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From Rising to Reality: Turning Workday Innovation into Action

November 9, 2026

Today's *Presenters*



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Learning Objectives

01

Assess AI readiness

Separate genuine business value from the pressure to adopt.

02

Navigate AI enablement

Frame enablement, Flex Credits and governance as business decisions.

03

Prepare for what is next

Prioritize practical agent use cases and the Candidate Profile decision.

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FROM RISING TO REALITY

AI is moving quickly. Customer readiness is not.

Connect new capabilities to measurable business value.

THE QUESTION CUSTOMERS ARE ASKING

How do we start?

What will it cost?

How do we prove value?

WHAT I HEARD AT RISING

Two very different stages of AI readiness

THE MAJORITY

Interested, but not ready to commit

- Uncertain about UMSA and Flex Credit exposure
- Still defining the first measurable use case
- Need a clearer link between spend and realized value

~15% OF MY CONVERSATIONS*

Already building

- UMSA signed
- Dedicated AI teams
- Developing agents
- Focused on governance and scale

*Anecdotal observation, not a market statistic

COMMERCIAL AND OPERATING READINESS

UMSA is an enabler, not the AI strategy

1

ENABLE

UMSA and applicable entitlements

2

GOVERN

Security, ownership and human controls

3

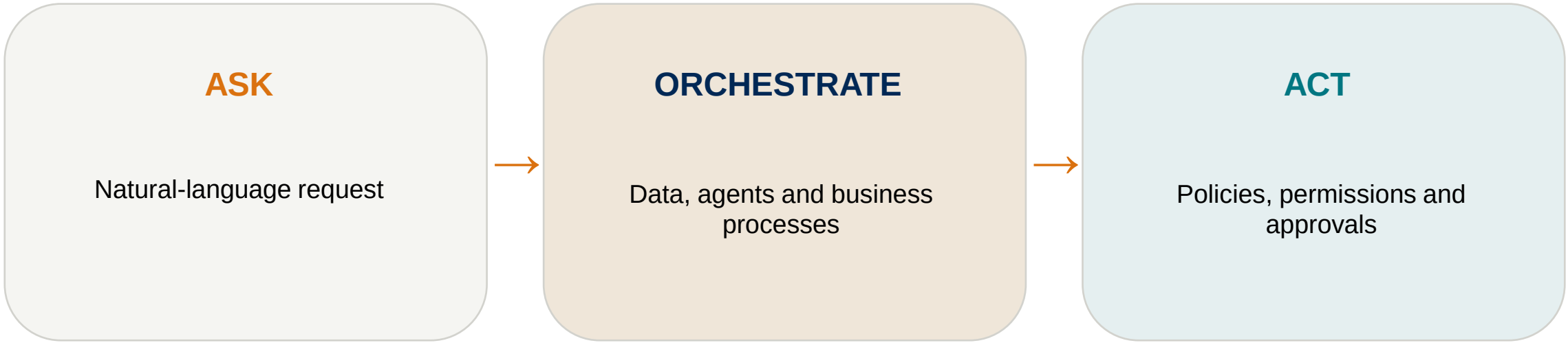
MEASURE

Consumption and business outcomes

Signing the UMSA should be one decision within a larger adoption strategy.

FROM NAVIGATION TO OUTCOMES

Sana changes how users experience Workday



AI becomes the interface, not simply a feature inside it.

FIVE DECISIONS, IN ORDER

A practical path from curiosity to adoption

1

Business problem

Start with measurable friction.

2

Right capability

Agent, Sana, automation or process fix?

3

Expected value

Define the operational outcome.

4

Enablement

Confirm UMSA, security and consumption.

5

Pilot and measure

Scale only when value supports it.

A PRACTICAL FINANCIALS EXAMPLE

Start with friction, not an agent

THE FRICTION

AP teams spend hours researching invoice exceptions and answering payment-status questions.

THE TARGET

Reduce

- Exception research time
- Support inquiries
- Manual handoffs

THE DECISION

Sana, an agent, existing automation or a process change?

Pilot. Measure.
Scale only if value supports it.

AI Enablement Workshop

1

Identify meaningful business value

Begin with the process friction and define the expected outcome.

2

Assess readiness

Review process, data, security, governance and enablement needs.

3

Prioritize and pilot

Build a roadmap, test a focused use case and measure value.

The AI Enablement Workshop helps connect Workday capabilities to a practical roadmap.

THE PRINCIPLE BEHIND WORKDAY AI

AI reasoning needs deterministic rails

"You cannot be 90% accurate on payroll." – Aneel Bhusri

ONE DATA MODEL

Business context

ONE SECURITY MODEL

Permissions and controls

ONE VERSION

Consistent execution

Your configuration quality becomes part of your AI strategy.

FROM ASSIST TO AUTOPILOT

Two signals of where Workday is heading

PAYROLL

Continuous validation

- Flags missing or inconsistent data
- Explains issues in plain language
- Brings people in for review or approval

PLANNING

Jobs shift toward tasks

- Ask planning questions in natural language
- Reason over live Workday data and permissions
- Expose configuration or spreadsheet gaps

A REUSABLE PROFILE THE CANDIDATE CONTROLS

Candidate Profile reduces repeat work for applicants

1

SIGN IN

One-time passcode

→

2

AUTOFILL

Saved professional information

→

3

REVIEW

Candidate edits each application

→

4

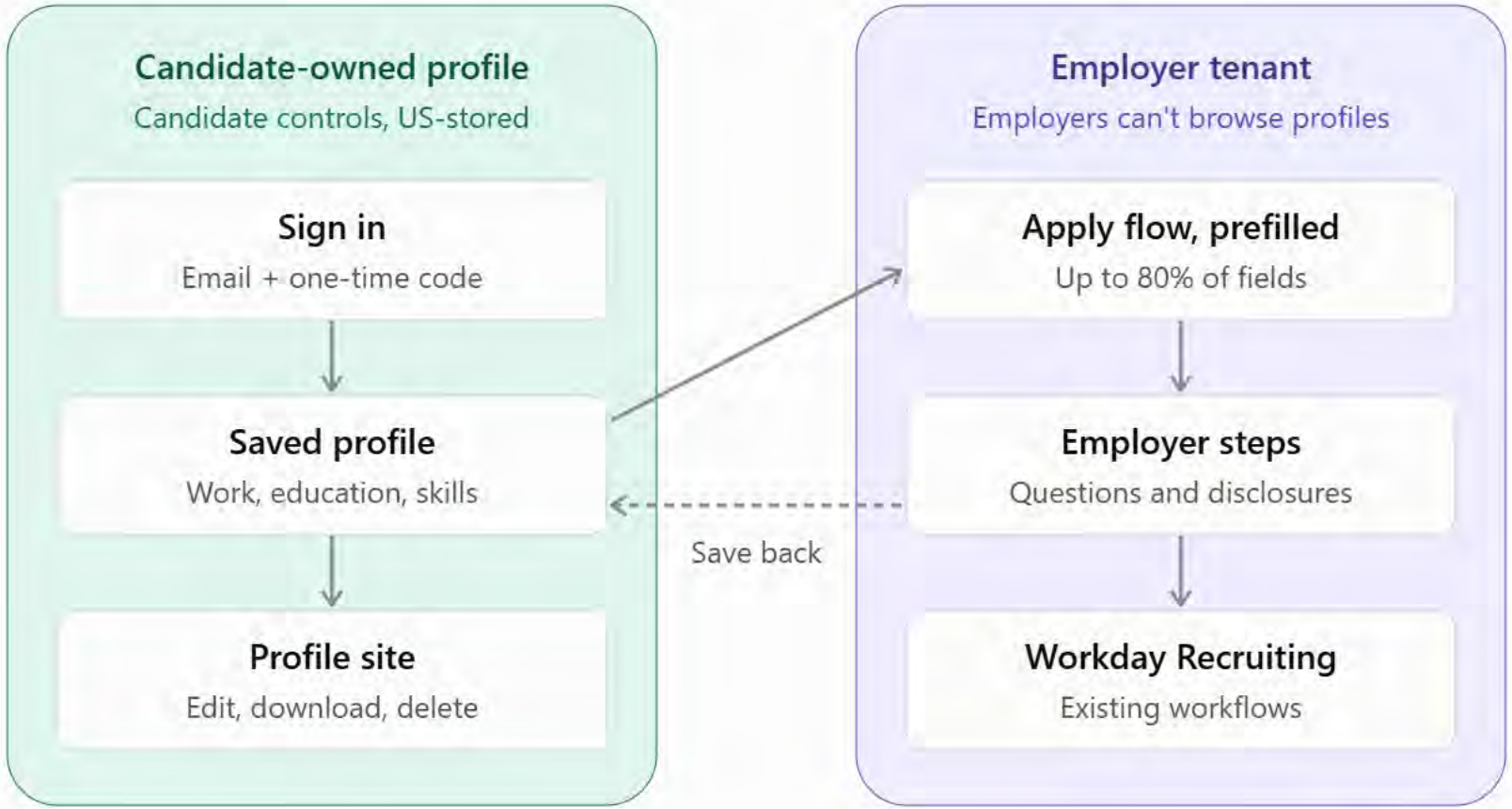
SUBMIT

Employer receives only the application

Existing application flows, screening questions, validations and recruiting records remain intact.

Future Candidate Profile Flow

- Candidates sign in with an email and one-time code, alongside existing options.
- Their saved profile prefills up to 80% of application fields.
- Employer questions still apply; applications flow into Recruiting workflows as usual.



On by default in 2027R1 (March 2027), tenant opt-out available

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CLARIFY THE TRUST AND PRIVACY BOUNDARIES

What Candidate Profile is not

NOT **Not a shared talent pool**

NOT **Not a sync from employer records**

NOT **Not a replacement for current apply options**

NOT **Not a change to recruiting workflows**

NOT **Not automated screening or hiring decisions**

THE DATA BOUNDARY

- Employers see only submitted applications
- Application histories are not shared across tenants
- Candidate profile changes do not alter submitted applications
- Employer retention and purge policies remain in place

CANDIDATE PROFILE READINESS CHECKLIST

Prepare before 2027R1

DECIDE

Make the opt-in or opt-out decision with legal and privacy.

MESSAGE

Draft consent language and link privacy terms.

CONFIRM

Validate the Apply flow is eligible and Workday-hosted.

TEST

Run the full candidate experience in Preview.

MEASURE

Baseline application completion now.

ENABLE

Update recruiter and candidate-support FAQs.

TURN INNOVATION INTO ACTION

- Start with one measurable problem.
- Make enablement and governance decisions deliberately.
- Measure value before scaling.

- Connect with us: Experts@armanino.com

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