



Workday ERP Update

Technology Committee
January 31, 2025

What is an ERP System?

ERP stands for enterprise resource planning.

An ERP system refers to the management of a suite of software applications that are needed to run a business - which could include finance, human resources, supply chain, customer relationship management, or inventory management - in a single system.



BOSS: Lake County's Enterprise System

- BOSS stands for "Back Office Solution System" – there was a naming contest
- Oracle's E-Business Suite (EBS) software
- Implemented in 2003
- Manages Lake County's financial administration, budgeting, and human resources
- Approximately 1,200 customizations to perform routine tasks

BOSS: Why so complex?

- The system relies on "fast-formulas" – proprietary, difficult to maintain, custom coded rules used to control processes
- Having ~ 1,200 customizations means the system is no longer standard
- Underlying technology is outdated and difficult to integrate with other systems
- Aging customizations are costly to maintain – things break with every new patch or update

BOSS: Today (20 years later)

Challenges

Legacy systems have limited capabilities and customized enhancements

Lack of standardization perpetuates inefficiencies

Piecemeal software acquisitions causing duplicative work

Data sharing across departments is limited

Modernization Needed to Resolve Pain-Points

Goals

Enhanced capabilities plus integration with operational tools

Standardized business processes with automated workflows

Improved analytics and reporting tools

Mobile and self-service tools

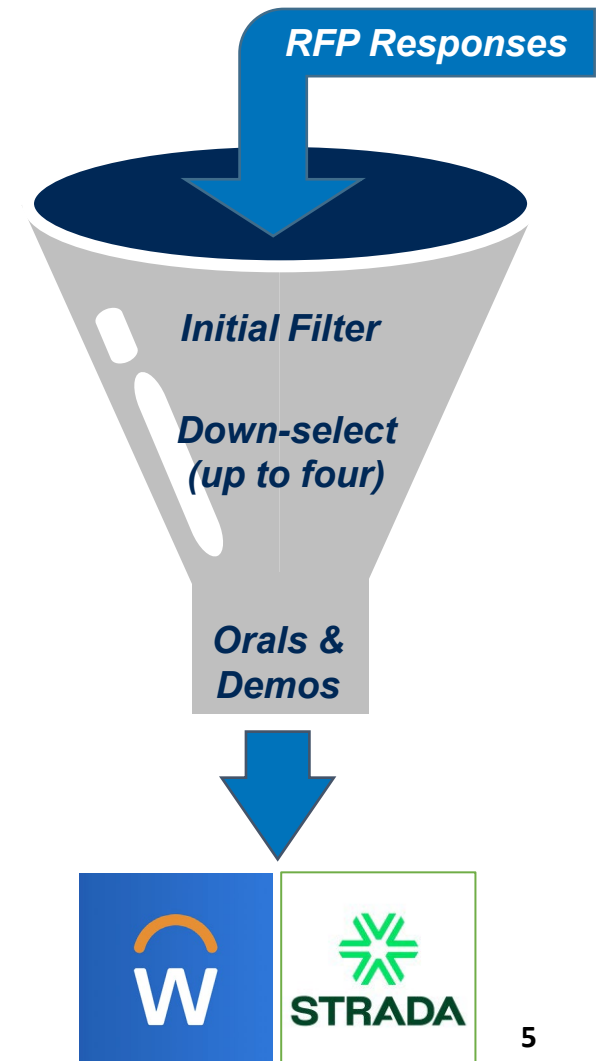
ERP Journey: How we got here

2023

- Lake County engages Gartner to perform a County-wide Readiness Assessment. This thorough evaluation of Lake County's current state helps determine readiness to implement a new ERP system, identifying potential challenges and areas for improvement before undertaking to ensure a smooth transition and maximize the benefits of the new system.
- Lake County makes decision to procure a new ERP system utilizing ARPA funding. The new ERP will include Human Capital Management, Financial Administration, Procurement, Asset Management, Budget Management.
- RFP released (Required each software vendor to propose a System Implementor).

2024

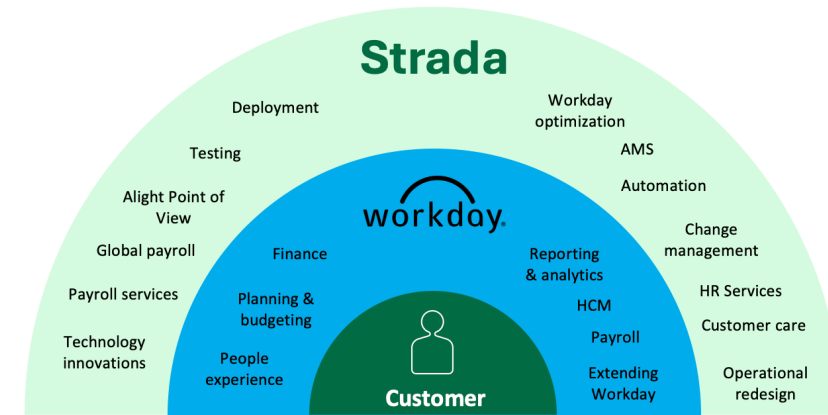
- RFP reviews and vendor demonstrations
- Solution (Workday) and System Implementor (Strata, formerly Alight) selected
- Contract reviews and negotiations
- Project pre-work
- Official project kick-off



System Implementor

What is a System Implementor?

A "Workday ERP system implementor" refers to a company or individual that specializes in implementing and integrating the Workday cloud-based ERP system within an organization, connecting various business functions like finance, human resources, and operations into a unified platform, ensuring seamless data flow and efficient workflows across different departments within the organization.



The Players



**System
Implementor**



**Workday
The Software**



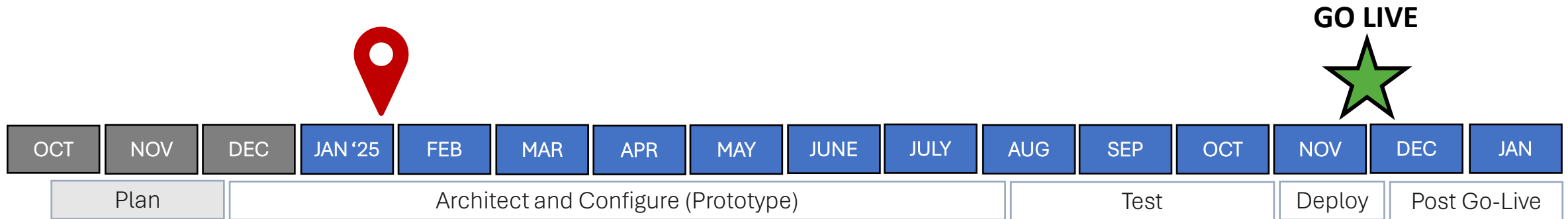
**Lake County
Trusted Partner**

Lake County Point of Contact: Patrice Evans, Internal Project Manager

Welcome to Project OneLake!



Project OneLake Timeline



Plan Stage

- Establish project management and administration based on agreed upon scope.

Architect & Configure Stage

- Design the Workday tenant using Lake County business requirements and the Workday delivered configurations and business processes.
- Using an iterative approach, deploy the Workday design through prototypes - advancing the configuration to best satisfy our business requirements.

Test Stage

- Validate configuration decision and customer readiness.

Deploy Stage

- Move to production, stabilize, and transition to customer operations.

Project OneLake Update



Leverage Leading Practices



Simplify & Standardize



Enhance Employee Experience



Embrace Change

Accomplishments

- Official kick-off in December with 70+ project team members across Lake County.
- Monthly Executive Steering Committee (ESC) meetings begun.
- Strada & Lake County kicked off with FacilityForce for asset management.
- Completed foundation tenant build & first data conversion.

Up Next

- Deep dives into requirements and configurations.
- Planning underway for integration workshops with vendors.
- Mobilize Change Champion Network representatives from all departments.
- Data gathering for next round of conversion underway.
- Customer Confirmation Sessions – a walkthrough of the configurations.



Questions?