

Delivering The Best of Human Capital Management and Global Talent Mobility with Topia and Workday



BETTER TOGETHER

The Topia-Workday integration brings together the core HR tech systems and processes needed to effectively and efficiently deploy and manage talent around the world. The integration overlays the deep talent, performance, and personal data in Workday with the mobility data in Topia, to drive better decision making around which employees to move where, why, and how, removing potential barriers and risks to the business.

This allows organizations to deliver on their global talent strategy by seamlessly flowing information from Workday to Topia where the complexities of global mobility can be managed. Improve operational efficiency, eliminate Personally Identifiable Information (PII) breach risk, deliver a delightful experience to relocating employees, handle complex split payrolls, and more - all with the integrated Topia Global Talent Mobility platform. And close the data loop by automatically passing key talent mobility data from Topia back to Workday for enhanced talent and finance analytics.

“By 2024, 30% of the G2000 firms will rely on a global, secure, intelligent, highly integrated, and collaborative ecosystem that enables enterprises to function as borderless organizations.”

Source: IDC FutureScape, 2020

THE TALENT IMPERATIVE

Leading companies seek to identify, attract, and retain the right talent globally in a rapidly evolving business environment. The challenge is compounded by the growing demand by employees, and businesses for fluid global teaming and location arrangements. This will impact where, when, and how employees will work moving forward. For companies to deliver against these challenges, an integrated global talent mobility strategy is critical.

THE EXPERIENCE IMPERATIVE

The industry experts are unanimous, the next frontier in competing for scarce talent is experience. Elevating the employee experience contributes greatly to a company's ability to attract, retain, and engage talent. Being able to deliver a highly intuitive and frictionless experience for sophisticated operations requires advanced degrees of integration. And with increasing employee mobility - delivering a best in class experience for relocating employees is no longer a nice to have.



THE TOPIA SOLUTION

Topia is the leader in Global Talent Mobility. We empower enterprise HR teams to deploy, manage, and engage employees anywhere in the world. This drives a competitive advantage by ensuring the right people in the right place at the right time.

Topia One

Cloud-based open platform that provides an integrated data standard across global talent mobility.



Topia Plan

Interactive move simulation and financial planning



Topia Manage

Talent mobility delivery, automation and analytics



Topia Pay

Payroll delivery and compliance automation



Topia Go

Command center and location discovery for mobile employees



Topia Compass

Business travel, tax and immigration compliance

THE WORKDAY 'APPROVED' ADVANTAGE

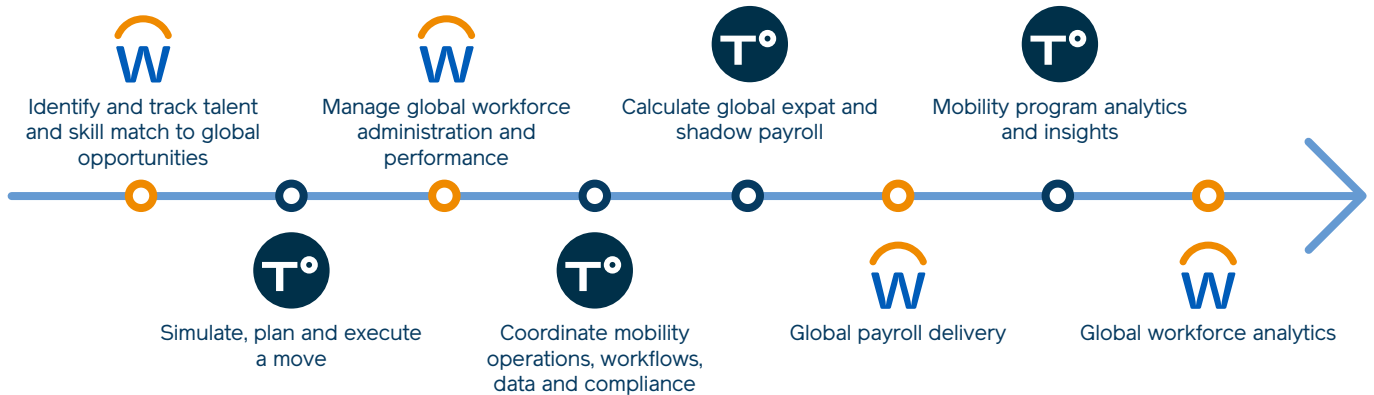
Topia is a Workday Approved Venture Partner and offers the *only* Workday-approved Global Talent Mobility technology integration in the market. With an integrated combination, leading enterprises can:

- Quickly determine the right strategy to fill global roles with cost and time implications surfaced instantly, eliminating the need to re-key data in multiple systems.
- Automate business processes to plan employee relocation and effect a change in Workday
- Understand the impact of global mobility on retention, performance and workforce cost
- Deliver critical global talent mobility processes, such as cost estimates, international split payroll, immigration application workflows, and more, in the Topia platform to complement the broader HR workflows managed in Workday.
- Ensure instant, accurate, and up to date data in both systems- Topia and Workday- removing the risk of exposing or sharing PII and increasing team efficiency in responding to business needs.
- Deliver a best in class employee experience, seamlessly supporting employees on the move.
- Support improved visibility on global compliance and health and safety, no matter where employees are working.

With the Workday Approved status, you can be confident knowing that the integration has been reviewed, tested, and approved by Workday. And with the close collaboration between organizations, you can expect even deeper integrations and experiences to be released over time.



HIGHLIGHT: DEEPLY INTEGRATED WORKFLOWS



USE CASE: LEADING FORTUNE 500 COMPANY, TOPIA AND WORKDAY CUSTOMER

Topia has partnered with the world's leading brands including AXA, Dell Technologies, Equinor, Morningstar, and Schneider Electric, etc., to drive key, measurable gains (the anonymized figure below captures some of the actual business outcomes for a \$90Billion+ Fortune 500 company.)

Use Case Outcomes: 165,000 Employees ~3,000 Moves



Advanced Simulations Cost and Talent View Business Case in Hours (vs. weeks)
Optimizations via insights



Cost Estimates: From Days to Seconds
~8,000 hours Saved
~1.5 Millions Saved



Compensation / Payroll Reconciliation
Less Than 1% Error Rate
(vs. 96% pre-Topia)



8,700+ Hours Saved via Integration and Automation
Mobility Team Can Focus On Talent and Strategy



Frictionless Experience
Increased Satisfaction
Continuous Engagement
(via Topia Go)

ADDITIONAL RESOURCES

Topia overview in Workday Marketplace

bit.ly/topia-workday

CONCLUSION

Today's leading enterprises need to deliver the best in class employee experience throughout the entire employee lifecycle in order to attract, develop, and retain top talent. Companies also need to be increasingly agile in how they plan and deploy talent. The integrated combination of Topia and Workday allows you to deliver against your overall talent strategy while staying efficient and effective.