



One WA Human Capital Management Functionality Goals Development

WA State HR Managers

October 2, 2024





Content

Introduction

Future Phase Calendar

Goal Setting:

- How the Program uses Goals

- The Goal Setting Process

- Example from the Financial Phase 1 A Implementation

Human Capital Management

- Functional Areas

- If you had a magic wand...

- How do you envision....

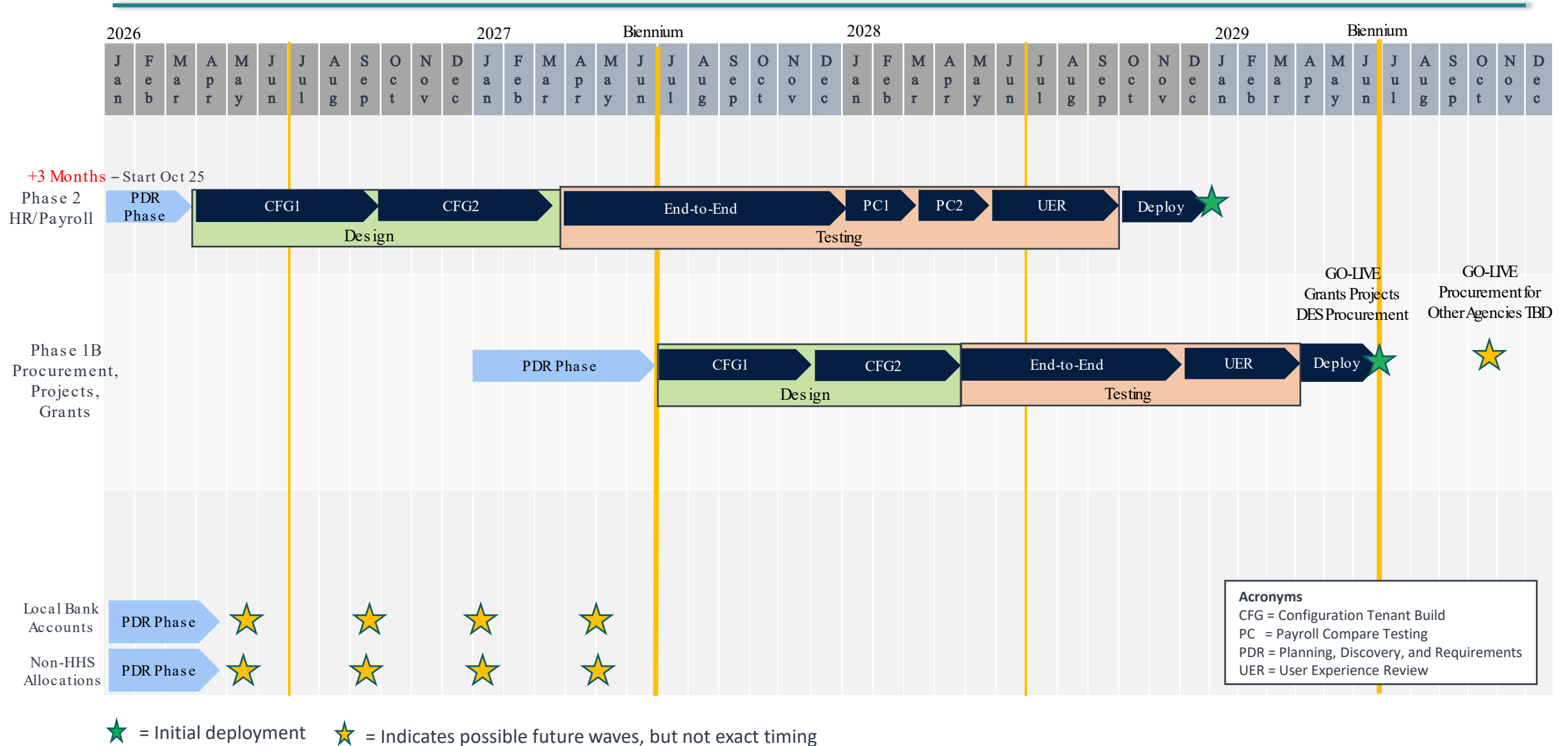
- Report out



Future Phases Calendar



OneWA ESC Approved Future Phase Roll-out





Goal Setting





How the Program Uses Goals

- Sets the Program's direction
 - System decisions
 - Agency support
 - Assumptions regarding sustainment
- Helps us know where to make project investments
 - Budget building
 - Schedule of activities
- Informs decision making



The Goal for the Goals

- Create by January 7, 2025 three-five clear goals for each One WA area: Human Capital Management (HCM), Strategic Sourcing, and Extended Financials to:
 - Explain to the new administration and legislature how our 25/27 funding request will be of benefit
 - Allow the creation of Key Performance Indicators (KPIs) and measures of success
 - Inspire and focus the team and stakeholders
 - Enable effective and clear communication
- There are several steps. One step is to get stakeholder feedback. That is why I am here today.

One WA Core Financial Phase 1a Transformation Goals

- Goal #1: Improve the effectiveness of State Government through the replacement of Washington's core financial system, AFRS.
- Goal #2: Transform financial business processes through both innovation and improvements supported by technology.
- Goal #3: Continue to provide the tools and resources for agencies to develop or train and invest in the financial workforce of today and tomorrow



Phase 2 Functionality



Phase 2: Human Capital Management

- Topic Areas
 - Core HCM
 - Payroll
 - Time Tracking
 - Absence Management
- Themes of the current system
 - Manual entry and hand-offs
 - Not adopted to a modern workforce
 - Over-reliance on agency specific subsidiary systems
 - Cumbersome to adopt to changes
- Anticipated functionality
 - Automated updates
 - Workflow automation
 - Enhanced reporting and analytics



Today's exercise: If you had a magic wand...

- 1 What would you and your team do differently under the new system? What is easier?
- 2 How would the interactions with others be improved under the new system?
- 3 How will employees benefit?
- 4 How will hiring managers benefit?



How would you envision...

- 1 You and your team being more effective?
- 2 The processes you use being more efficient?
- 3 Your agency's values being realized?
- 4 Your agency's vision being realized?

Report Out



Thank you!

Mary Fliss, Deputy Program Director
mary.fliss@ofm.wa.gov

For more information visit our website:

One.wa.gov

