



## BrightPath Talking Points

### September 2021

**Current Project Status:** We are currently in the Configure & Prototype stage of the BrightPath project. Customer Confirmation Sessions (CCS) were initiated in August as members of the Oklahoma workforce confirmed the configuration and functionality of Workday for the State of Oklahoma. This month, the project team will wrap up CCS and analyze the change impacts on the state workforce resulting from the Workday implementation. This information will inform future training and communications to prepare you for the Workday implementation.

**Pulse Readiness Assessments:** Four total assessments will be distributed by the Change Agent Network across the State of Oklahoma workforce between September 2021 and the Workday launch midyear 2022. These assessments are used to gather feedback from the workforce about the project team's efforts thus far. Questions include how confident they feel about the workforce adopting the changes associated with a new HRIS, whether they feel like there are effective BrightPath feedback mechanisms in place, and whether project communications have been helpful to-date. The September Pulse Assessment will be distributed by the Change Agent Network on September 13, 2021 with responses due back by September 30, 2021.

**Pulse Readiness Assessment Results:** Participants will have two weeks to complete an assessment. Once responses are received and analyzed, the BrightPath project team will communicate key assessment takeaways and action items to the workforce via the Change Agent Network.

**Change Agent Network:** Remember, the Change Agent Network is here to help answer your questions and guide you through the transition to Workday. Reach out to your agency's change agent(s) to provide feedback about the BrightPath project, ask questions, or to learn more about the BrightPath project.

### General Project FAQs

**What is BrightPath?** It is a joint effort between the Office of Management and Enterprise Services, 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 HRIS for the state workforce.

**What is a human resources information system?** Currently, the HRIS used by State of Oklahoma agencies is PeopleSoft. The HRIS replacing 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 solution for human resources, talent management and learning 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 a streamlined process for transferring employees from one agency to another.

Workday also provides a user-friendly, simple and modern interface through its suite of functions that make the transition from legacy systems seamless. Together, these features led state leaders to determine that Workday is the best solution 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 & performance), JobAps (recruiting) and Learn.

**Who is involved in BrightPath?** The project team is led by OMES executive sponsors who are responsible for making key project decisions. It is comprised of technical and functional subject matter experts from State of Oklahoma agencies. At various stages throughout the project, the BrightPath team will bring in subject matter experts from agencies across the state; for example, this occurs during Architect and Testing sessions.

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

**What is harmonization and why is it important?** Harmonization is the effort to align HR systems and processes across state agencies to promote consistency and efficiency. 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 have incompatible 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 allows for more flexibility and solutions to respond to unexpected future challenges.

**How will the BrightPath project affect state employees?** In midyear 2022, Oklahoma agencies will transition to using Workday. State employees will receive system training during the month prior to the launch and have access to system support materials as they navigate business processes. The goal of the BrightPath project team is to provide employees with training and information so that they feel prepared to use Workday at the time of system 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 (CAN)?** The CAN is a group of agency representatives comprised of either one or several employees from participating agencies. These employees convey important project news and pre-Implementation actions to their agency colleagues. They also convey to the project team the feedback they hear within their agencies to assist in planning relevant change management content that addresses end-users' needs. More than 200 employees currently serve as change agents representing 116 agencies.

**What is change management and why is it important?** Change management is an important component of a successful Workday adoption. It is comprised of activities and resources designed to help employees successfully navigate the changes. This includes consistent project updates, key dates and milestones, robust training curriculum, and user support (e.g., provided via the CAN) so that employees feel prepared and ready to use 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 formally kicked off in June 2021 and runs 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.

**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, contact [brightpath@omes.ok.gov](mailto:brightpath@omes.ok.gov) and a team member will reach out immediately. To learn more about the CAN, visit the [CAN webpage](#).