



September 2020

Introducing *Smart Talk*

Welcome to *Smart Talk*, a monthly bulletin created by the Iowa WorkSmart Team for sharing information about the Iowa WorkSmart Project.

The WorkSmart Project brings all State government together to implement Workday, an on-demand human resource and financial management system which will replace two State legacy systems - Human Resources Information System (HRIS) in July 2021 and Integrated Information for Iowa (I/3) in July 2022.

Throughout the implementation process *Smart Talk* will provide State employees with helpful resources, tips, timelines, and reminders as we unite behind one vision, as one team, with one resource. Watch your email for future editions!



New Workday System Previewed at Customer Confirmation Sessions

The Iowa WorkSmart Project achieved an important milestone in August with a preview of Iowa's Workday Human Capital Management (HCM) system.

In a series of Customer Confirmation Sessions (CCS), members of the WorkSmart Project Team demonstrated features and functionality of HCM Core/Compensation, Time Tracking, Absence, Benefits, Payroll, and Travel Expense Reimbursement.

For agency representatives in attendance, this was a first glimpse of the Workday functionality and business processes which will transform HR operations and modernize State government. Feedback has been positive, and input received will help influence continued development in the configuration and prototype stage.



Change Agents, Change Network Ramping Up

A project as transformative as the WorkSmart Project requires a coordinated change management effort. To facilitate that effort, the WorkSmart Organizational Change Management (OCM) Readiness Team has been working with State agencies to identify Change Agents.

Change Agents will play an important role in the Project's statewide change network, serving as the WorkSmart primary point of contact for their organizations, sharing communications with appropriate audiences, assisting with internal change readiness activities, advocating for the project, and collecting/relaying feedback.

So far more than 100 Change Agents have been designated, and a kick-off meeting is scheduled for later this month. Working together, State of Iowa employees will play a role in the WorkSmart Project's success and shaping the future of our workplace. More to come!

Want to learn more?



- Check out the [Getting Started video](#) to see Workday in action!
- For information about the Iowa WorkSmart Project, please visit the WorkSmart.iowa.gov website or contact the WorkSmart Team at WorkSmart@iowa.gov with any questions.



WorkSmart@iowa.gov

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