

FTI Consulting Accelerates a Global Workday Transformation

Scaling Workday expertise for complex global change



Location

Washington, D.C.



Workday Footprint

HCM, Benefits, Absence, Compensation, Recruiting, Peakon Employee Voice, Help, Journeys, Prism Analytics, Extend, Paradox



The Groove Service

Advisory Services (Change Management & Training, Alignment Workshop, Reporting Strategy & Development), Deployment Services, AMS (Application Integration Support, Application Configuration, Ongoing Support & Maintenance)

THE CHALLENGE

FTI Consulting was preparing for a major global Workday transformation spanning 30+ countries, 8,500+ employees, and 2,000 contractors. Its complex HR ecosystem included multiple legacy systems, diverse business requirements, and more than 85 integrations including payroll integrations to 34 countries. Following challenges with its previous partner, FTI needed a seamless transition without putting its timeline at risk.

BENEFITS



Under 2 Weeks to Mobilize

Zero disruption to the transformation timeline



30+ Countries Transformed

Built a scalable global Workday foundation



8,500+ Employees Enabled

Advanced workforce transformation at global scale



85+ Integrations Orchestrated

Connected complex global systems and processes

THE SOLUTION

The Groove quickly stepped in to provide the Workday expertise, leadership, and delivery capacity needed to keep FTI's transformation moving. In under two weeks, The Groove mobilized a globally distributed team and seamlessly transitioned the program from its previous partner, maintaining momentum toward the initial deployment.

Working alongside FTI's teams, The Groove supported:

- **Global HCM architecture and deployment**
- **Data conversion and complex integration strategy**
- **Adaptive, Avaya, and payroll initiatives**
- **Standardized global processes with business-specific flexibility**

The engagement showcases The Groove's ability to scale quickly, solve complex Workday challenges, and deliver with agility across large global programs.

