



Enhance college services through streamlined operations, effective decision support tools, and an integrated system that provides personalized user experiences to our Centre community.

GUIDING PRINCIPLES	Collaborative	Data-Driven	Streamlined	Intuitive
STRATEGIC GOALS	Create a unified platform to facilitate connections for the sharing of information between team members throughout the college.	Leverage technology to deliver relevant and accurate data to our community in a timely and secure way that builds confidence, empowers decision-making, and drives accountability.	Develop automated and intuitive workflows and approval processes.	Deliver experiences that are user-friendly and easy to navigate.
VALUE STATEMENTS	<ul style="list-style-type: none"> Employees can access 24/7 a fully integrated system that provides seamless communication and positive experiences. Managers leverage integrated workflows to empower team members, drive productive engagement, and foster autonomy and ownership. Functional User focus on building cross-functional partnerships among departments to meet the needs of the college through shared information. Senior Staff can easily access and share workforce and financial data, thereby facilitating strategic decision-making. 	<ul style="list-style-type: none"> Employees have access to timely information to effectively deliver on their responsibilities, benefiting from insight to relevant personal and career information. Managers have access to data and metrics needed to manage current operations and evaluate opportunities in order to make sound decisions. Functional Users are encouraged to make recommendations via access to data. Senior Staff are empowered with access to quality and timely data and reports/dashboards that support decision-making. 	<ul style="list-style-type: none"> Employees benefit from ease of access to information with timely notifications and insight into process flow in one place. Managers can operate in an efficient and effective manner via automated notifications and access to dashboards. Functional Users benefit from increased efficiency through automated workflows using an integrated HR and Finance system. Senior Staff can quickly review/approve activity and gain insight into their units through automated workflows and dashboards. 	<ul style="list-style-type: none"> Employees can independently initiate and complete processes easily. Managers can easily find information and complete processes. Functional Users enjoy simplified processing and spend less time entering and/or correcting data. Senior Staff enjoys access to dashboards and reporting that are easy to read and understand.
SUCCESS METRICS	<ul style="list-style-type: none"> Increase ability to perform cross-functional duties easily and without disruption. Increase automated communications. Increase ability to share Finance and HR information. Increase efficiency of system integrations. 	<ul style="list-style-type: none"> Improve forecasting ease & accuracy. Provide turnover & retention insights. Provide accurate and consistent data to increase trust of data as the source of truth. Improve reporting options and insights from a single source of data. 	<ul style="list-style-type: none"> Reduce time required to complete a process compared to current baseline and following 12 months in Workday. Eliminate paper-based forms, payments, and manual transactions. Reduce hiring/onboarding process time. Eliminate external or duplicate files and decrease the number of shadow systems/spreadsheets. 	<ul style="list-style-type: none"> Reduce inquiries regarding budget reports and time required to develop the annual operating budget. Improve employee satisfaction with system tools based on surveys. Reduce IT support requests and increase self-service adoption. Improve the on-time completion rate of employee reviews.