Workshop End Results

The end results of the workshop intended to estimates the total $s required to integrate with and remediate for Workday.

Conclusions and ToDos:

We agreed on the definition of done and the steps to be done for all integration work, came up with ideas for a prototype, heard about the integration techniques in general and for Workday and constraints of Workday, refined scope and identified more concerns, reinforced the need for multiple subprojects, and left the meeting with just one area well estimated, many todos for Workday, and no overall technical cost. We did not come up with a single complete estimate for integration and remediation of systems for the implementation of Workday. In all we engaged 25 people through the 3 day non-stop workshop. They included:

- Cornell
    - Budget Office Karen and Rose
    - CIO PPM: Graham Hall
    - CIO - Security / Identity Management: Steve Edgar, Kesav Santi, Joy, Pete
    - CIT Applications: Vicky (Kronos, PeopleSoft) , Phil (Integrations), Sarah (KIM, Security), SteveL, Bryan (KFS)
    - CIT for BI: Dave and Chris
    - CIT for KFS: Bryan
    - CIT - for PeopleSoft: Dennis and Sameer
    - CIT - for Kronos : Lynn
    - HR: Lyman, Laurie, Seth
    - Payroll Office: Bob, Michele, Kim
- Vivantech: Dustin
- Workday: Alexandra, Kalan

The PeopleSoft integration and remediation estimates were concluded decisively during the workshop. All other estimates were left as ToDos.

WORKDAY'S To Dos*

1. Give an ETA on when Cornell will receive an ETA for estimates for all the work below.
2. Give Cornell an ETA on when the information, estimates & proposals will be delivered for each item below.
3. Clarify how Workday manages version upgrades for 3rd party integrations. That is, we are seeking a written explanation of how 3rd party integrations are tested and verified every time Workday faces an upgrade as we are interested in the same level of testing, environment management, coordination and communication.
4. Deliver a data model for the data that will be used for core integrations to be done by Cornell or done by Workday and validated by Cornell.
5. Deliver left side and right side integration estimates that conform to the group's definition of done for the following:
    a. Kronos (and remediation): refer to notes, issues and assumptions from the Kronos session.
    b. KFS: refer to documentation on interface requirements
    c. ELM
    d. windstar
    e. taleo
    f. APDB (to match *exactly* the current ADABAS ready files so there is no transformation work to do by Cornell)
    g. United way (and/or advice to a system to migrate to)
    h. Traffic
    i. Statler - tips
    j. the set of existing web service calls listed on the integration sheet
    k. the set of data extractions that will match the current HR/Payroll extracts for HR/Payroll Dm at Cornell. Refer to the Datamart list of PS tables.

Cornell's To Dos:

1. HR Core team:
    a. Clarify organization representation status, options and intent. This is essential to the definition, estimation, resourcing, and success of Kronos, BI and identity management sub-projects.
    b. Share in writing exactly how we want the work categorized in terms of core HR, core Payroll, etc.
2. Identity Management Team
    a. Share facts on the current and projected use of org data by Active Directory
    b. Share facts on the current and projected use of Reference Groups.
    c. Plan for and estimate the impact ince 1.a. above is determined
3. Project Management and BI Team:
    a. Define and seek approval for 2 BI Discovery projects, both of which will be followed later by implementation sub-projects
        i. Near term :
            1. 100% oriented towards deliverables on day 1 of Workday go-live
            2. elaborate on the diagrams provided to show the business purpose, users/owners, data, transformation, and impact of each data mart illustrated.
            3. validate that data from Workday (to be supplied by extracts written by Workday) match the PS extracts as that was determined to be the way to minimize impact while also shifting the discovery and mapping work to Workday.
        ii. Long term : very strategic goals that remediate all warehouses, models, and reports, and provide cross functional and longitudinal reporting and is in alignment with the EDW efforts and Budget office vision for BI
    b. Provide Workday information to support their estimate work,
4. BI Team: Supply Workday the sql, table ddls, and any other documentation that are currently used for the HR/Payroll Datamart extractions and for extractions from the PeopleSoft Replication database that supplies other datamarts, per the diagram supplied by Dave Wakoff during the BI session. (Refer to the attachments from the BI Session.)
5. Applications leads and functional owners: Review Workday's estimates in detail when they come in

6. PM: Define subprojects that work in concert with the Workday and HR projects, and categorize the work according to the definitions stated in 1.b above.

Attachments

File	Modified
Microsoft Excel Sheet Workday IT Integrations Workshop Worksheet - 2011-10-07 with PS Estimates.xlsb PS Integrations and remediations estimates	Oct 07, 2011 by Graham A. Hall