



# EnlightenPoint

## Workday Recovery Use Case

### How a Mid-Sized Medical Device Company Reset Workday Governance and Execution in 5 Weeks

A short use case on how a paused Workday program was reset for smoother execution across HCM, Payroll, and Recruiting.

<b>Industry</b>	Medical Device
<b>Company Size</b>	Mid-sized enterprise
<b>Scope</b>	Workday HCM, Payroll, Recruiting
<b>Entry Point</b>	Inherited at the start of end-to-end testing
<b>Recovery Window</b>	5-week project break used as a reset point

#### The situation

The project had reached the start of E2E testing, but the client needed a 5-week break to catch up before deployment. Without a reset, the risk was simple: the project would return with the same confusion, the same mixed messages, and more interruption cost.

#### What I did

- **Reset the team around immediate E2E success criteria.** I got the implementation team focused on the outcomes that mattered most and aligned everyone on what needed sign-off before work resumed.
- **Provided client workbooks to support gold build readiness.** This gave the client a practical way to use the break productively instead of losing momentum.
- **Built a detailed cutover strategy early.** Rather than waiting until the project resumed, I developed a cutover approach the client could start firming up during the break.
- **Rebuilt the project plan with a stronger Deploy phase.** I made the Deploy section far more detailed and actionable, with clear engagement points for both the client and consultants so everyone came back aligned and without mixed messages.

**Instead of treating the 5-week break as downtime, it became a controlled reset for governance, readiness, and deployment execution.**

## What changed

- The client returned better prepared for deployment.
- The implementation team had clearer focus and stronger direction.
- The Deploy phase had better structure and fewer handoff gaps.
- The project resumed with better alignment across the client and consulting teams.
- Execution moved forward with less interruption cost.

## Why it worked

The reset worked because it focused on the few things that directly affect delivery: success criteria, client readiness, cutover planning, and a more usable project plan. It reduced noise, tightened communication, and gave both the client and consultants a clearer shared view of priorities, ownership, and next steps.

## What this means for other Workday projects

- A project break does not have to become lost time.
- If E2E starts without enough alignment, the right move is often recalibration - not more meetings.
- A stronger Deploy phase can remove mixed messages before they become expensive delivery issues.
- Recovery works best when the plan becomes more specific, not more complicated.

## How EnlightenPoint can help

EnlightenPoint is known for Workday project recovery, health assessments, and planning resets. If your Workday project is slowing down, drifting, or heading into a critical phase without enough alignment, this is usually the moment to reset the path forward.

<b>Core offers</b> EP Go-to-Green - Project recovery EP Health Assessment - Risk and friction review EP FastTrack Plan - Planning and alignment reset	<b>Next step</b> Compare this use case to your own Workday situation and decide where a reset would have the most impact.
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