



**jeitosa** — [zhay-taw-za] (Brazilian Portuguese) adj. agile, skillful, adroit, clever, innovative, solution-oriented



Brazil



Hong Kong



Germany



**Do it Once, Do it Right!**

**Why I<sup>3</sup>?**

- Comprehensive strategic HR and business focus
- Modern systems implementation approach
- Scalable, tailorable implementation methodology
- Streamlined, bi-directional integration approach
- Repository of tried-and-proven tools and templates
- Focus on business outcomes and enhanced value

**Why Jeitosa?**

- Workday's FIRST Implementation Partner
- Customer Number 24 with HCM and Financials
- HCM strategists in the design of the Workday core
- Experienced and certified Workday consultants
- Global HCM expertise across five continents
- Comprehensive project management methodology
- Localization experts for international requirements
- Extensive multi-lingual capabilities
- HR and executive leadership experience
- Results linked directly to the bottom line
- Guaranteed customer satisfaction and results

*“Jeitosa consultants are smarter, more knowledgeable, and easy to work with.”*

*“The main benefit of Jeitosa involvement is their ‘been-there-done-that’ experience.”*

*“...extremely professional and thorough... practical and flexible.”*

**Post-Production Support (PPS)**

- Enrich your investment with Workday functions you already own to enhance business value
- Build strategic decision-making capabilities using embedded analytics and reporting
- Review and tighten security controls to ensure compliance with regulatory authorities

**WORKDAY PRODUCTION SUPPORT LEVERAGES YOUR INVESTMENT**

Workday's products are rich with features and functions that get better with every update... and also more complex. Let Jeitosa help you align your HCM business processes with your organization's strategic goals.

As a certified Workday Partner, we can help you better leverage your company's technology investment by deploying additional HCM functionality to optimize your Workday asset. Advanced features such as Global Compensation and Benefits, Faceted Talent search, Goal Alignment, Projects/Initiatives, as well as tight integration with your Recruiting and Learning systems, are just some of our areas of specialty.

*Some of Jeitosa's Post-Production Support Services*

**Security Audits** – Whether addressing the ever-changing maintenance needs of regulatory compliance, implementing a new module, integrating a new company, or re-organizing after management turnover, security is an area that can be complex to assess, yet, if neglected, could result in costly fines or worse. Let Jeitosa help you manage your Workday tenant and provide the support you need to develop a real sense of security.

**Benefits Audits** – Carrier updates, complex interfaces, and changing business requirements can bog down a Benefits implementation. Jeitosa can help solve your problem areas and “scrub” your benefits configuration, creating a positive impact on the bottom-line.

**Advanced Reporting** – Workday captures and generates immense amounts of valuable information about your organization – but are you “doing the right things” with your data? Through custom reporting and modern analysis tools, Jeitosa can help you tap into this vast reservoir and develop meaningful business metrics on the effectiveness of your organization.

**Functional and Technical Testing** – Critical to successfully implementing new features in Workday is a thorough and methodical testing effort performed by experienced individuals. Jeitosa offers a number of ways to meet your testing needs from developing a test strategy, creating test scenarios, conducting regression testing, and coordinating the overall testing effort.

**Update Readiness** – Through software-as-a-service, Workday ensures everyone reaps the benefits of improvements to the product, yet sometimes the frequency of updates and the depth of changes can be time-consuming and even challenging to manage. Jeitosa is your partner through these changes and can help to ensure a smooth and uneventful transition from version to version.

**Performance Management** – Assessment is one key to successful organization management, and areas such as Employee Reviews, Succession Planning and Pay-for-Performance are powerful tools to align talent with company goals. Jeitosa can assist you in providing a comprehensive implementation that can help your company achieve its objectives..

## Our People

### Knowledgeable, Collaborative, Committed

...transnational network of over 50 consultants across more than 20 countries, averaging 15 years of experience in human resources, financials, and information technology solutions, including:

#### STEVEN ROSARIO

##### Principal Consultant, HCM and Workday



...an accomplished consultant in both functional and integration roles, with more than a decade of program management, software development and ERP experience, Steven brings a diverse, practical and well-rounded skill set with competencies ranging from project management, process design and client engagements to integrations, software architecture and programming..

#### BEVERLY REA

##### Principal Consultant, HCM and Workday



...Human Resources application analyst and project leader with extensive Workday HCM experience; expertise in requirements gathering and documenting, data mapping, system modeling, set up, testing, conversion, user training, reporting, modifications, debugging and testing of fixes; highly knowledgeable in all HR functions including compensation, benefits, performance management.

#### JEFF SEITZ

##### Principal Consultant, HCM and Workday



...Deep knowledge and experience in global human resource policy and operations within Benefits, Compensation, Policy & Employment, Performance Management, Global Mobility, and Shared Services areas; knowledgeable in international HR regulatory requirements; Experience in global HCM and payroll implementations of Workday, PeopleSoft, SAP, ADP PCPW, and ADP PayForce.

#### LINDA BAGWELL

##### Senior Consultant, HCM and Workday



...more than 20 years experience as a global HCM and HRIS project manager, business analyst, and training consultant. Linda developed and piloted instructor materials for project management professionals in the US and Europe. A former Business Systems Manger for a transnational global implementation of PeopleSoft HCM, she is PMI-certified.

## Our Experience – Your Advantage



Many of the Workday's most diverse companies have turned to Jeitosa to help with their HCM business needs. Committed to excellence and total satisfaction, we help our clients expand their own capabilities, guaranteeing the results of all we do. Here are a few examples of our projects:

#### Project Profile: *Non-Profit – Workday HCM and Payroll Implementation*

A non-profit services organization needed to migrate from a heavily customized, soon-to-be non-supported release of an ERP, and desired to bring payroll processing in-house from a third party. Jeitosa led the implementation of the Workday HCM product and pioneered the implementation of the recently released Workday payroll calculation functionality.

#### Project Profile: *Technology Company – Workday HCM Implementation*

A rapidly growing technology-based company needed to migrate from a legacy HRIS to a more robust solution to support their high-tech culture and growing HR system needs. Jeitosa led the implementation of the core Workday HCM product that is now the foundation for future feature functionality expansion.

#### Project Profile: *Health Services Company – Workday HCM with Benefits Implementation*

Jeitosa supported the replacement of a legacy HR system with Workday HCM and benefits with an integration to ADP's PCPW payroll product. Jeitosa's principal implementation consultant and integration developer led the discovery, design, development, and deployment efforts.

### WHY WE'RE DIFFERENT

- Experts:** Research-based knowledge, best practice sharing, and real-world experience
- Agile:** Innovative and flexible solutions to address modern, complex business problems
- Global:** Transnational approach, meeting local needs, bringing global results
- Mentors:** Knowledge transfer to make you stronger and better than when you started

### OUR COMMITMENT

...strengthening your capabilities, leaving you more aligned, more aware, more effective

## Jeitosa's Strategic Global Enterprise Model (GEM) Issue-Focused, Strategically-Aligned, Goal-Oriented



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