



MULTINATIONAL
BREWING COMPANY

CASE STUDY

Empowering Dreams: Oxford Global Resources' Expertise in Implementing Workday for a Leading Brewing Company

KEY HIGHLIGHTS

- ▶ Candidates sourced within 24-48 hours
- ▶ Onboarding reduced from two weeks to a matter of days
- ▶ Global Workday implementation across 50+ locations
- ▶ Six Workday modules implemented
- ▶ One module implemented within six weeks

ROLES PROVIDED

- ▶ Workday Integration Specialists
- ▶ Technical CORE HCM consultants
- ▶ Functional CORE HCM consultant
- ▶ MuleSoft developers



The Beginning of a Transformational Partnership

At Oxford Global Resources, we have spent the last 40 years focusing on creating transformational partnerships that make our clients' dreams a reality. When we partnered with a multinational brewing company 20 years ago, no one could have foreseen the incredible future ahead.

From the beginning, we placed several consultants with this client, setting the stage for an enduring relationship built on trust and excellence.

As they embarked on a global Workday implementation spanning 50+ countries, the client, understaffed and struggling to find the right talent to fill the specific gaps they needed, turned to us once again, confident in our ability to deliver top-tier talent.





Recognizing the Vision: Embracing the Challenge of Global Workday Implementation

The client's goals were to implement the Workday modules CORE HCM, Security, Studio Integrations, Recruitment, and Compensation and Absences. In addition, they needed expert support to integrate MuleSoft with SAP Working Hours. Faced with a tight six-week timeline, and multiple time zone requirements, we recognized the need to quickly source and ramp up resources. Our ability to locate qualified candidates

within 24-48 hours was instrumental to the successful implementation. Once the candidates were sourced, they were interviewed and onboarded within a week. Due to the efficiencies we introduced, the onboarding went from one to two weeks to a matter of days. In addition, due to our unwavering dedication to the client, several candidates were located and interviewed during the Christmas holiday.

Answering the Call: Assembling a Cohesive and Dynamic Team of Experts

We delivered a team of seven consultants: two Workday Integration Specialists, two Technical CORE HCM consultants, one functional CORE HCM consultant, and two MuleSoft developers. Each individual's niche skill set complemented the internal team, bridging knowledge gaps and ensuring a seamless global effort. The team showed remarkable flexibility, working across time zones and various locations to support the client's global effort. Responsibilities included:

- ▶ Acting as subject matter experts in Workday
- ▶ Troubleshooting issues in Workday modules
- ▶ Implementing and reviewing enhancements and efficiencies
- ▶ Resolving issues raised in the applications
- ▶ Training members of the business
- ▶ Testing and gathering requirements
- ▶ Coding and developing
- ▶ Working with cross-functional teams to deliver solutions

We also regularly provided status reports, burn reports, engagement management, and oversight to allow our client to allocate their resources more effectively.





Triumphing Together

The CORE HCM module was successfully launched within six weeks of our involvement, and additional modules quickly followed. Our seven consultants, initially contracted for six months, all had their assignments extended to provide additional support to the client. The team was with the client every step of the way, supporting the successful implementation of each Workday module and integration of MuleSoft. They also completed

all necessary knowledge transfer, demand planning, and workforce management activities.

This project not only met the client's goals but also exceeded their expectations, showcasing the value of our partnership and the transformative power of our services.



Reflecting on the Journey: Two Decades of Empowering Success

Our 20-year journey with this multinational drink and brewing company stands as a testament to the power of collaboration, dedication, and visionary partnership. Together, we have navigated challenges, achieved remarkable milestones, and set new standards of excellence. As we look to the future, we remain committed to driving innovation and success, empowering our clients to turn their dreams into reality.

ABOUT US

Oxford Global Resources delivers tailored solutions for any technical challenges our clients face using our partnership-first approach. Since 1984, we have been delivering professional services from staffing and consulting to project management and everything in between to businesses of all sizes, all over the world. We specialize in the areas such as workforce mobilization, digital transformation, and modern enterprise. It doesn't stop there—we are committed to being your partner to provide you with The Right Talent. **Right Now.**



oxfordcorp.com