



Let's Talk: Workday Rising 2025 Insights

WELCOME

Today's Presenters



Justin Mitkus

Senior Director, Workday
Financials & Adaptive Lead



Michael Pacifico

Senior Manager – AI, Analytics & Automation

LET'S TALK WORKDAY

Today's Agenda

- Overview
- What's new in Workday related to AI
- Roadmap and what it means to you
- How Armanino can help

OVERVIEW

AI, Agents, & the New Era of Work

AI Takes Center Stage

Workday is redefining enterprise AI with **Workday Illuminate**, a next-gen layer that embeds intelligent agents directly into HR, finance, and planning workflows.

Key Announcements from Rising

From AI Agents and the Agent System of Record to Agent Gateway and developer toolsets, Workday unveiled a robust ecosystem for operationalizing AI across the enterprise.

Human + AI Partnership

The future of work is collaborative. Workday's vision blends autonomous agents with human oversight, enabling smarter decisions, faster execution, and safer governance.

One Leading End-to-End AI Platform for People and Money

Build and Deploy Custom Agents Across the Organization

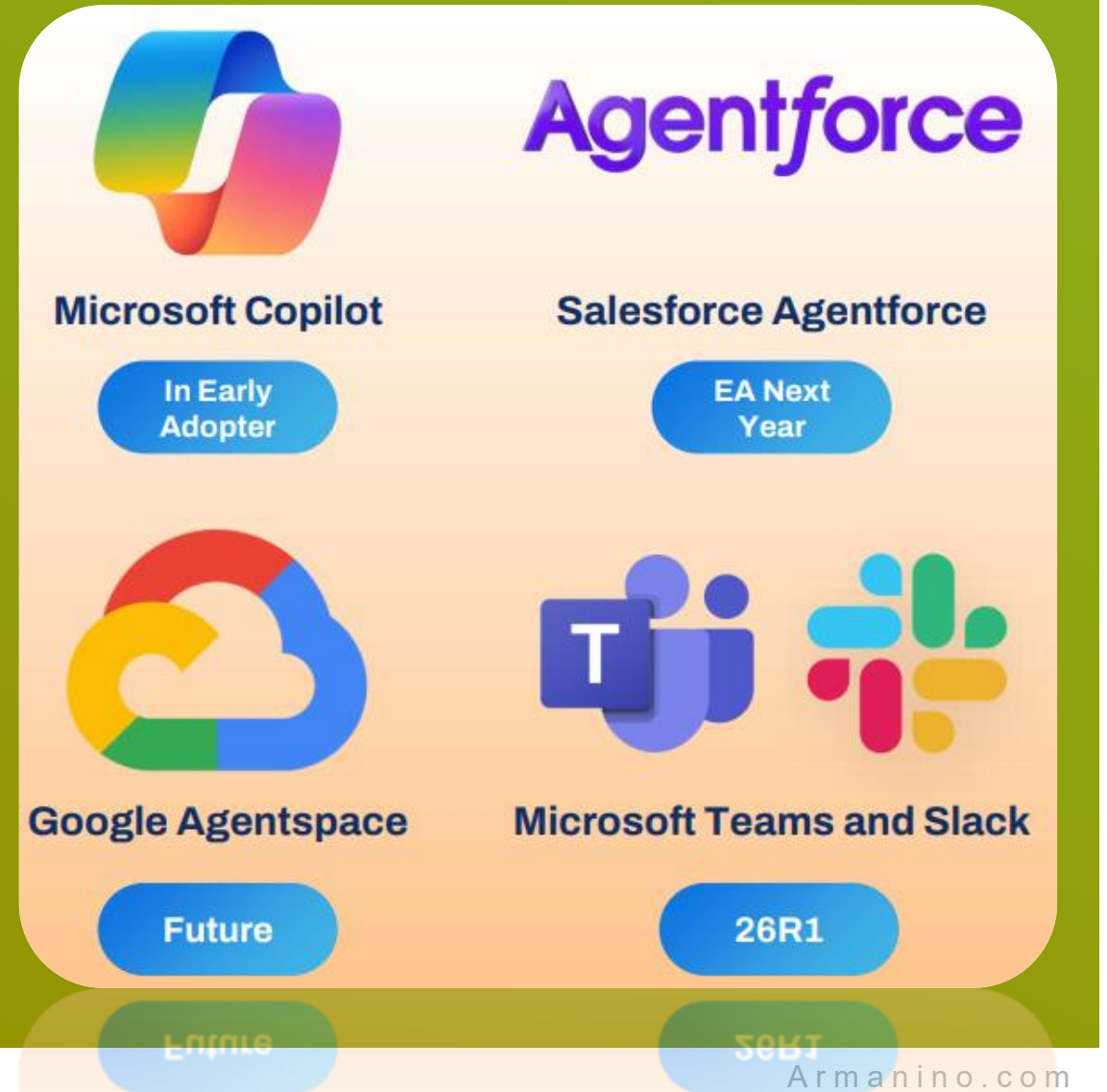


The narrative has shifted from “AI as insight / recommendation” toward “AI as semi-autonomous worker, integrated, governed, trusted.”

Feature / area	What it is / what's new	Why it matters / how it changes Workday
Workday Illuminate	Workday is positioning “Illuminate” as their next-gen AI layer — a way to embed AI and agents into HR, finance, planning, etc.	Illuminate is intended not just for analytics or hints, but for operationalizing AI inside workflows and enabling more autonomous action.
AI Agents (Illuminate Agents / embedded agents)	They're rolling out “Illuminate agents” that can perform more complex tasks (e.g. performance review support, workforce planning, financial close).	Rather than isolated automations, these agents are meant to act within the system, with awareness of business context, automating or assisting multi-step processes.
Agent System of Record (ASOR)	Workday introduces a new “system of record” for managing AI agents: defining their identity, roles, permissions, oversight, etc.	This is a control plane for digital workers: tracking which agents exist, what they do, ensuring security and governance.
Agent Gateway / Agent Partner Network	To allow third-party agents to plug in and interoperate, Workday is launching an Agent Gateway and a partner network of agent vendors.	This opens up a broader ecosystem (Microsoft, AWS, Google, etc.) so that agents built on different platforms can coordinate with Workday.
AI Developer Toolset / AI Widgets	Workday is giving developers new tools (widgets, prompts, connections) to build/customize agents or AI-powered features that run in Workday.	This enables more extensibility: customers or partners can build domain-specific AI enhancements inside the Workday environment.

What does this mean for you

- It means you can deploy custom agents that are built in Workday
- You can deploy Agents built in Microsoft Copilot Studio or Azure AI
- You can deploy Agents built with Google Agentspace
- You can deploy Salesforce Agentsforce



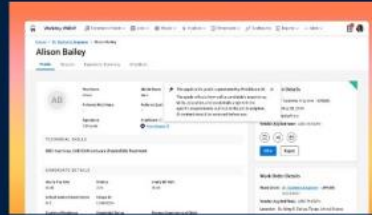
BP Optimize Agent

Finds and fixes process bottlenecks



Contingent Sourcing Agent

Accelerate time-to-fill open contingent roles



Contract Intelligence Agent

Know everything about your agreements



Contract Negotiation Agent

Negotiate better agreements, faster

Financial Audit Agent

Finds financial risk in real time



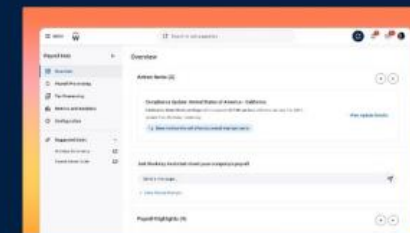
Frontline Agent

Optimizes frontline worker schedules



Payroll Agent

Automates payroll and finds errors



Planning Agent

Creates financial forecasts and plans



Recruiting Agent

Boosts hiring speed, capacity, and experience

Revenue Contract Agent

Turn documents into a strategic asset



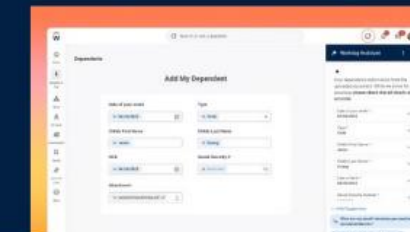
Supplier Contract Agent

Analyzes contracts for risk and savings



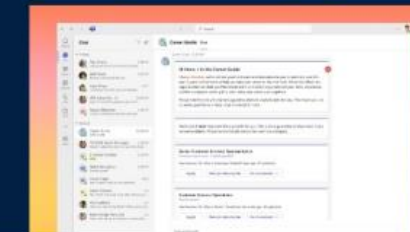
Self-Service Agent

Answers employee questions instantly



Talent Mobility Agent

Transforms employee growth and agility





Create Customer Contract

Contract Type *

Conference Agreement

Effective Date *

01/09/2025

Contract Signed Date *

28/08/2025

Goods and Services

Usage-Based

Projects

Contract Notes

Billing

Attachments

Billing/Invoice Information

CompanyBelmond

Bill-To CustomerInnovate Solutions, Inc.

Bill-To Address5678 Progress Way
Boulder, CO 80301

Invoice Header Defaults

Payment TermsNet 30

Payment TypeCheck

Invoice TypeStandard

Installments 5 items

Invoice	Status	Amount	Invoice Date	Due Date	Line
Invoice: 7521	PROCESSING	125,000.00	30/08/2025	15/09/2025	28
Invoice: 8904	PREPARED	125,000.00		15/03/2026	29
Invoice: 9415	PREPARED	125,000.00		15/09/2026	30
Invoice: 9795	PREPARED	125,000.00		21/04/2027	31

Document Intelligence

Multi Year Conference Agreement 3305.0.pdf

Multi Year Conference Agreement 3305.0.pdf

MULTI YEAR CONFERENCE AGREEMENT

Effective Date: September 1, 2025

This Agreement is made and entered into by and between:

Hotel:
Belmond
Hôtel Barrière Le Fouquet's Paris (A Belmond Property)
46 Avenue George V
75008 Paris, France
(Referred to as "Hotel")

And

Client:
Innovate Solutions, Inc.
Attn: Emily Carter, Event Planner
5678 Progress Way
Boulder, CO 80301
(Referred to as "Client")

1. CONFERENCE OVERVIEW

This Agreement outlines the terms for the "Innovate Solutions Annual Summit," a multi-year corporate conference held at the Hotel's location in Paris, France.

2. CONFERENCE DATES

The Client commits to hosting its annual conference on the following dates:

Conference Dates Table

#	Year	Dates
1	Year 1 (2026)	October 15-17, 2026

Guest Experience [Model] : Scenarios DRAFT

Share Search

Ask Workday

Customer Experience

£10,005,000.00

Oliver Reynolds

Vice President

Paris, France

4 +1 6 +1 58 +5

4/4

NEW

Guest Experience

£530,000.00

Unfiled

Director of ...

Paris, France

0 4 +4 4 +4

Sales

£2,925,000.00

Adian Mitzer

Chief Sales Officer

Paris, France

2 3 15

Marketing

£3,400,000.00

Helen Meyer

Chief Marketing O

Paris, F

2 3

Customer Experience

Org Info Positions

Manager Information

Oliver Reynolds

Vice President

Paris, France

Org Metrics

£10,005,000.00

6 58 3

More Metrics

Organization Data

Managerial Status

1. Individual Contributors 58

2. People Leader 7

Org Layers

1 0% Layer 01

8 10% Layer 02

20 20% Layer 03

Span of Control Average 6.3

Transfer Paul Martin from Marketing into this org as a Guest Experience Strategist.

Transfer modeled

Paul Martin was transferred as a Guest Experience Strategist into the "Guest Experience" organization model.

Sources

View New Positions

View Parent Org Details

Showing Positions.

Show Suggestions

Send a message...

Gen AI is experimental. Review content before use.

Ask Workday in Microsoft 365 Copilot

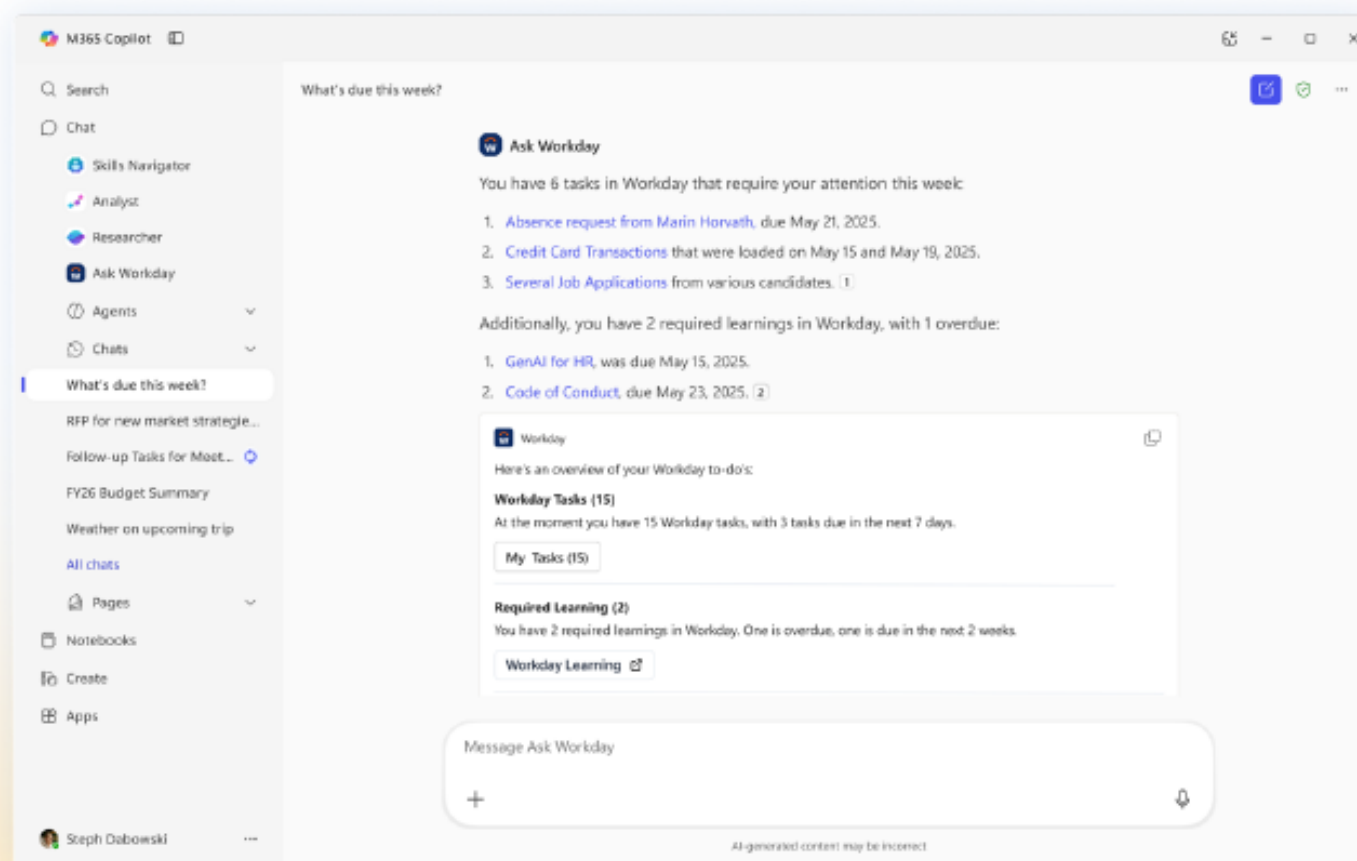


Find Workday Information
Faster

Combine Insights from
Workday and Microsoft 365

Stay on Top of Your Workday
Tasks

New Functionality Coming
Soon!





- When developers build AI agents using **Microsoft's Azure AI Foundry** or **Copilot Studio**, those agents can be **registered in Workday's Agent System of Record (ASOR)**.
- Agents built this way will receive a **Microsoft Entra Agent ID** (i.e. an identity in Microsoft's identity platform). That gives them verifiable
- **The integration allows handoffs / interoperation between Microsoft Copilot agents and Workday agents. For example, an employee could ask a Microsoft Copilot (in Office 365) to update their career goals or submit a peer review; that request could be "handed off" into the Workday agent context to complete the actual HR workflow identity, access control, and traceability.**
- Workday will provide **analytics / dashboards** around agent usage: who's using which agents, what value they bring (time saved, outcomes), etc.
- This aligns with Workday's "open ecosystem" approach: agents built on Microsoft's stack or others can still be managed under Workday's governance and business context.

WHAT THIS MEANS FOR WORKDAY CUSTOMERS

Implications & Benefits



Stronger “agentic AI” future | Workday is betting that the next wave is not just “AI insights,” but AI agents that take action. Over time, many routine HR, finance, planning tasks could be delegated (with oversight).



Reduced friction / faster time to value | The tighter integration, developer tools, and partner agent ecosystem shorten the time from “idea” to “working agent in my org.”



Better governance & trust | One of the major barriers to deploying AI broadly in enterprises is control, auditability, role-based access, etc. Workday’s new architecture makes it more plausible to do so in a controlled, safe way.



Blending human + AI work | The vision is for humans and agents to co-work seamlessly: agents assist or automate, humans supervise, correct, refine.



Vendor lock / platform stakes increase | As Workday becomes the system of record for agents, its role (and influence) in the AI stack deepens. That gives Workday more leverage in the enterprise AI ecosystem.

WHAT THIS MEANS FOR WORKDAY CUSTOMERS

Risks, Challenges & Things to Watch



Accuracy, bias, compliance | Autonomous agents bring risks: wrong actions, biased decisions, regulatory issues. Workday (and customers) will need strong validation, oversight, and “fail-safe” controls.



Adoption & trust | Users may resist handing over tasks to AI agents until they trust them. The handoff logic, user experience, error handling, and transparency will be crucial.



Integration complexity / data quality | Agents depend on reliable, clean data. If the data inputs (HR, finance, external systems) are inconsistent, corrupted, stale, the AI outputs/actions might suffer.

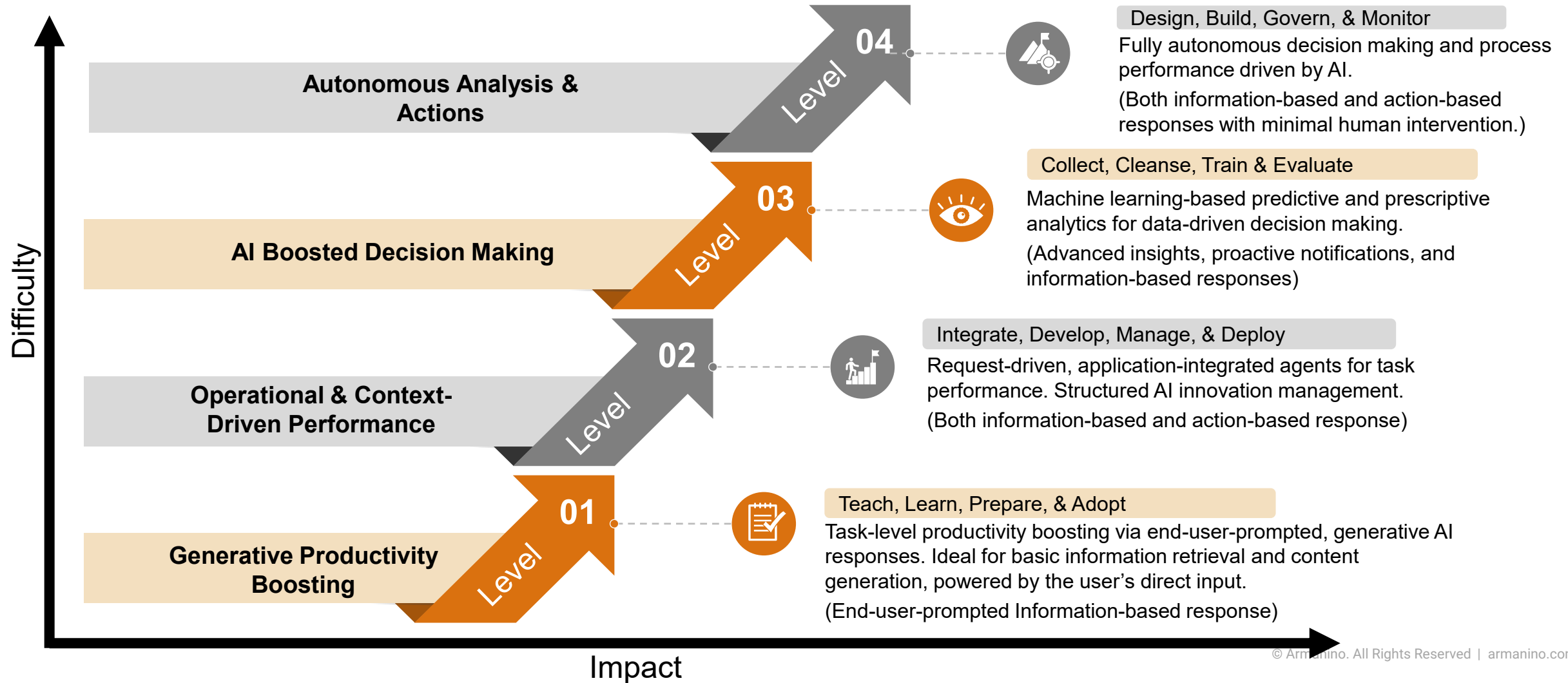


Interoperability challenges across platforms | Even with gateways and identities, making agents built on different stacks coordinate well (without conflicts or gaps) is nontrivial.



Cost / licensing / governance overhead | Running many agents, monitoring them, ensuring auditability and security — there's infrastructure and ongoing governance cost.

AI happens in *4 stages*: from productivity boosts to autonomous operations



Agent Implementation & Integration Services

Workday Agent Gateway Setup

Define roles, permissions, governance, and oversight using the Agent System of Record (ASOR).

Microsoft Entra Agent ID Setup

Ensure agents are identity-managed, logged, and access-controlled within the Microsoft tenant.

Copilot Handoff Integration

Connect Copilot workflows (like HR query or contract drafting) into Workday flows via secure API calls or orchestrations.

Custom Agent Development

Build or fine-tune domain-specific agents for HR, payroll, compliance, or finance that leverage client data and Workday's APIs.

Data Cloud and Integration Optimization

- Workday's Illuminate agents rely heavily on **clean, unified data**, Armanino can help you:
 - Build pipelines from external finance, HR, and operations systems into the **Workday Data Cloud** (ensuring zero-copy, clean schema).
 - Create **Microsoft Fabric or Azure Synapse integrations** for analytics and agent training loops.
 - Use Armanino's analytics/automation team to establish **feedback mechanisms** for agent monitoring and retraining.



AI Governance & Risk Mitigation



- Clients will need confidence that their agents are safe, compliant, and auditable. Armanino can help you:
- Implement **agent governance frameworks** (covering transparency, bias testing, access control, explainability, audit logs).
- Build a **cross-platform “AI Command Center”** that monitors agent actions, exceptions, and compliance across Workday and Microsoft ecosystems.
- Design **Human-in-the-Loop review processes**, ensuring high-risk actions (like comp changes or financial approvals) require human validation.
- Establish **ethical AI guardrails** aligned with SOC 2, GDPR, or industry standards.

Change Management & Training



Many HR/finance users will be nervous about “AI agents doing their work,” Armanino can:

- Provide training on **how to collaborate with agents** (prompting, reviewing, correcting outputs).
- Deliver **change management programs** around trust, accountability, and performance measurement.
- Create “**AI Agent Stewardship**” **certification** for HR/finance leaders within clients to reinforce safe usage and oversight.

POSSIBLE (RE)DEFINED

Thank You

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Armanino Operates in an Alternative Practice Structure:

"Armanino" is the brand name under which Armanino LLP, Armanino CPA LLP, and Armanino Advisory LLC, independently owned entities, provide professional services in an alternative practice structure in accordance with law, regulations, and professional standards. Armanino LLP and Armanino CPA LLP are licensed independent CPA firms that provide attest services, and Armanino Advisory LLC and its subsidiary entities provide tax, advisory, and business consulting services. Armanino Advisory LLC and its subsidiary entities are not licensed CPA firms.