

# Pape-Dawson Modernizes HR to Support Rapid Growth

Replaced outdated systems with Workday for scalability, efficiency, and M&A readiness

**PAPE-DAWSON**



## Location

San Antonio, TX



## Workday Footprint

Benefits, Learning, Help, Journeys, Performance Reviews, Advanced Compensation



## The Groove Service

Application Managed Services (Integration Support, M&A Support, Change Management), Deployment Services

## THE CHALLENGE

Pape-Dawson was operating on an outdated system, using a finance platform adapted to support HR needs, which limited efficiency and scalability. This approach made it difficult to keep up with the organization's high volume of mergers and acquisitions and delayed integration and decision-making.

## BENEFITS



**Improved reliability across critical benefits and carrier-related processes**



**Created a scalable Workday foundation that supports long-term growth and acquisitions**



**Enhanced reporting, visibility, and scalable Workday design**



**Streamlined recruiting, hiring, and onboarding experiences**

## THE SOLUTION

The project stood out for its fast-follow delivery approach, allowing Pape-Dawson to maintain momentum well beyond initial go-live. The Groove supported Pape-Dawson with a combination of technical troubleshooting, configuration improvements and advisory guidance across Workday.

- **Benefits Configuration & Enrollment Support**  
Revolved enrollment, eligibility, HAS, leave, and open enrollment configuration issues to stabilize Benefits operations.
- **Accelerated Capability Expansion**  
Rolled out Benefits, Learning, Help, Journeys, Performance Reviews, and Advanced Compensation within a single year
- **Integration Design and Stabilization**  
Built and expanded integrations for supporting carriers, payroll, and acquisitions.
- **Acquisition-Ready Workday Foundation**  
Enabled seamless post-go-live acquisitions with repeatable integration patterns and scalable design.
- **Recruiting, Talent, and Reporting Optimization**  
Enhanced recruiting, talent, and reporting capabilities through workflow refinements, performance review support, dashboards, audit reports, and custom metrics.