



# NextGen FMC Panel

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Fiscal Management Conference

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**Myra Guy** | Chief Information Officer | SAO



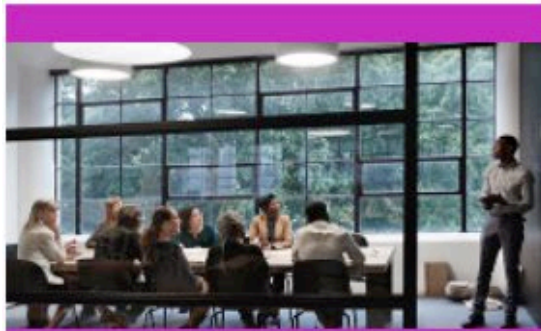
**NEXTGEN**

[www.sao.ga.gov/NextGen](http://www.sao.ga.gov/NextGen)

# NextGen Team



# NextGen Phases



## PHASE 0

### Competitive evaluation

- Evaluating vendors and services including project planning, change management, staffing and backfill
- Identify subject matter experts to participate in analysis
- Process mapping



## PHASE 1

### Supplier Selection

- Determine build requirements
- Continue process mapping

Current Phase ★



## PHASE 2

### Implementation

- Design, development, configuration, testing, training
- Create future statewide support organization



## PHASE 3

### Optimization

- Refine processes
- Deploy additional functionality if needed

Program management, change management, data governance

# Implementation Project Approach

Initial Planning and Foundation Decisions (Foundation Data Model)

Two waves of Workday implementation

- Wave 1: HCM and Payroll
- **Wave 2: Finance and Procurement**

Each wave will have the following phases:

- Design
- Build (Configure)
  - Conversion
  - Validation
- Test
- Train
- Deploy

# Overview of TeamWorks

Administrative applications that deliver back-office tools for statewide organizations

## Human Capital Management

HR transactions (Transfers, Promotions, Leaves, Termination, etc.)

Benefits Deduction Management

Compensation

Performance Management

Payroll

Labor Distribution

Employee Self Service

Manager Self Service

**New features in future system:**

Talent Acquisition / Recruiting

Learning Management

## Financial Management

General Ledger

Asset Management

Cash Management and Cost Allocation

Accounts Receivable and Billing

Budgeting/Planning/Forecasting

Accounts Payable

Purchasing

Project Costing

Vendor Management

Purchasing Card

Travel and Expense

**New features in future system:**

Grants Management

Contract Management

# Benefits of NextGen



**Adaptable** to the modern workforce with access from any device



**End-user friendly** interfaces for quicker views and analysis



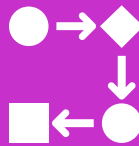
**Embedded efficiencies** to reduce data entry



**Real-time data** analytics and dashboard reporting



**Streamlined workflow** for paperless approvals and controls



**Consistent processing** of like tasks between agencies



**Engaged staff** with inherent learning & training tools



**Enhanced recruitment** with simplified onboarding

# Flexible Work Model



**Adaptable** to the modern workforce with access from any device



**End-user friendly** interfaces for quicker views and analysis

## How Workday Helps



### Adaptable Architecture

- Agility built into the core
- Changes automatically documented for audit purposes



### Easily Configurable

- Single graphical design tool for business process changes
- Process flow diagram for easy viewing
- No programming skills required



### Native Mobile

- Simple, intuitive, and always up to date
- Same look, feel, and security model as the rest of Workday

## Outcomes



### Greater Agility



### Empowered End Users



### Anytime, Anywhere Access

# Management Reporting & Analysis



**Embedded efficiencies**  
to reduce data entry



**Real-time data analytics**  
and dashboard reporting

## How Workday Helps



### Robust Reporting

- Multi-basis reporting (cash, modified accrual)
- Regulatory reporting
- Budget book / annual reports
- Project reporting



### Rich Insights

- Metrics and scorecards to track KPIs
- Unlimited dimensionality and detail
- Analyze across every dimension (cost center, project, grant, etc.)
- Pull data in from external sources



### Secure and Easy to Use

- Role-based security for safe collaboration and distribution
- Persona-driven dashboards

## Outcomes



**Improved Reporting Accuracy**



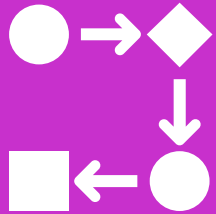
**Faster Report Generation**



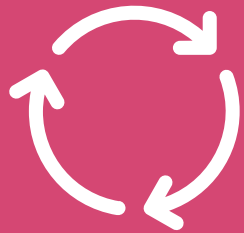
**Increased Leadership Visibility and Usage**



# Expense Management



**Consistent processing**  
of like tasks between agencies



**Streamlined workflow** for paperless  
approvals and controls

## How Workday Helps



### Validations and Controls

- Visibility into out-of-policy spend
- Always-on audit
- Alerts and notifications



### Comprehensive Automation

- Custom validations
- Native mobile apps
- Automated approvals
- Seamless workflows



### Action from Anywhere

- Mobile submissions
- Mobile approvals
- Delegate approvals

## Outcomes



**Better Spend Control**



**More Efficient  
Business Processes**



**Increased User Adoption  
and Satisfaction**

# Recruit & Onboard



Engaged staff with inherent learning & training tools



Enhanced recruitment with simplified onboarding

## How Workday Helps



### Built-In Automation

- Dynamic candidate workflow
- Consolidated candidate history
- Contract builder
- Automated onboarding with guided journeys



### End-to-End Talent Acquisition

- Internal and external sourcing
- Collaborative interview management
- Proactive candidate management
- Seamless connection to compensation
- Masked candidate screening



### Consumer-Grade Experience

- Mobile-driven
- Configurable job applications
- Referral leaderboard
- Social media connectors

## Outcomes



**Streamlined Recruitment Processes**

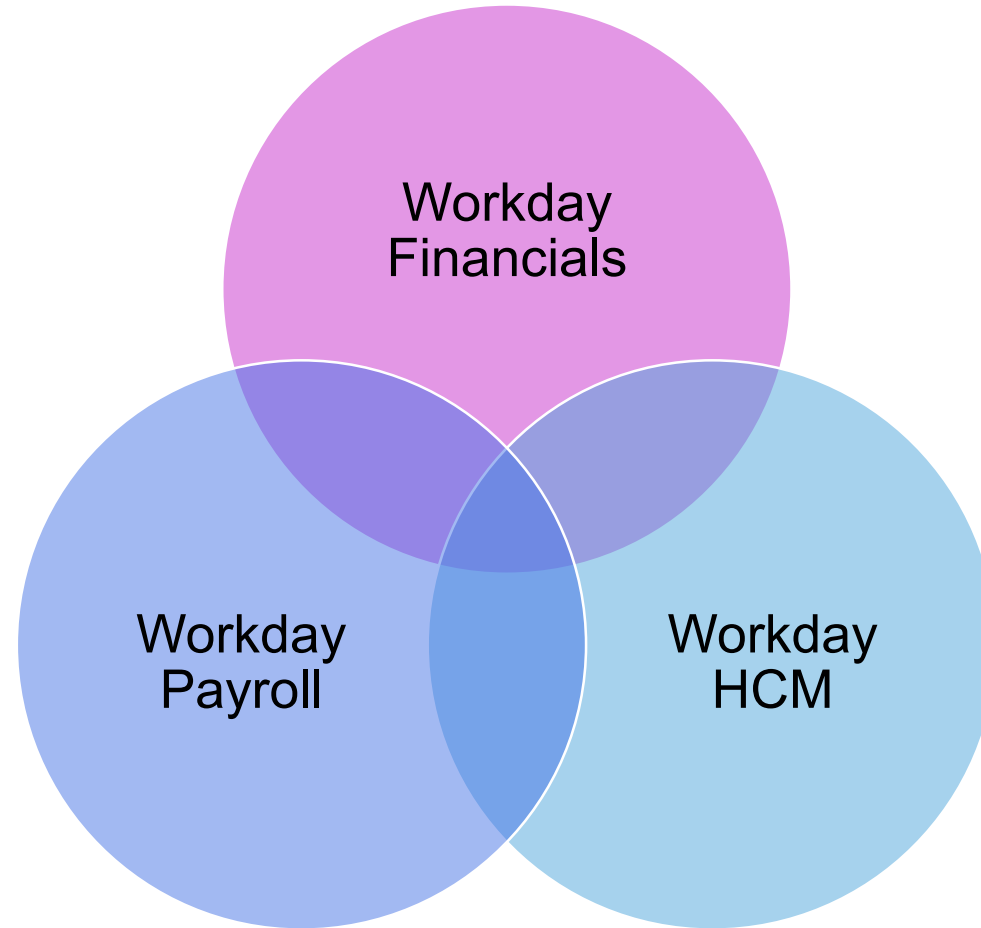


**Faster Time to Hire**



**Improved User Adoption and Engagement**

# Workday Foundation Data Model



# Foundation Data Model Approach

## The foundation is the start of a journey not the end...

- It is truly the foundation of how transactions will be processed and reported
- It sets the stage for the build and subsequent phases of the project
- It will take several sessions to build the data model for the State's needs
- Decisions will continue to be made as the project progresses

## Start simple

- Focus on understanding the basic concepts and build from there
- The approach to design will be iterative
- More complex elements can be discussed in further detail in a dedicated session later

## Strive for a consistent and standardized design for foundation and beyond

## Build in a way that moves us forward with flexibility and compliance

# Foundation Data Model Participation

## Leadership

- Project Leaders (including Executive Sponsors, Project Owner and Project Managers), Deputy State Accounting Officer

## HCM

- Core HCM SMEs
- Non-FDM discovery work with Time Tracking, Absence, Benefits, Recruiting, Compensation may occur in parallel

## Financials

- Financial SME/Financial Accounting SMEs
- Select business focal points
- Non-FDM discovery work in Procurement, Supplier Accounts, Customer Accounts, and other functional areas may occur in parallel

## Payroll

- Payroll SMEs
- Non-FDM payroll discovery may occur in parallel



# Meet Our Panelists



**Kris Martins**

Deputy State Accounting Officer  
Georgia's State Accounting Office



**David White**

Implementation Strategy Director  
Workday



**Lynn Hurley**

Principal Managing Partner  
Workday



**Describe how the chart of accounts correlates between HCM/Payroll and Finance.**



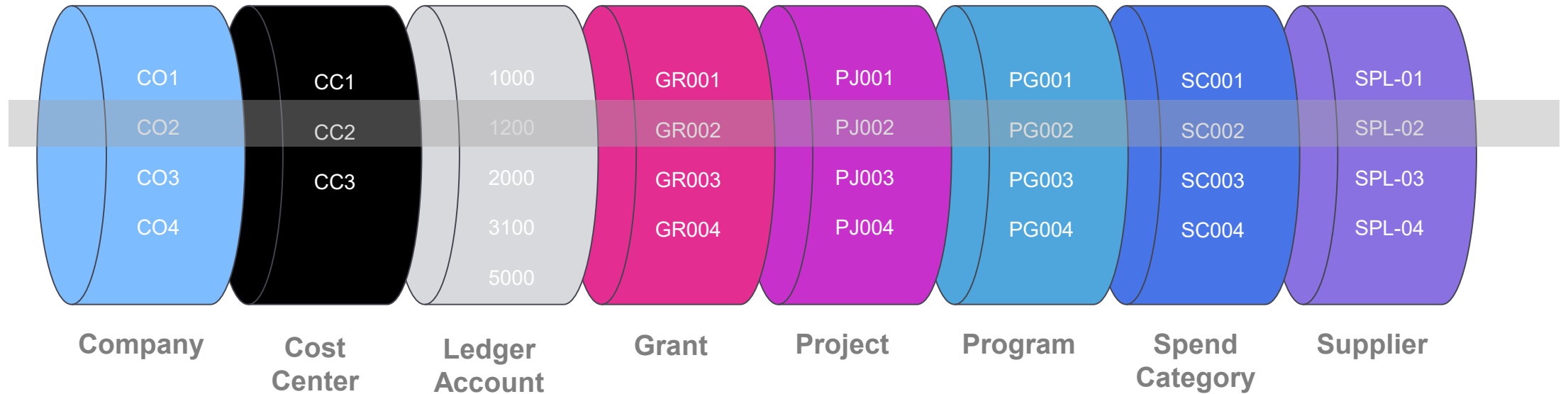
# Foundational Data Elements

*This list is an example and not exhaustive...*

| Workday Financials            | Workday HCM                   | Workday Payroll               |
|-------------------------------|-------------------------------|-------------------------------|
| Company                       | Supervisory organization      | Company                       |
| Cost center                   | Location                      | Pay group                     |
| Fund                          | Job profile                   | Run Category                  |
| Program                       | Job family                    | Period schedule               |
| Project                       | ID types                      | Payment Election Rules        |
| Grant                         | Compensation Grades/Grade     | Company Fed, State and Local  |
| Appropriation                 | Profiles                      | tax setup                     |
| Location                      | Custom Organizations          | Location                      |
| Ledger account                | Security Groups & Assignments | Security Groups & Assignments |
| Spend category                |                               |                               |
| Revenue category              |                               |                               |
| Security Groups & Assignments |                               |                               |



# FDM for Financials



## Benefits



Creates flexibility by utilizing combinations of worktag values



Ability to easily report on any (or multiple) dimensions



Multi-purpose legacy dimensions replaced by a combination of a smaller number of values in each dimension



**It sounds like the number of accounts are going to decrease. If so, how am I going to get the data I am used to seeing if there are less accounts?**



# Key Worktags to Drive Ledger Account

## Spend Category

- Classifies spend, irrespective of accounting treatment
- Streamlines the chart of accounts with fewer expense and asset accounts
- Used to derive expense, prepaid asset, and fixed asset ledger accounts
- Tagged on payroll transactions via resulting worktags
- Expense Items, Purchase Items, Catalog Items provide more granular detail and map to spend category

### Examples:

Advertising  
Office Supplies  
Equipment  
Salaries Full-Time

## Revenue Category

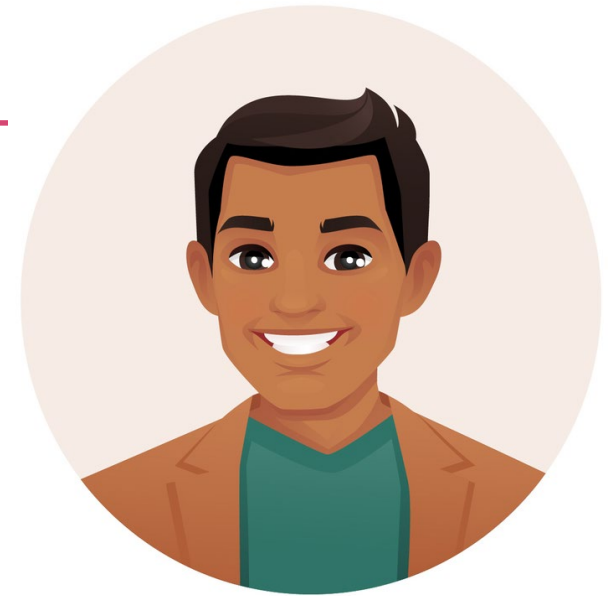
- Classifies revenue
- Streamlines the chart of accounts with fewer revenue accounts
- Used to derive revenue ledger account
- Sales Items provide more granular detail and map to spend category

### Examples:

Permitting Fees  
Income Tax Revenue  
Property Tax Revenue  
Traffic Fines



**When entering a transaction, how do we make sure our users know what to enter and record to ensure accuracy?**





**What flexibility is there for agencies with different requirements? How is standardization at the statewide level maintained?**

# Data Governance

- Your FDM will continue to evolve to meet your business needs after deployment
- Need to define criteria and a process to manage this going forward both in latter stages of implementation and once deployed
  - How will requests be created?
  - How will requests be processed and approved?
  - What are the criteria to get a new value?
- This is often an area customers wait too long to address
- Recommend identifying small number of individuals responsible for updates based on decentralized requests and resulting approval
- Updates can have downstream/upstream impacts beyond Workday



**If I prepare my own GAAP statements (ex: SRTA, GPTC, DCH, DOAA) how does the FDM fit in to preparing financial statements on multiple different bases of accounting?**



# What's Next



## Identify the team to build out FDM structure

### Clean up data

- Open requisitions
- Open purchase orders
- Missing chart values
- Bank reconciliations
- Error/Suspense Account (monthly)
- Address open time requests (A/L, SL, etc.)
- Address unfunded positions (goal is to migrate funded positions)



# NextGen Team



# Stay in the Know!

- Send questions to NextGen inbox [NextGen@sao.ga.gov](mailto:NextGen@sao.ga.gov)
- Questions may inform FAQs
- Connect with your POCs
- Review our website <https://sao.georgia.gov/nextgen>
- Subscribe and read our monthly Newsletter



# NEXTGEN

## **Questions about NextGen**

[www.sao.ga.gov/NextGen](http://www.sao.ga.gov/NextGen)

[NextGen@sao.ga.gov](mailto:NextGen@sao.ga.gov)