



Myth #1: The way we were operating was working just fine.

Many DPH and LHD legacy systems are no longer able to support a dynamic organization and modern workplace. DPH and LHDs seek to modernize, simplify, and integrate our Personnel, Finance, and Planning processes. Workday will support management of administrative tasks with quick access to reliable, real-time data, and integrated administrative processes. Workday empowers many users to track time, change address details, update banking information, and view paystub in one easy to use system.

Myth #2: Using Workday will be difficult.

There will be an initial effort required to learn how to use the system. With training and adoption to a new way of working, Workday will help improve the efficiency of tasks with quick access to reliable, real-time data and integrated administrative processes. In the months before and following go-live, there will be an adjustment to the new system that may require additional time to perform the work you do today. Training and other tools will be available to help you prepare for the change.

Myth #3: This change only affects Personnel and Finance.

While select staff from Personnel and Finance are working hard to reimagine our processes and standup Workday as part of the BARS project, we are seeking commitment for all of you to work together to create a better experience for everyone. Here are ways the change to Workday will work for various roles across DPH and LHDs:

- Finance: Harmonizing processes, reducing paperwork, and improving turnaround times for financial processes.
- Personnel: Creating a consistent base-level experience by standardizing and simplifying HR processes and procedures.
- Directors and Managers: Introducing an improved way of managing business processes, which are supported by an easy-to-use system; disparate information systems are harmonized and simplified, encouraging focus on more meaningful and rewarding work.
- Staff: Eliminating fragmented administrative processes, reducing administrative burden to encourage focus on our patients and communities.

Myth #4: No one wants to answer my questions about Workday.

There is a network of KY BARS Change Ambassadors available to answer your questions and hear your concerns. Our Change Ambassador Network has monthly meetings with the BARS project change team. In addition, you can respond to the BARS Basics newsletter to let us know if you have questions or would like to hear more about a specific Workday topic.

Myth #5: The change with Workday is static.

Workday is a cloud-based system that is configurable and will continue to be updated and improve after go-live. A key service of OATS involves managing and adopting the regular releases from Workday to ensure the system remains current, including updates, new releases, security, reporting and data management. Workday is regularly updated and will continually improve over time.