

Reimagining the Federal ERP Experience with Macro Solutions and Workday

The federal government workplace is changing

The past few years have taught us many things. Key among them is the way the federal government works has changed and will continue to evolve.

The same forces that have disrupted the private sector, including new hybrid work models, exploding volumes of data, more connected and informed employees, and an aging infrastructure, amplify a need for continuous transformation.

Nowhere is this more keenly felt than in the arena of human capital management (HCM) and financial management – two areas where rigid and outdated server-based systems, siloed data, and clunky manual processes, create complexity, delay responsiveness, and hinder “big picture” insights.

The end-of-life challenge

Dated technology isn't just expensive to own, it's designed for problems of a different time.

As agency needs evolve, new solutions are bolted on to keep pace with functionality, each requiring costly independent maintenance and support teams. But, worryingly, many of these widely used solutions are coming to their end of life, leaving many agencies wondering if the headache of maintaining an out-of-date ERP is truly worth it.

The digitalization imperative

Against this complex backdrop, the workplace has changed.

How and where people work, new technologies, and the needs of new generations are driving the digitalization of enterprise resource planning (ERP). Constituents want a consumer-like experience as they interact with enterprise software -- and self-service, mobile-first, and easy-to-use technologies are the order of the day.

These capabilities are more than a nice-to-have. A positive employee experience means that federal workers bring their best selves to work, and, ultimately, this can improve performance and retention and attract talent.

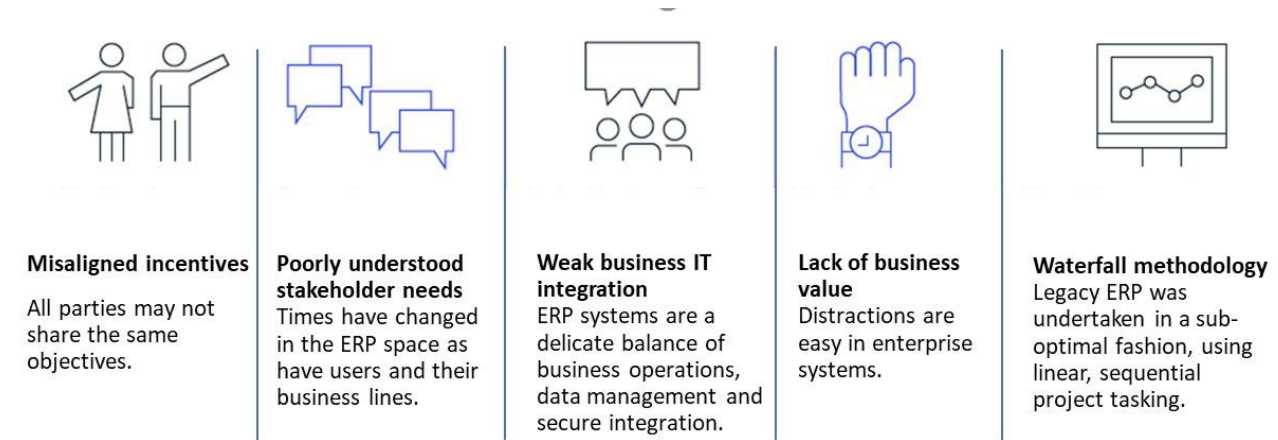
Driving the mission forward in a changing world

But digitalization also brings efficiencies that drive the mission forward and help the federal government meet changing finance and HCM needs. It holds the promise of seamlessly blending data from any source and using that data to make faster decisions – while ensuring sensitive employee and financial information is kept safe and secure.

At the same time, digital transformation can automate tasks so that agencies can operate HCM and financial management frameworks with greater efficiency and at a lower cost.

The challenges of federal ERP modernization

Despite the modernization imperative, ERP transformations in the federal government are fraught with pitfalls. Three quarters of ERP modernization projects fail to stay on schedule or on budget, and two-thirds have a negative return on investment¹.



The promise of digitalization can only be realized if agencies work through the hard problems of data integration and security, functional alignment, change management, risk, and the complexity of current ERP environments.

How can federal agencies better navigate this massive transformation? The answer lies in Macro's partnership with [Workday](#).

Workday: One system to help the federal government manage change

Macro Solutions has [21 years of experience](#) streamlining federal HCM and financial management processes within enterprise-scale ERP systems, and that experience tells us that federal organizations recognize that their legacy systems are unable to meet the core mission.

But while urgent change is needed, simply "lifting and shifting" aging ERP systems to a hosted data center is not the answer. In most cases, such migration won't offer the agility, scalability, and security that federal agencies need.

That's because migrating legacy systems requires large up-front investments and expensive recurring upgrades later. More importantly, shoehorning an old solution into a new environment often creates unforeseen challenges while circumventing the innovation mindset needed to serve today's constituents.

That is why we are championing a different approach. Through our new partnership with the leader in enterprise cloud applications for human capital and financial management – Workday – we can help federal agencies navigate change and prepare to thrive in the future.

¹ Source: McKinsey analysis

How Workday can help modernize and streamline federal ERP

As a Workday Advisory Partner in the Federal Marketplace, we pair our extensive experience in federal HCM and financial management with Workday cloud-based ERP solutions.

By teaming with Workday, we help our federal customers plan and manage leading solutions that help them transform their operations and gain real-time operational visibility and self-service capabilities – creating a simpler, more connected experience for employees.

Workday is the only provider who has built a common customer experience on a single cloud-based platform that lets the federal government say goodbye to rigid, outdated systems, leave the limitations of legacy vendors behind, and unify ERP capabilities with a new class of enterprise management cloud.

By bringing HR, finance, planning, and analytics together in a cloud-based ERP solution, Workday gives agencies unparalleled insight and a state-of-the-art technology foundation for transactional efficiency and control:

- **One source for data** to plan, execute, analyze, and share data across the enterprise – streamlining collaboration and simplifying decision-making.
- **One experience** for all Workday users that is engaging and easy-to-use. Bringing a consumer-like experience to enterprise software is at the heart of Workday’s DNA.
- **One FedRAMP-authorized security model²** that lets agencies meet security and data governance requirements.
- **One system that’s built to scale and evolve** helping agencies seamlessly and continuously adopt to change. Workday’s cloud-based service delivery balances the federal government’s desire for new functionality with the potential cost and disruption of adopting new features.

Workday for federal HCM

Through an HCM lens, with [Workday for HCM](#), agency leaders can more effectively identify and fill skills gaps, accelerate hiring and onboarding, improve worker engagement, and provide self-service opportunities so employees can plan and achieve their professional goals.

And with a single business process framework, Workday enables end-to-end process controls that span functional areas. For example, when a termination is initiated, Workday can create a job requisition, turn off access to downstream systems for the outgoing employee, and process their final paycheck automatically.

Workday is a Leader in the 2021 Gartner Magic Quadrant for Cloud HCM Suites for 1,000+ Employee Enterprises, based on its completeness of vision and ability to execute.



² Workday attained FedRAMP Moderate Ready status in 2021 and is on target to achieve FedRAMP Moderate Authority to Operate (ATO) status in the Spring of 2022.

Workday's solutions also enable agencies to forge ahead amid unpredictability. For instance, during the COVID-19 pandemic, federal agencies could capture workforce data, such as vaccination records and test tracking, and ensure the privacy and security of this sensitive information – in a single system that is adaptable as guidance changes.

Workday for financial management

With [Workday for financial management](#), finance teams benefit from a simplified and frictionless accounting process that automates tasks to deliver greater efficiency at a lower cost while staying compliant with the [U.S. Standard General Ledger](#). Meanwhile, finance leaders can capture details from every financial transaction to inform planning, forecast revenues, build expense budgets, model decision making against funding levels, and more.

A single source of truth that supports success at every step

What truly differentiates Workday from traditional ERP, is that it's the only enterprise application that unifies a variety of capabilities to better serve and inform all teams, not just HR and finance.

With a single cloud-based system, agencies can seamlessly and cost-effectively add future capabilities and functionality in areas such as:

- Learning management
- Payroll and workforce management
- Acquisition and organization change
- Enterprise planning and analytics
- Recruiting
- And more

By uniting under a single source of truth, these departments can better work cross-functionally to align business processes, break down silos, and create more dynamic solutions to critical challenges – at their own pace.

And that's where Macro steps in.

Macro Solutions: Workday advisory services, integration, and support services

Macro can help agencies truly transform even the most complex federal HCM and financial management systems into flexible, intuitive, self-service solutions that deliver true value, meet data and security requirements, reduce risk, and comply with standards such as the U.S. Standard General Ledger (USSGL).

With our in-depth knowledge and experience, we can help federal agencies

- Determine a forward-thinking strategy with a Workday solution that meets their needs in a way that quickly maximizes business value.
- Guide them through the planning, program, and change management process.
- Bake security into processes and systems.
- Make certain Workday financials are USSGL compliant.
- Get results quickly and maximize business value with an Agile/DevOps approach to platform delivery and reuse.
- Seamlessly expand their catalog of Workday capabilities when the time comes.

To all of this, we apply an agile approach to our advisory services (orchestrated with a DevOps pipeline approach and reusable frameworks), demonstrating then adding functionality with each two-week sprint.

We also have a deep understanding of the tools and techniques employed within the federal security environment that ensure fast, efficient, and risk-reduced ERP modernization.

A roadmap to federal ERP modernization

Macro's approach to ERP transformation is centered on mitigating risk, getting business lines engaged, making certain solutions meet functional needs, and providing independent and ongoing counsel to ensure the framework aligns with enterprise vision.

Step 1: Engage Business Lines

- Identify business requirements by functional swim lane
- Identify new business process reengineering and capture requirements
- Recommend solutions by functional area

Step 2: Engage IT

- Analyze network and technical environment
- Establish security posture

Step 3: Determine Implementation Approach

- Independently verify and validate the approach

Step 4: Initiate Change Management

- Determine sequencing with articulation of dependencies
- Establish functional steering committees
- Plan for alignment of adjacent projects
- Implement governance structure with participant groups reporting to steering committee

Step 5: Launch Modernization Effort

- Coordinate teams and timelines with agile approach
- Use qualitative goals aligned with enterprise vision

Macro Solutions: ERP clients

Our PeopleSoft Customers

HCM and FM



Get started with Macro Solutions and Workday

As the federal government looks to modernize and elevate the way it works, from small fixes to massive transformations, our partnership with Workday is a step forward in our efforts to help agencies digitally transform enterprise systems.

Available on our convenient and easy-to-use [contract vehicles](#), contact us today to learn more about how we can help your agency achieve a quick and efficient path to simplifying its approach to HCM and federal financial management, automate manual processes, and continuously adapt to change.

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