

BrightPath January Talking Points:

Current project status:

- **BrightPath Agency Pulse Assessment No. 2 is open to employees and will close on Jan. 21 at 5 p.m.** Results will be communicated to the workforce in the weeks following.
- **Cycle 2 of End-to-End Testing has begun.** Currently, state representatives are identifying and resolving system defects. There are four month-long cycles total.
- **Parallel Payroll Testing will begin soon.** Participants will review and compare payroll results from Workday to previously run payroll cycles. Representatives from state agencies will participate in this important testing phase.

Please start sharing information about change impacts with your agency colleagues in preparation for webinars covering Workday adoption change impacts beginning February.

What are change impacts?

- Upon adopting Workday at the State of Oklahoma, many existing HR processes will change or be streamlined. Change impacts are the changes to existing processes resulting from the Workday implementation.
- Many change impacts are a result of new features available in Workday. For example, employees will have increased autonomy over their personal data in Workday with Employee Self-service. This signifies a change impact because currently, employees rely on HR personnel to update much of their personal information. In the future, employees can complete tasks like updating direct deposit information or requesting time off in Workday.

How can I learn more about change impacts?

- Change impact meetings will be held in February and March. Each session will be specific to a functional area affected by Workday (e.g., benefits, payroll, absence, etc.). During these sessions, employees affected by the change impacts will learn exactly what changes to expect to their role when Workday goes live. Subject matter experts will be available to answer questions during these sessions.
- A video on the change impacts affecting State of Oklahoma employees will be released in the coming weeks and shared by agency change agents.
- The BrightPath website will be updated with the latest change impact information. Agency change agents will share this information once it is available.

How can I prepare for the change impacts resulting from the Workday adoption?

- Attend the upcoming change impact meetings and encourage your agency colleagues to do the same!
- Statewide training explaining how to complete new tasks and processes in Workday will be available this spring.

Additional resources:

BrightPath website: Remember to leverage the BrightPath website for up-to-date information on the Workday implementation. Employees are encouraged to explore the BrightPath project website, especially the Resources page, which includes Workday educational material and FAQs. If employees still have questions, they can always reach out to their agency change agent or email brightpath@omes.ok.gov.

If you need additional accommodations to view any of the items in this document, please contact brightpath@omes.ok.gov.