

## A Mid-Sized Not for Profit Educational Services Organization

### Client Situation & Challenge

The organization was leveraging PeopleSoft, an older technology, to manage their HCM and Payroll functions. As part of a modernization effort, the client selected to implement Workday. CrossCountry provided functional support for the entire implementation.

### Approach

As the lead functional consultant, CrossCountry worked with the client and the implementation partner to:

- Define requirements
- Design the solution
- Test the system
- Train the users
- Cutover to production

### Impact

The implementation consultants worked across multiple projects to support the client's resources who also had to do their day job of running HCM and Payroll during the implementation. CrossCountry helped facilitate meetings and connect the dots between requirements and the solution. We also helped set the client's team up for success by doing the heavy lifting on various tasks, such as creating the testing plan, creating the worksheets, and reconciling data post-conversion. The client was able to go live on time with their new HCM solution and had minimal issues post-production.