



Transforming Time & Attendance: Implementing an industry-leading Workday® solution

The project team's dedication and collaboration led to the successful delivery of an industry-leading Time & Attendance solution, improved labor visibility, compliance, and efficiency.

About the client

- A member-owned agricultural cooperative
- 176 locations across 32 states, and Canada
- 9,000 employees

Objective

To improve labor visibility, automate processes, ensure compliance, and provide actionable insights into labor costs.

Challenges

- 25 Collective Bargaining Agreements (CBAs)
- Localized exceptions, and changing requirements
- Lack of understanding of the current solution
- Low engagement during testing

Solutions

Workday was being used for salaried workers' time off but relied on ADP e-Time for hourly workers' time tracking and time off.

The Helios project team embraced guiding principles and focused on building for the future, human-centered design, automation, and driving value back to the business for the client.

Leveraging Workday's functionality, Helios implemented new time clocks, and established a network of super users for time approval, custom reports, integrations with external systems, and security updates.

Results

- ✔ Strong client relationship and satisfaction
- ✔ Accurate payroll calculations
- ✔ Knowledge transfer to internal team
- ✔ Corrections of FLSA rate calculations
- ✔ Interim solutions were provided for attendance reporting
- ✔ Prism was utilized to overcome reporting gaps



Helios is the only Workday Advisory Partner 100% dedicated to Workday technology.

Helios is a client-side consultant, going beyond project delivery by fostering collaboration and knowledge transfer, enabling clients to build their own capabilities and achieve long-term success.

