

# Change Management.



## WHAT IT IS

Change management considers changes that are going to be made to Workday and assesses their likely impact on your organisation. It includes defining the change, mapping the path to delivery, measuring success, and enabling adoption.

Without successful change management, you risk missing out on the full suite of benefits that Workday brings. That's where our specialised Workday Change Management comes in. It is more than just a nice-to-have; it is a critical component for maximising the return on your investment.



Scan to learn more about Preos Change Management.



Benefit from personalised change management strategies, designed through stakeholder understanding and pain point analysis.



We help you secure long-term success by fostering a culture of continuous improvement within Workday's release cycles.



Whether you are implementing new modules, expanding geographies, or optimising usage, our Change Management service spans the entire life cycle of your Workday product.

## PREOS CASE STUDY

# CAPRI

HOLDINGS LIMITED

Preos supported Capri Holdings to migrate China-based locations to Workday. This included training and advocacy to achieve a 97% user adoption rate.



Scan for the full story.

# preos.

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At Preos, we consider change management to be a cornerstone of all Workday-related change needed over the entire lifecycle of your Workday product.


We help you ensure Workday is adopted and used effectively, helping you get the most out of your investment.

## ASK YOURSELF

- Do you know why your organisation wanted Workday and what the expected benefits are?
- What indicators are you tracking to ensure you are on target to deliver these benefits?
- Do you have leadership alignment and governance in place to support the delivery of these benefits?
- How will you know when you have realised your expected benefits?
- How will you measure the value of any benefits?

## BENEFITS

- **Our Change Managers know Workday.** They deliver not just change management expertise, but also insights to boost Workday usability.
- We collaborate with you to fine-tune Workday, setting a direct path to deliver expected benefits and **realise the return on investment detailed in your business case.**
- Workday is powerful when fully embraced. Our change management strategies prioritise the people affected, driving user adoption by focusing on changes that simplify and **improve the user experience.**



Preos has consistently added real value. We like the way they engender trust in our team and provide the flexibility and pace that we really value in our high-end global fashion business. We also like the way they work with us – it's been a lot of fun as well as hard work on both sides.

– Evonne Delaney, Vice President Global Total Rewards & Workday, Capri Holdings Limited

## What Does Preos Change Management Look Like?



### Discover

We prioritise understanding your stakeholders and business structures to learn your desired outcomes and business benefits.



### Assess

Interview stakeholders and analyse pain points, causes of adoption issues, helpdesk calls, governance, stakeholder engagement and readiness.



### Recommend

Recommendations are shared along with a change management plan, including recommended communication channels, metrics and progress indicators.



### Optimise

We embed ongoing change management tools and processes alongside Workday release processes. Tools help measure and demonstrate the value you have delivered.