



Test and Succeed

Supporting a high-performance culture at AstraZeneca



AstraZeneca is committed to pushing the boundaries of science and delivering life-changing medicines. To achieve this, it needs the best people on board to maintain its market-leading position.



61,000

AstraZeneca and
MedImmune employees



100+

countries



22.5 bn

total revenue 2017

Find out more
about AstraZeneca

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AstraZeneca wanted a HR solution that was as innovative as its research and as world class as its people. It needed a new solution to empower a global workforce, harmonise disparate processes, ensure data consistency, and drive business insights to managers with a single, unified view.

“

To push the boundaries of science and deliver life-changing medicines we need great people...so our HR processes and systems have to be world class.”

Life with Workday

AstraZeneca had a global big bang deployment, going live in

69 countries using 23 languages

AstraZeneca delivered the solution as mobile-first, urging employees and managers to update HR information and view dashboards on mobile and desktop to make data-driven decisions.

“

Our Workday implementation was a critical step in strengthening HR across AstraZeneca. It has given us a foundation to build a respected HR function, with solid HR data on a user-friendly platform for self-service.”

Mike Taylor, VP HR Services



94%

accessed Workday
by the end of the first year



79%

employees log into Workday
on a monthly basis



13,000

mobile logins within the first few weeks



“

What Workday gives us is, for the first time, a single employee database of all AstraZeneca and MedImmune employees.

David Smoley, CIO



HR and IT Transformation

Workday was an integral building block in HR's transformation, delivered by working in collaboration with IT. Workday was a part of the IT team's larger cloud strategy, contributing to \$150 million savings in IT costs. Their approach to cloud for core business processes allows AstraZeneca to focus on delivering innovative solutions.

“

The Workday implementation was, and continues to be, a great example of how we should implement cloud technology in partnership with our business areas across AstraZeneca.

Russell Smith, HR IT Global Lead

“

Working collaboratively across IT and the broader HR community has enabled us to deliver Workday quickly and enabled the organisation to realise the very tangible benefits of simpler processes, reductions in time taken to execute processes as well as an integrated people system and easy access to data. It's been a huge success and our people love it.

Alison Coddall, Senior Director HR Services

Organisational Impact



AstraZeneca has subsequently launched a People Strategy, enabled by Workday, which underlines their passion for people development, creating a strong and diverse pipeline of leaders and a vibrant, high-performing culture. AstraZeneca has seen the following benefits:

WORKDAY RECRUITING

- Implemented as part of the launch of a simplified and standardised global recruiting process
- 53 countries live in 9 months
- In the first 4 months, over 3,500 job requisitions and 44,900 applications for those vacancies

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WORKDAY TIME TRACKING

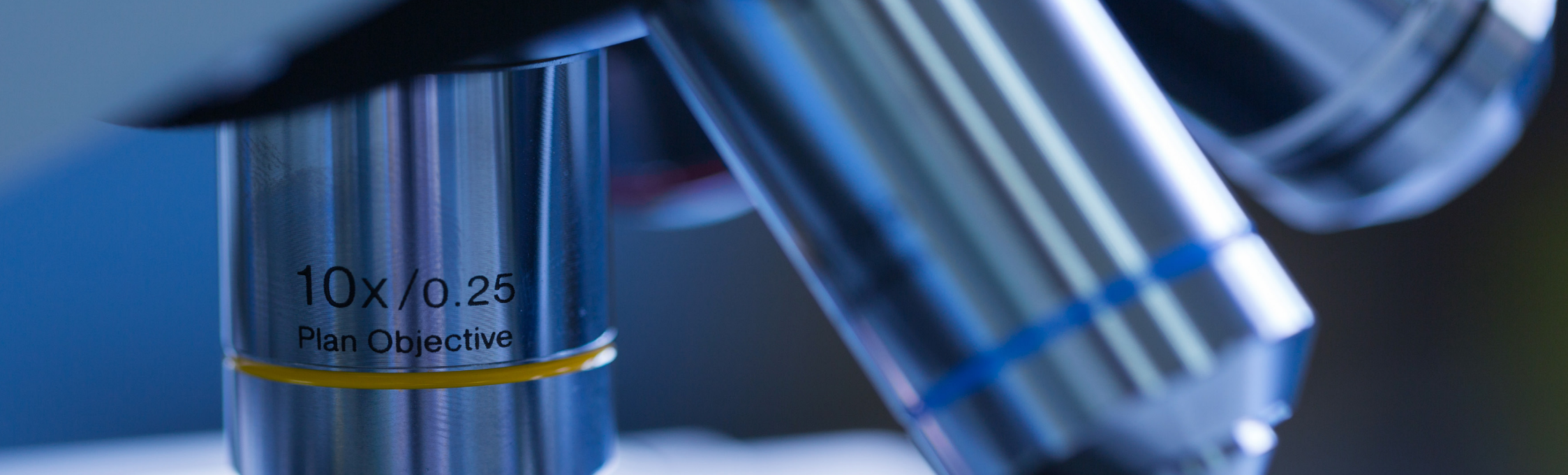
- Implemented as part of a global project to simplify payroll and time processes
- Removed the approval step as part of simplification, which will save over 346 weeks of manager time and remove 415,319 approval transactions for managers

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WORKDAY ADVANCED COMPENSATION

- Implemented as part of the first truly global end-to-end process for performance, reward and compensation – simplifying ways to identify, manage and develop talent
- Has already saved over 60 weeks of manager time and it is estimated that it will save 123 weeks due to simpler process
- Enables far better control of spending

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10x / 0.25
Plan Objective

“

The single, globally standard and cloud-based system has streamlined and simplified HR processes for our managers and employees, giving them more time to focus on delivering medicines to patients. Workday has also enabled us to harness the power of big data, bringing to light valuable insights about our people. We have seen exceptional engagement and adoption from our workforce with Workday – truly transformational usage of HR Technology within AstraZeneca.

Fiona Cicconi, EVP HR

Because of its simple user interface, AstraZeneca quickly proved Workday was accessible for its users. Here's what AstraZeneca employees think of Workday today:

“Simpler, with just a few clicks.”

“Compared to the previous system, it is much more friendly.”

“The process is robust and easy.”

“My expectation was a complicated system. This one surprised me.”

“Delighted that we didn't have to go through the pain of posting a role on three different application systems.”

“It's quick and easy to issue approvals using the app on my phone.”

“The new global career site and the system are fantastic - I love it!”





workday.com/uk