HRWorks
Joint Technology Committee Update

8/15/2019
Agenda

- HRWorks Goals
  - Agile
  - Project
  - Team
  - Change Management
- Timeline
HRWorks Goals

- The development of an innovative human resources information system that will:
  - Eliminate costly maintenance of aging legacy systems
  - Reduce or eliminate paper and manual processes
  - Improve data integrity and security
  - Facilitate standardization and compliance with HR management best practices and laws
Agile

- Project Retrospective held on April 30th
  - Highlighted system architecture, team, and other issues
- Completed Agile training
  - Product Team June 24th to 27th 2019
  - Executive Training August 23rd
- Sprints
  - Preplanning (MVP) - August/September
  - Sprint 0 - September/October
  - Sprints 1 to 6 - October to December
Project

- Vendors
  - Work stopped by February 1st
  - Contract discussions with vendors
  - Released a RFP for third party Integrator and reviewing bids
- Completed CPPS Discovery in July
  - DOLA
    - Documented 137 uses of CPPS
      - 85% statewide
      - 15% DOLA specific
Project

• CGI and Workday Customer Outreach
  ○ 33 public organizations; 8 state organizations similar to Colorado

• Key findings
  ○ Most have third party time and leave systems for complex and 24/7 operations
  ○ Most do not split payroll and HR
  ○ Standardization on best practices assists implementation and minimizes customization
  ○ Some states are using a “modified” agile approach
Team

- Modified Governance Structure
  - Product Team
  - Leadership
  - Finance
  - Project Management
- Teams include DPA, OIT, and Agencies
- Added expertise with HRIS system implementation
Change Management

- Restarted time and leave standardization discussions
- Developing a long term strategy for pay cycles
- Outlined a revised change management plan
- Modifying the communications plan
- Building a new training plan
# Timeline

| February - July | Project Halted  
|                | CDS Rapid Review  
|                | Project Retrospective  
|                | CGI/Workday Customer Outreach  
|                | Governance Structure  
|                | Contract Amendment Discussions  
|                | CPPS Discovery  
|                | Agile Training  
|                | Integrator RFP |
| August | Agile Pre-Planning (Agile Coach)  
|        | Agile Executive Training  
|        | Hire Integrator  
|        | Agency Standardization Discussions (e.g. time and leave)  
|        | Contract Amendment Discussions |
| September | Vendor System Integration Meetings  
|          | New Communications Plan/Agency Engagement Plan  
|          | Agency Standardization Discussions (e.g. time and leave)  
|          | Integration Architecture  
|          | Sprint 0 (Product Planning) |
| October - December | Sprints 1 - 6 |
QUESTIONS