



October 2020

WorkSmart Welcomes Statewide Change Agents



More than 120 statewide Change Agents officially joined the WorkSmart Project change network with a virtual kickoff meeting last month. Chosen for their enthusiasm and leadership skills, the Change Agents will play an important part in preparing for a successful Workday implementation.

Key aspects of their role include:

- Representing their organization at meetings/training.
- Serving as the primary WorkSmart point of contact for their organization.
- Helping ensure communications are shared with appropriate internal audiences.
- Advocating for the WorkSmart Project within their organization.
- Collecting and sharing feedback with the WorkSmart Team.

Led by the WorkSmart Organizational Change Management (OCM) Readiness Team, Change Agents will meet monthly throughout the project. Visit the [Change Agent Directory](#) to identify your organization's Change Agents, and expect to hear from them in the months ahead!



Do You Speak Workday?

Modernizing State government will introduce State employees to a whole new vocabulary and world of business processes.

Some basic terms and concepts include:

- **HCM** - Workday's Human Capital Management (HCM) applications consolidate multiple Human Resources functions into a single system which will replace Human Resources Information System (HRIS). HCM is Phase 1 of the WorkSmart Project, slated to go live in July 2021.
- **FIN** - Workday's Financial Management (FIN) applications consolidate multiple finance and accounting functions into a single system which will replace Integrated Information for Iowa (I/3). FIN is Phase 2 of the WorkSmart Project, slated to go live in July 2022.
- **Tenant** - An organization's unique configuration of Workday. The State of Iowa tenant will include both HCM and FIN once fully implemented.
- **ESS** - Employee Self-Service (ESS) is a key benefit of the Workday system, allowing employees to manage much of their employee information online, such as payroll deductions, timesheets, and retirement contributions. Information and training on these functions and more will be provided prior to implementation.

Visit the WorkSmart.iowa.gov website or contact the WorkSmart Team at WorkSmart@iowa.gov with any questions.

