Liam Anderson

Workday HCM Consultant

About Me:

I am a seasoned Workday HCM Consultant with a wealth of experience in implementing, configuring, and supporting enterprise-scale IT initiatives. With a focus on core HCM, Compensation, Recruiting, Talent, Performance, Learning, and Onboarding, I have successfully led the migration from ERP HCM 9.1 to Workday HCM, demonstrating a strong commitment to excellence and innovation.

Key Competencies:

- **Implementation and Configuration:**
  - Proficient in Business Process Flows, reporting, and calculatedfields.
  - Expertise in fit-gap analysis, design, configuration, and testing.
- **Production Support:**
  - Strong experience in triaging defects, resolving tickets, and fixing configuration issues.
  - Streamlining business processes, testing, and troubleshooting with a focus on efficiency.
- · **Leadership and Mentoring:**
  - Proven track record of providing leadership, functional support, coaching, and mentoring.
  - Skillful in clearly assigning responsibilities, setting objectives, and ensuring effective tool utilization.

Professional Experience:

Workday Consultant - Capital One, Inc.

Environment: Core HCM, Payroll, Compensation, Benefits, Talent, and Performance Management

- Successfully migrated the system from ERP HCM 9.1 to Workday HCM by going live, ensuring a seamless transition.
- Currently engaged in business-as-usual activities for HR Reporting and Analytics, designing and developing Workday Reports, and setting up Workday Configurations.
- Primarily focused on creating custom reports and modifying existing reports for clients using Report Writer.
- Configured Workday for various business processes, including HCM, Benefits, Payroll, Compensation, Performance Management, and Absence Management.
- Proficient in building Advanced, Matrix, and Composite custom reports with a deep understanding of Workday data sources.
- Created reports in different functional areas such as Benefits, Payroll, Compensation, Time Tracking, Absence Management, New Hires, and Recruiting.
- Configured core HR modules, emphasizing basic setup, Personal Data, Job Data, Position Management, and Compensation, with additional focus on Profile Management.
- Provided Pre and Post Production support for Recruiting and other HCM modules like Time Tracking, Absence Management, and Benefits.
- Implemented Workflow for Core HR, Compensation, Position, and Profile management functionality.
- Spearheaded changes to existing HR/Payroll business processes for a smooth migration to the Workday HCM system.

Achievements:

- Successfully led the migration from ERP HCM 9.1 to Workday HCM, ensuring minimal disruptions and a smooth transition for end-users.
- Developed and maintained an HRIS governance plan, ensuring the accuracy and integrity of system processes and HR data.

Leadership and Mentorship:

- Provided leadership and functional support, coaching, and mentoring to program staff.
- Effectively assigned responsibilities, set clear objectives, and ensured the optimal use of tools and methodologies.
- Measured and monitored progress and results, fostering a positive team-oriented environment.

Certifications:

- Workday Core HCM
- Workday Compensation