employees that used the system in the first two weeks

13,000

Views into the system since Go Live

0%

Unresolved service center requests

#### Remember- it's important to go slow in the beginning to go fast!

- Plan the user experience
- Account for the pace of the project
- Adequately resource the project
- Consider people's day jobs
- Know your business processes

