



WORKDAY AI READINESS ASSESSMENT

Set the tempo for AI-driven transformation.

As AI reshapes enterprise software, Workday customers face an inflection point: how to adopt it in a way that's strategic, secure, and scalable.

With the launch of Workday Illuminate, AI is now embedded across HCM, Financials, Planning, and Procurement—bringing predictive insights, automation, and intelligent workflows to the forefront. How ready is your organization to harness these capabilities?

The Groove's Workday AI Readiness Assessment answers that question. Through a structured, experience-based framework, we help assess your maturity, pinpoint readiness gaps, and develop a tailored roadmap to AI adoption.



Assessment Objectives

- ✓ Evaluate your current Workday configuration, adoption, and usage.
- ✓ Assess data quality, integration, and governance maturity.
- ✓ Examine cultural readiness and organizational skills to support AI.
- ✓ Identify high-impact opportunities for deploying Workday AI/ML features.
- ✓ Deliver a roadmap for AI-driven transformation and measurable outcomes.



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Key Focus Areas



Data Readiness

- **Quality & Completeness:** Are core data sets (e.g., HR, payroll, finance) clean, consistent, and comprehensive?
- **Data Integration:** Do Workday and external systems deliver a unified, 360° view of enterprise data?
- **Historical Depth:** Is sufficient legacy data available to power predictive AI use cases?



Platform & Technical Readiness

- **AI Feature Adoption:** Are tools like Skills Cloud, Talent Optimization, People Analytics, and Workday Help & Journeys implemented or in scope?
- **System Configuration:** Is your Workday tenant optimized for AI, with the right workflows, automation, and data flows in place?
- **Governance & Compliance:** Are security, privacy, and compliance frameworks ready for responsible AI deployment?



Organizational Readiness

- **Executive Alignment:** Is leadership aligned on AI's role and its impact on internal policy and strategy?
- **Skill Development:** Do teams have the technical and analytical skills to operationalize AI?
- **Change Readiness:** Is the organization prepared to adapt workflows, processes, and behaviors in response to AI innovation?



Strategic Alignment

- **Defined Use Cases:** Are you targeting clear, high-impact AI opportunities (e.g., attrition prediction, intelligent matching)?
- **Value Measurement:** Is there a model to assess the ROI of Workday AI features?
- **Vendor Awareness:** Does your team understand Workday's evolving AI roadmap and partner ecosystem?

What You'll Receive



AI Readiness Scorecard

Maturity rating across the four focus areas.



Gap Analysis Report

Specific challenges and risks impacting AI adoption.



Action Plan & Roadmap

Prioritized, time-bound strategy to increase AI readiness.



Use Case Prioritization

Targeted list of high-value AI opportunities within Workday.

Next Steps

With your AI Readiness Assessment in hand, The Groove can support your next moves, including:

- ✓ Enhancing data quality and integration practices.
- ✓ Upskilling HR, IT, and analytics teams in AI fluency.
- ✓ Piloting Workday-native AI features like Talent .
- ✓ Marketplace and Skills Intelligence.
- ✓ Establishing robust governance for ethical, secure AI use.



Let's Get Started

Go from exploring AI to activating it confidently and with purpose. Our assessment helps you prepare for Workday's future.

Contact us to assess your AI readiness.



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