



# Retail & Hospitality Industry Accelerator from KPMG for Workday

Speeds your organization into the future



## Looking to make the most of your investment in Workday?

KPMG's Retail & Hospitality Industry Accelerator for Workday is designed to maximize value realization, allowing you to focus on what truly matters: your customers. Developed by our industry leaders across finance, HR, procurement, and operations, the Accelerator is continually updated to leverage KPMG's deep expertise in Workday and our extensive experience in the retail and hospitality sectors. This enables us to provide you with insights on trends and opportunities, develop a holistic, leading-practices solution tailored specifically for you, and offer strategies for deploying Workday at scale in your environment.




## Unlock the full potential of Workday

 In-memory objects

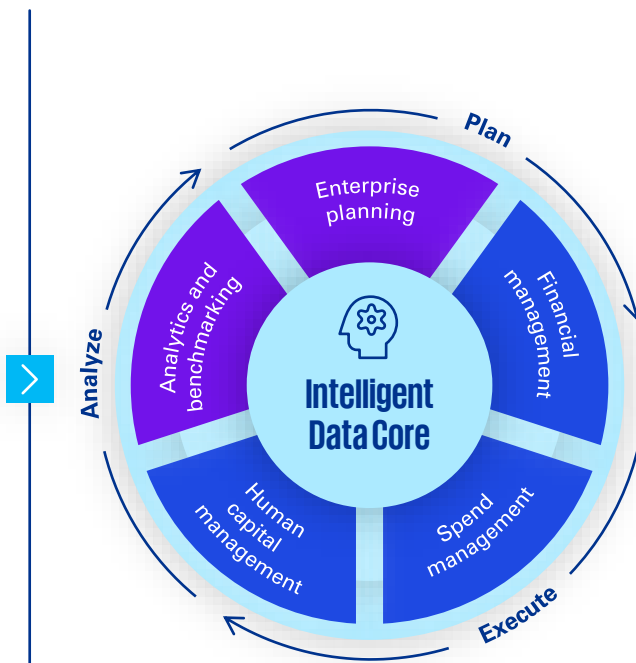
 Business process framework

 Machine learning

 Integration Cloud

 Native mobile app

 Shared security model



### Financial management

- High-volume financial, workforce, operational data.
- Accounting transformation for external systems.
- Fuel for machine learning.

### Spend management

- Strategic sourcing and supplier management.
- Full source-to-pay lifecycle.

### Human capital management

- Core HR and payroll.
- Full lifecycle, from recruitment to retirement.
- Talent management, professional development.
- Cloud Connect for third-party payroll, benefits.
- Real-time employee sentiment.
- Workforce management and optimized scheduling.

### Analytics and benchmarking

- Variance, trend, plan vs actual, ad-hoc analysis.
- Financial, management, statutory reporting.
- Benchmarking, data recovery.

### Enterprise planning

- Financial, workforce, operational.
- Driver-based scenario modelling.
- Rapid plan-to-action.



## Addresses key retail & hospitality trends

Sample problems and outcomes from clients leveraging the Retail & Hospitality Industry Accelerator.

### 01 High volume recruiting

Transforming talent management



**Problem:** How can we efficiently manage hiring with 100% turnover?



**Outcome:** Simplified job-based applications and approvals for high volume roles reduced store manager engagement by 25%

### 02 Mass hiring



**Problem:** How can we manage seasonal hiring which increases headcount 25+% at one time?



**Outcome:** Simplified applications with evergreen requisitions and a bulk approval process reduced time to hire by 50%

### 03 Store manager productivity

Managing a frontline workforce



**Problem:** How do we provide actionable visibility to productivity in near real-time?



**Outcome:** Locations and costs centers as separate business objects provides a dynamic, matrixed view and reduced analysis time by 75%

### 04 Automated / scalable financial operations

Controlling costs and managing margins



**Problem:** How can we efficiently reconcile sales data (POS) from multiple internal and external sources?



**Outcome:** Automating revenue reconciliation (GL details and adjustment journals) by integrating with Trintech reduced manual reconciliations by 90% and increased accuracy by 45%



## Accelerate your Workday journey with the Retail & Hospitality Industry Accelerator from KPMG for Workday

KPMG's Retail & Hospitality Industry Accelerator adds momentum to your Workday journey. How? We help you get started and achieve rapid success with the Workday platform through an industry-specific pathway. This provides an opportunity to deploy at lower cost and lower risk, realize rapid time-to-value, and create value today and tomorrow. Our approach employs Workday Human Capital Management, Workday Financial Management and Workday Spend Management, allowing us to establish the essentials quickly, unify HR and Finance in a single system, simplify operations, and gain business insights. We also help you address your broader operating model impacts to drive transformation and agility to maximize the performance of both your processes and people. Finally, we empower strategic action by leveraging, extending, and optimizing data so you can rapidly plan, execute, and analyze your retail transformation strategy.



# Accelerate your digital modernization

## Managing a frontline workforce

- Frontline workforce retention
- Labor optimization and productivity
- Employee experience and well-being
- Active employee engagement
- Compliance and accountability
- Store manager productivity

## Transforming talent management

- Retail talent and performance management
- Belonging and diversity
- High volume recruiting
- Mass onboarding
- Skills for the future of retail
- Personalized journeys

## Controlling costs and managing margins

- M&A growth initiatives
- Automated and scalable financial operations
- Flexible global financial framework
- Project and expense management
- Compliance, controls and audit support
- Budgeting and sales forecasting

## Workforce, financial planning and analytics

- Revenue and profitability mix
- Scenario and driver-based planning
- Frontline workforce planning
- ESG insights and reporting
- Operations and P/L reporting
- Extend applications

## Proactive spend management

- Sourcing efficiency
- Mitigate supplier risk
- Supplier contract management
- Contain costs with fact-based negotiations
- Stakeholder engagement across sourcing functions
- Indirect spend controls

## Let's talk!

Now is the time to seize the opportunity to enhance your customer experience by advancing next-generation omnichannel capabilities aligned to customer journeys. Reach out to learn how the Retail & Hospitality Industry Accelerator from KPMG for Workday can help you increase efficiency and reduce costs as you pursue your enterprise transformation with Workday. Your path to a profitable future is clearer than you imagine!



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