



# Migrating to Workday for Improved Healthcare Operations

## Challenge

A major university medical center that operates multiple hospitals, clinics, and other facilities sought to modernize its systems by migrating from its legacy enterprise resource planning (ERP) software to Workday and UKG.

While the organization selected a primary implementation partner, they required a supplemental partner to fill critical skill gaps, support the migration, and ensure business continuity throughout the transition.

## Solution

INSPIR Solutions partnered with the client to deliver a seamless transition to Workday and UKG while maintaining uninterrupted operations across its healthcare network. Acting

as a strategic implementation partner, we provided specialized expertise to complement the core implementation team and drive measurable outcomes.

Our team deployed experts across Workday, UKG, and the university medical center's legacy systems to streamline integration, strengthen data accuracy, and accelerate project delivery. INSPYR Solutions' SMEs worked hand-in-hand with internal stakeholders to modernize workflows, manage testing and validation, and ensure compliance across HR, financial, and supply chain operations.

Beyond the technical implementation, we also led process improvement initiatives that optimized cross-functional collaboration and established a scalable foundation for future system growth.

**Our specialists filled key expertise gaps throughout the migration, ensuring smooth system integration and uninterrupted operations during go-live.**

### Solution Highlights:

- **Supported migration** from several legacy platforms to Workday and UKG.
- Streamlined financial, HR, and supply chain operations through **process redesign and system integration**.
- Deployed **highly experienced consultants and SMEs** across Workday Financials, HCM, SCM, and more.
- Enhanced **data accuracy and testing efficiency** through automation and governance oversight.
- Maintained **business continuity** by supporting legacy systems during the transition.
- Strengthened **workforce management capabilities** with the new system implementation and optimization.

### Outcome

The Workday migration delivered key business benefits and lasting operational improvements:

- **Accessibility:** Moving to a cloud-based system enabled employees to securely access Workday

from any browser or device, streamlining usability across both clinical and administrative environments.

- **Efficiency:** Workday Help empowered employees to quickly resolve HR-related questions and manage self-service tasks, reducing the volume of support tickets and allowing HR staff to focus on higher-value initiatives.
- **Continuity:** Our specialists filled key expertise gaps throughout the migration, ensuring consistent progress, smooth system integration, and uninterrupted operations during go-live.
- **Optimization:** The migration also provided an opportunity to refine and modernize business processes, leading to improved data quality, more reliable reporting, and faster decision-making across departments.
- **Sustainability:** With INSPYR Solutions' continued post-implementation support, the organization strengthened its internal Workday and UKG proficiency, building a foundation for long-term success and scalability.

### Client Profile

The client is a university medical center in the Southern U.S. with more than 40,000 employees across hospitals, clinics, and various specialty facilities.

### Technologies Supported

UKG, Workday Financials, Workday Help, Workday Human Capital Management, Workday Supply Chain Management

### About INSPYR Solutions

Technology is our focus and quality is our commitment. As a leading expert in delivering flexible technology and talent solutions, we strategically align industry and technical expertise with our clients' business objectives and cultural needs. Our tailored offerings include a wide variety of professional services, project solutions, managed services, and talent resources, all bolstered by our strategic partnerships with cutting-edge technology services. By always striving for excellence and focusing on the human aspect of our business, we work seamlessly with our talent and clients to match the right solutions to the right opportunities. Learn more about us at [www.inspyrsolutions.com](http://www.inspyrsolutions.com).