

HEXAWARE

Global MedTech Innovator Stabilizes Workday at Scale After Major Corporate Separation

Case study



Client

| Client

Challenge

Solution

Benefits

Summary

MedTech Giant with Complex Talent Programs

A newly independent MedTech leader, serving hospitals and health systems worldwide, faced the challenge of re-establishing its MedTech HR systems after a major corporate separation. Operating across 40+ countries with a diverse workforce, the company relied on Workday implementation to run core HR, time, absence, and talent programs. The separation demanded a rapid, secure, and scalable transformation of their HR technology landscape.



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Re-secure, Re-integrate, and Relaunch Workday After the Split

The corporate separation introduced new complexity for the client, requiring a robust Workday HCM implementation strategy. The organization needed to:

- Reconfigure HR processes and security policies across multiple regions, ensuring compliance and data privacy.
- Stand up and stabilize HCM and payroll integrations at a global scale.
- Move off legacy time and absence approaches that were costly and hard to maintain.
- Launch a transparent, self-service talent mobility app to support promotions, rotations, and leadership development.
- Reduce production issues while rolling out Core HR and Time & Absence modules country by country.
- Automate the generation of compliant documents and reports, replacing the previous manual and slow processes.
- Enable HR process automation to streamline operations and support business agility.



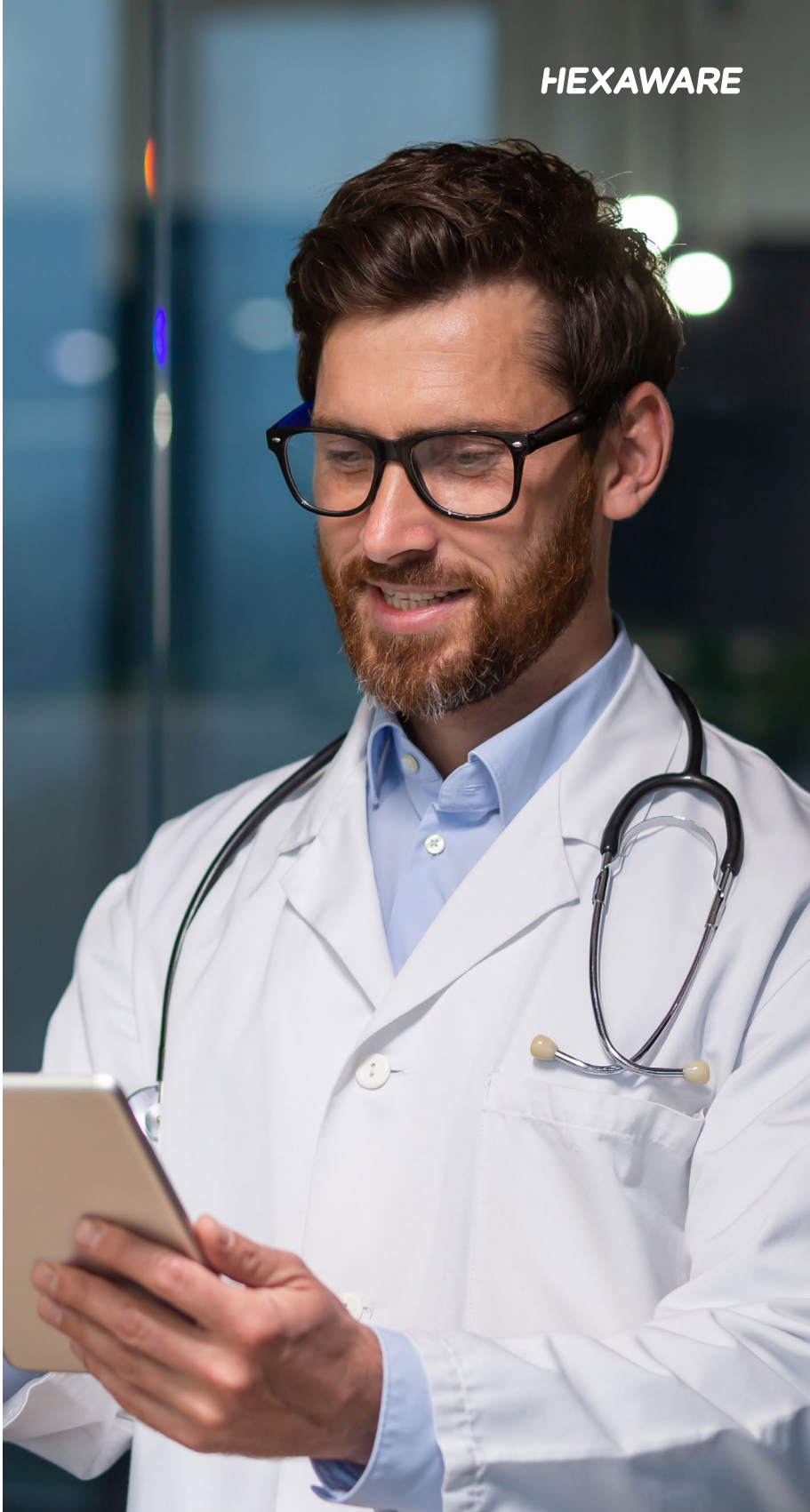
Solution

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Phased Go-lives, 100+ Integrations, and a Custom Mobility App

To address these challenges, we partnered closely with the client to deliver a phased, low-risk global rollout and a modern employee experience, leveraging the full power of Workday HCM implementation and Workday integrations:

- **Global, Phased Rollout:** Delivered Core HR, Time & Absence, and key integrations across 40+ countries using a hybrid onsite–offshore model, ensuring business continuity and minimizing risk.
- **Extend-Driven Talent Mobility App:** Developed a self-service talent mobility application on Workday Extend, enabling employees to manage nominations, evaluations, rotations, and leadership pathways. The app provided audit trails and automated notifications, supporting transparent and efficient internal mobility.
- **Security Done Right:** Implemented role-based access controls aligned to business policies, ensuring that only the right people could access sensitive data, critical for MedTech HR systems operating in highly regulated environments.
- **Integrations at Scale:** Built 100+ new Workday integrations for payroll HCM integration, onboarding, and benefits, and supported hundreds more across Absence, Benefits, Compensation, Performance, and Talent. This ensured seamless data flow and compliance across all HR functions.
- **Fewer Production Issues:** Introduced L2/L3 functional and technical support with clear SLAs, driving stability as new countries went live and reducing operational disruptions.
- **Automated Reporting and Documents:** Automated document generation and built targeted reports, significantly accelerating HR operations and compliance, key aspects of HR process automation.



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Empowered Workforce, Streamlined HR at Scale

- Achieved 30% faster internal talent moves with a transparent, mobile-ready talent mobility app built on Workday Extend.
- Realized 50% faster provisioning and access management, powered by Extend.
- Reduced document generation effort by 40% through HR process automation.
- Lowered AMS (Application Management Services) costs by 50% via streamlined support and fewer production issues.
- Enabled 30% quicker resource allocation, thanks to clearer visibility and automated workflows enabled by Workday integrations and payroll HCM integration.



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Accelerating Stability and Agility with Hexaware's Workday Expertise

When your business changes shape, your people systems have to keep up. By combining a careful rollout plan with automation, strong security, and a purpose-built talent mobility app, the client stabilized day-to-day operations and empowered employees with a smoother, more transparent way to grow their careers. The transformation not only delivered immediate operational stability but also positioned the organization for future agility, demonstrating the value of a best-in-class Workday implementation for MedTech companies.



Write to us at marketing@hexaware.com to discover how a custom talent mobility app and seamless payroll HCM integration can drive your business forward.

About Hexaware

Hexaware is a global technology and business process services company. Every day, Hexawarians wake up with a singular purpose: to create smiles through great people and technology. With this purpose gaining momentum, we are well on our way to realizing our vision of being the most loved digital transformation partner in the world. We also seek to protect the planet and build a better tomorrow for our customers, employees, partners, investors, and the communities in which we operate.

With offices across the world, we empower enterprises to realize digital transformation at scale and speed by partnering with them to build, transform, run, and optimize their technology and business processes.

Learn more about Hexaware at <https://www.hexaware.com>.

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