

COLLABORATIVE & YOU

Better Together

After experiencing rapid business growth, Facebook wanted a unified software to support all HR-related operations. Enter Workday and Collaborative Solutions.

BACKGROUND

Facebook is an online social networking service that helps people communicate more efficiently with their friends, family and coworkers. Started in 2004 by Harvard College students, the network quickly grew to include more than just Ivy League students. Facebook develops technologies that facilitate the sharing of information through the social graph, the digital mapping of people's real-world social connections. After registering to use the site, users can create a profile, add other users as "friends", exchange messages, post status updates and photos, share videos, receive notifications, and join common interest groups. Headquartered in Menlo Park, California, the website has over 1.49 billion active users, and over 8,000 employees.

THE CHALLENGE

Facebook has helped shape the social networking phenomenon and today is a leading force with nearly one billion users logging on every day. The company's progression led them to outgrow not only their physical space in downtown Palo Alto, but the IT systems in place to support their operations. A solution was needed to help manage their rapid expansion. Additional functionality was also needed to aid with the expansion to overseas offices.

CASE STUDY



Project Recap

INDUSTRY
Technology

EMPLOYEE COUNT
8000 employees

REGION
Northwest

CLIENT SINCE
2009

SCOPE
Workday HCM including
Business Process

SERVICES
Full deployment including
Integrations, Configuration
Support, Continuous Value
Services, and Optimization

ON WORKDAY SINCE
March 2009

LENGTH OF PROJECT
6 months

THE SOLUTION

Facebook faced competing challenges of maintaining flexibility to allow for rapid business growth with artificial barriers, but also to employ new disciplines to allow managed and efficient expansion. Collaborative Solutions and Workday partnered to deploy Human Capital Management (HCM), Optimization, Business Process, Configuration and Integrations support. Through Facebook's "Project Heart", Collaborative Solutions and Workday combined to optimize their business processes while allowing accurate monitoring and management of compensation, job profiles and a changing organization.

THE RESULT

Today, Facebook is benefiting from a reliable, flexible platform that not only streamlines their current HR operations but provides a scalable platform to match the growth in operations. The application is live for the complete international Facebook operation. The implementation was completed in five months. In addition to our Workday Optimization services, we are delivering our Continuous Value Services (CVS) which provides ongoing post go-live support for HCM business processes, configuration, reporting, integrations and implementation of additional functionality.

BEFORE **WORKDAY**

- Excessive growth that legacy systems could not support
- Needed additional functionality
- Data located in disparate systems

AFTER **WORKDAY**

- Streamlined HR operations
- Reliable, flexible, unified solution
- Software that supports unlimited company growth
- Entire international Facebook operation uses one system for all HR needs



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facebook**= Better Together**