

BrightPath Talking Points

What is BrightPath? It is a joint effort between OMES, Workday and Oklahoma state agencies to modernize and harmonize the state's processes related to human resources information management and payroll. The result will be a new human resources information system for the state workforce.

What is a human resources information system? Currently, the State of Oklahoma uses the HR platform PeopleSoft. The HRIS that will replace PeopleSoft is called Workday, a cloud-based software inclusive of human resources, talent management and learning modules that employees can access from anywhere, including mobile devices.

Why did we choose Workday? This software offers the State of Oklahoma a human capital management solution with several key features to modernize state workforce data management.

Workday is a cloud-based application and allows employees to access the tool from anywhere, including mobile devices. It offers a unified human resources, talent management and learning solution that will drive consistency and harmonization across state agencies where processes are currently complex, disparate and outdated. This will improve and unify our processes and introduce new capabilities, such as streamlining employees transitioning from one agency to another.

Finally, Workday provides a user-friendly, simple and modern interface through its suite of functions that will make transitioning from legacy systems seamless. Together, these features led state leaders to determine that Workday was the best solution for modernizing our workforce to move the state forward.

How long will it take to complete BrightPath? The BrightPath team convened in Summer 2020, and system launch is anticipated midyear 2022. To view detailed project timeline information, visit the [BrightPath Project Information page](#).

What systems will be replaced? Workday will replace PeopleSoft Core HR, PeopleSoft Payroll, PeopleSoft Time and Absence Management, BAS (talent and performance), JobAps (recruiting) and Learn.

Who is involved in BrightPath? The project team is comprised of executive sponsors and project sponsors who are responsible for making key project decisions. There are also technical and functional subject matter experts from OMES. Throughout the project, the Workday and OMES teams will conduct Architect, Configuration, Confirmation and Testing sessions involving subject matter experts from agencies across the state.

To learn more, please visit the [BrightPath FAQ](#) page.



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What is harmonization and why is it important? Harmonization is the effort to align HR systems and processes across the state workforce to promote consistency within and between agencies. The COVID-19 pandemic exposed many of the complications that can arise when a workforce is not harmonized, such as managing the transition to working from home when agencies had varying processes. Adopting a cloud-based system that is available via desktop and mobile device will help state agencies streamline HR processes and ease the difficulties that can arise with intra-agency activities. Though adopting a new system will be a transition, using Workday and harmonizing with other state agencies will allow for more flexibility and solutions to respond to unexpected future challenges.

How will the BrightPath project affect state employees? In midyear 2022, all agencies will transition to Workday. State employees will receive system training the month prior to the launch. The goal of the BrightPath project team is to provide employees with training and context so that they feel prepared and ready to use Workday to complete HR-related tasks on day one of go-live. Workday's modern, user-friendly interface will help streamline HR tasks and offer quick answers to system questions.

What is the Change Agent Network? The CAN is a group of agency representatives with either one or several employees from participating agencies. More than 200 employees represent 116 agencies as change agents.

What is Change Management and why is it important? Change Management is an important part of BrightPath driving a successful Workday adoption. All change management activities are designed to help employees successfully navigate the changes by providing consistent communication about the project, key dates and milestones, robust training curriculum, user support (like the CAN), and resources so employees feel prepared and ready to use the new HRIS.

What is the role of a change agent? As agency representatives, change agents serve as liaisons between their leadership/colleagues and the BrightPath project team, and enable their colleagues to use the new system. Change agents represent the unique needs, culture and processes of their respective agencies and provide valuable feedback to the change management team about employee sentiment, BrightPath activities and communications. Change agents will also disseminate information, quarterly surveys, and communications to their teams and peers and champion change around the new HRIS.

Is the change agent role permanent or temporary? Change agents will represent their agencies for the duration of the project. The program will formally kick off in June 2021 and run through summer 2022. Once Workday is fully implemented, change agents will no longer have formal BrightPath responsibilities, but they will continue to serve as a point person for their agency colleagues when they have system questions.



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Who do I contact with questions? Start by using the [Contact Us](#) form, and a member of the BrightPath team will respond. If for any reason you do not receive an answer, email brightpath@omes.ok.gov, and a team member will reach out as soon as possible.

To learn more about the CAN, visit the [CAN webpage](#).



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