February Meeting Objectives

- HR Business Partners update
- Process and technology update
- Engagement update
HR BUSINESS PARTNERS UPDATE
Your University of Virginia Business Partner is...

1) Someone who understands your organization
   - Understands your goals and aspirations
   - Shares your vision
   - Keenly knows University functions and processes
   - Dedicated to the success of your organization

2) A dedicated HR expert
   - Trained, savvy, and well-versed in modern HR practices
   - Skilled in turning ideas into actions
   - Knows how to enable, support, and advance YOUR goals
   - Has access to a team of experts and resources to back it up!

Your Business Partner is NOT
   - A compliance officer
   - A paper-pusher
   - A bureaucratic approver
HR Business Partners

Statistics

346 Cumulative years of professional HR experience
15 yrs average experience

23 HRBPs

229 Cumulative years of UVA institutional knowledge
10 yrs average experience

30 Professional HR Certifications

40% Hold HR-relevant Graduate degrees
We are making a unique and intentional investment in Business Partner preparedness, growth, and continued professional development.

Including (but not limited to):

- February 8-9: Two day kick-off training
- Monthly development sessions
- Individual and team Skill/Competency assessment
- Detailed individual development plans (to match local needs and goals)
- Networked Talent (leveraging the team)
- Feedback loop with local leadership (under development)
**HR Business Partners**

**Areas of Focus over Time**

The HR Business Partner role will shift over time – with a focus on placing your school/unit needs at the center

<table>
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<th>February – June 2018</th>
<th>July – October 2018</th>
<th>October 2018 onwards</th>
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<tr>
<td>HR Business Partner Launch</td>
<td>Spring Service Launches</td>
<td>Workday Go-live</td>
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<td>Talent Recruitment</td>
<td>Talent Management</td>
<td>Kickoff continuous improvement cycle</td>
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<td>HR Solution Center Talent Support</td>
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**Expansion of services and capabilities over time**

**HR Business Partners Role over Time**

- Focus on learning your organization and its priorities, and ensure continuity of baseline services
- Support UVA community through change and support Workday process and technology adoption
- Grow in HR Business Partner role and offer additional services
PROCESS AND TECHNOLOGY UPDATE
Process and Technology Update
Technology Cutover Planning Overview

What You Need to Know About Technology Cutover Planning:

✓ Business as usual until June – We will not stop data entry or begin to move things to Workday until June
✓ Intermittent system down time in June - Current systems will not be available
✓ Aiming for minimal data re-entry – We will automate the data conversion process where ever possible
✓ More planning and communications to come – We will have a dedicated Cutover Manager to partner with the Communications team and lead the cutover process

Major Systems Affected by Cutover Plan

Oracle (HR)  UltiPro
BenefitFirst  Taleo  Daily Time  Jobs@
NetLearning  Lead@  PeopleSoft (HR)
The Workday Launch Support Model consists of the following elements:

- **Faculty, Staff & Team Members**
- **Command Center**
  - (IMPACT, ITS, SCI, Ufirst Tech & Leads)
- **HR Solution Center**
- **ITS Help Desk and HIT Desk**
- **Open Labs**
- **Training & Resources**
  - (Job Aids, Training Classes, etc.)
- **Workday Partners**
  - (SOM, Academic Division Only)
ENGAGEMENT UPDATE
Engagement Update

Upcoming Preview and Feedback Sessions

The Preview and Feedback Sessions are an opportunity to engage the UVA HR Community in order to validate the decisions of the iterative configuration and business process design during the implementation process.

Preview & Feedback Sessions

February 22, 2018, 1 – 5 pm, Newcomb Hall, Academic Division Focus

February 27, 2018, 1 – 5 pm, Pinn Hall, Health System Focus

For streaming go to:
http://ufirst.virginia.edu/preview-and-feedback-sessions

Registration is filled for upcoming Preview & Feedback sessions
Engagement Update

**Ufirst Blog**

**Why a Ufirst blog?**

Launching Ufirst blog to help prepare the University for Workday launch

**How can I access it?**

Please be on the lookout for an email summary with clips/links on the last day of every month

https://ufirst.virginia.edu/blog
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