Lattice

How Workday Pairs With Lattice for Success
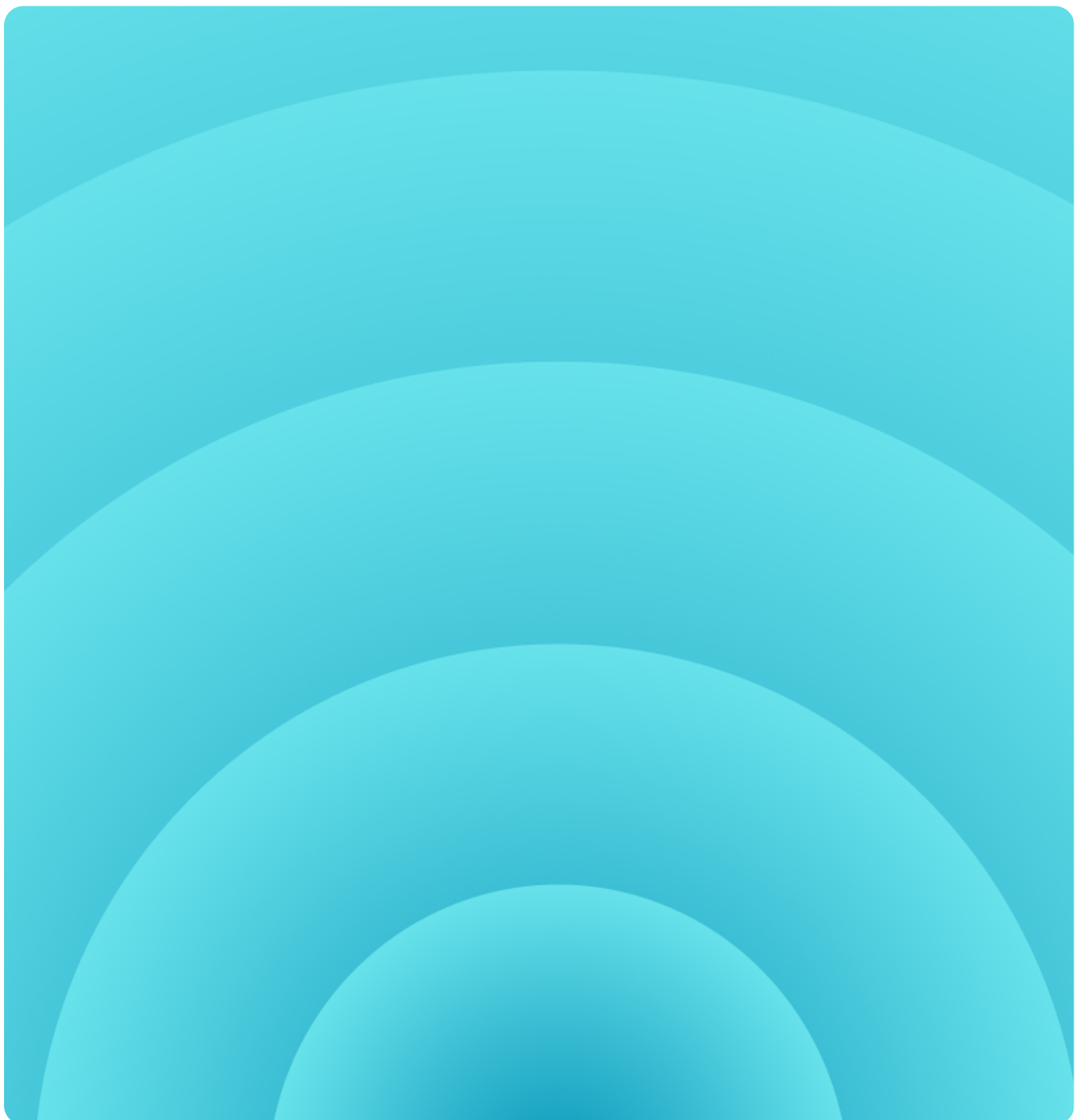
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Introduction

Your HR team has enough on its plate. Everything from employee development to staffing to workplace engagement falls within their purview, not to mention core payroll and benefits administration. That's a lot of financial and logistical pressure riding on one department. Having the right tools in place makes the job easier.

Fortunately, there are more HR technology solutions available than ever before. Cutting-edge, user-friendly software has the potential to positively impact every phase of the employee lifecycle, from onboarding to offboarding and every workflow in between. Lattice and Workday are two HR solutions you may have heard of, though they address very different needs.

Workday is a leading human capital management (HCM) suite for enterprise companies. Their platform includes various products across learning management, payroll, compensation, and other key HR focus areas. Its suite of products also extends to finance, making it popular with C-level stakeholders ranging from COOs to CFOs.

Lattice is an AI-powered people platform that simplifies HR operations and increases employee productivity and performance at all levels. The platform includes a suite of talent management tools for performance, engagement, goals, and more, so whether you want to build a culture of feedback or maintain a pulse on employee engagement, Lattice is the place to do it. Over 5,000 companies use Lattice to develop engaged, high-performing teams and winning cultures worldwide.

Both tools solve different challenges. If you're evaluating HR solutions and struggling to choose between them, reconsider — you may be comparing apples to oranges. This guide will explain how Workday and Lattice complement each other.

Debunking the "All-in-One" Myth

HR doesn't lend itself to one-size-fits-all solutions. For starters, look at your people team's responsibilities. You're focused on two very different kinds of work. "Back-office" administration is an often invisible but essential need — how else would employees get paid or enroll in benefits? Engagement, performance management, development, and other strategic focuses are also critical, though they require you to flex entirely different muscles.

Different HR tools serve different purposes. Just as payroll and engagement systems focus on unique outcomes, pairing Workday and Lattice allows companies to cover the full spectrum of people operations — from administration to development. While there's a time and place for consolidation, you can only get so far before you have to compromise on your people strategy objectives due to software limitations.

Back-end HR	Front-end HR
• HR administration	• Engagement surveys
• Employee case support	• Performance management
• Payroll administration	• Employee feedback
• Time and attendance	• Career growth
• Compliance and risk	• Compensation strategy
	• One-on-one meetings

This isn't a departure from how most teams already think about HR software. Case in point, consider your applicant tracking system (ATS). Most HR professionals wouldn't think twice about using an ATS alongside an HRIS.

Why would using a performance management or engagement suite be any different? Workday's performance management capabilities are deeply integrated into its HCM foundation, providing consistency and control for enterprise operations. Lattice complements this with flexible, employee-centric workflows that drive engagement and continuous feedback.

Lattice was designed for the end-user, so HR teams can easily customize review cycles, and employees can write reviews with AI-powered suggestions quickly, keeping everyone focused on their most meaningful work.

Put simply, building an HR tech stack isn't a matter of choosing between peanut butter and jelly. It's about finding complementary tools (or spreads, if you're making a sandwich) that empower you to deliver results for your people. Lattice and Workday are the best of both worlds: two systems with different strengths working together.

Why You Should Use Lattice and Workday Together

Lattice and Workday share a common mission: empowering HR leaders to connect data, insights, and workflows that help people and organizations thrive. Together, we give companies a holistic view of their workforce, bridging operational excellence with continuous performance and engagement.

Here are some of the benefits of pairing the two, especially now that we've launched a bidirectional integration.

1. Gain flexibility, lower costs.

There's no denying that Workday's core administrative tools are powerful. After all, the platform serves as the go-to HRIS for thousands of companies. They have decades of experience and a leadership pedigree dating back to PeopleSoft, an HR solution founded in the eighties.

Workday's strength lies in providing robust, standardized administrative tools. For organizations seeking highly tailored performance and engagement workflows, this sometimes means bringing additional expertise and consultants to configure the system to their unique needs.

> " We saw how quickly we were growing and realized we couldn't continue to do things manually…Lattice helped us create an experience that is more holistic and less ad hoc."

Jennifer McMillan
Talent and Learning Development Manager, Article
1,300+ employees

Read the full story: How Article Puts Employees First, Even During Hyper-Growth

Performance, engagement, and growth aren't just in Lattice's wheelhouse; they're our specialty. We've worked with thousands of companies, each with unique needs and philosophies toward people strategy.

We've empowered teams to deliver tailored reviews, surveys, and other people programs across all industries — from non-profits to legal firms and everything in between. Whether you're looking to run quarterly developmental reviews or conduct a bespoke crisis response survey, Lattice makes it easy to act quickly with minimal help.

Read more about how to customize performance management with Lattice.

2. Give employees an exceptional experience.

Workday and Lattice are both HR tools, but their end-users are not necessarily the same. Above all, Workday was built to equip HR, finance, and IT leaders with the tools and analytics they need to support their organizations. For these stakeholders, Workday serves as a source of truth for reporting and the go-to place for back-end administration.

> " Having a product that is easy to use, enjoyable to look at, and customizable to what we want to do was really important to us because otherwise, people just aren't going to want to use it."
>
> **Tara Mansfield**
> People Experience Director, Monzo
> 1,500+ employees

Read the full story: Simplifying Performance Reviews at Monzo Bank

However, the employee-facing "front-end" is just as important. Critical HR focuses like reviews, surveys, one-on-ones, and goal-setting depend on employee adoption to get off the ground. That means the tools they live in have to be intuitive, accessible, and engaging enough to become an everyday part of employees' work lives.

Lattice's Talent Suite was built with employees' performance and productivity in mind. In addition to our higher adoption rates, we have some of the best user ratings in the industry, according to G2. Those reviews include feedback from all users, not just HR admins.

3. Make feedback part of your culture, not an annual checkbox.

As your system of record, Workday powers your HR team's day-to-day. While Workday's performance management tools are designed for consistency and scalability across large organizations, Lattice extends that foundation with tools focusing on day-to-day engagement and feedback. If you aim to foster a culture of continuous feedback where performance conversations happen year-round, you'll need to supplement your approach.

Lattice wasn't just built to facilitate performance reviews, though we find them incredibly valuable. Our AI-powered software enables continuous feedback year-round, making it effortless to share praise and constructive feedback with managers and peers anytime, whether in weekly one-on-ones or ad hoc. Employees can even request feedback from external teams, like clients or customers, to learn how things went while working together. And to make adoption even easier, our integrations allow sharing feedback within Slack, Microsoft Teams, or your email provider — wherever your employees are already working.

> "Lattice helps us remove unnecessary feedback burdens while making sure managers engage in meaningful conversations that drive impact."

JD Slaughter
Group Vice President, Organizational
Development & Effectiveness, Huge
1,000+ employees

Read the full story: How Huge Redefined What It Means to Give Feedback and Increased Manager Effectiveness by 9 points

When it comes time for performance reviews, all that feedback comes back into play. Lattice gives employees and managers the information they need to write more meaningful and accurate reviews — whether it's peer feedback, current and next-level job descriptions, or performance against OKRs. That holistic view of performance and feedback is why Lattice is rated among the best performance management vendors by G2.

4. Measure time-to-value in weeks.

Implementing any tool, big or small, requires a time commitment. Expansive, all-in-one suites take an exceptionally long time. Because Workday covers such a wide range of HR and finance processes, implementations rightfully take time and proper planning. For some large enterprises, this means bringing in external partners to support a thoughtful rollout.

For HR teams looking to drive high performance *today*, waiting months to kick off reviews, surveys, job levels, and key people programs just isn't an option. Lattice's *2026 State of People Strategy Report* found that performance and engagement are HR's two biggest priorities, meaning they're trying to invest in both strategies to support business outcomes.

Many HR teams are eager to move faster on performance and engagement programs. With Lattice, they can act quickly while maintaining Workday as their single source of truth.

Overall, most Lattice implementations (75%) take a month to complete, depending on your company size and the number of modules used.

That short timeline means you can reap the benefits of our software within the same quarter, not to mention a 195% ROI over three years. What's more, you don't have to wait for your Workday implementation to finish before getting started. Our integrations and growing partner network mean we likely already connect with the HRIS you're replacing.

5. Enjoy the best of both with our two-way integration.

Many of Lattice's enterprise customers use Workday as their source of truth and Lattice as their preferred tool for performance and engagement.

Transferring employee data between Lattice and Workday has never been easier. Our Workday integration securely transmits only the data you want to feed over into Lattice, including custom fields. On the other hand, you can easily transmit information into Workday.

It's a fully connected experience, where insights from Lattice, such as performance reviews, engagement results, and goals, flow seamlessly back into Workday HCM. One use case we often see is uploading performance ratings from Lattice into Workday to help inform compensation decisions.

Our integration with Workday is only the start: Whether you want to keep goals in sync via Salesforce or track feedback in Microsoft Teams, our library of integrations offers something for every enterprise tech stack. Take a look at our full list of integrations.

Seamless integrations with your entire tech stack
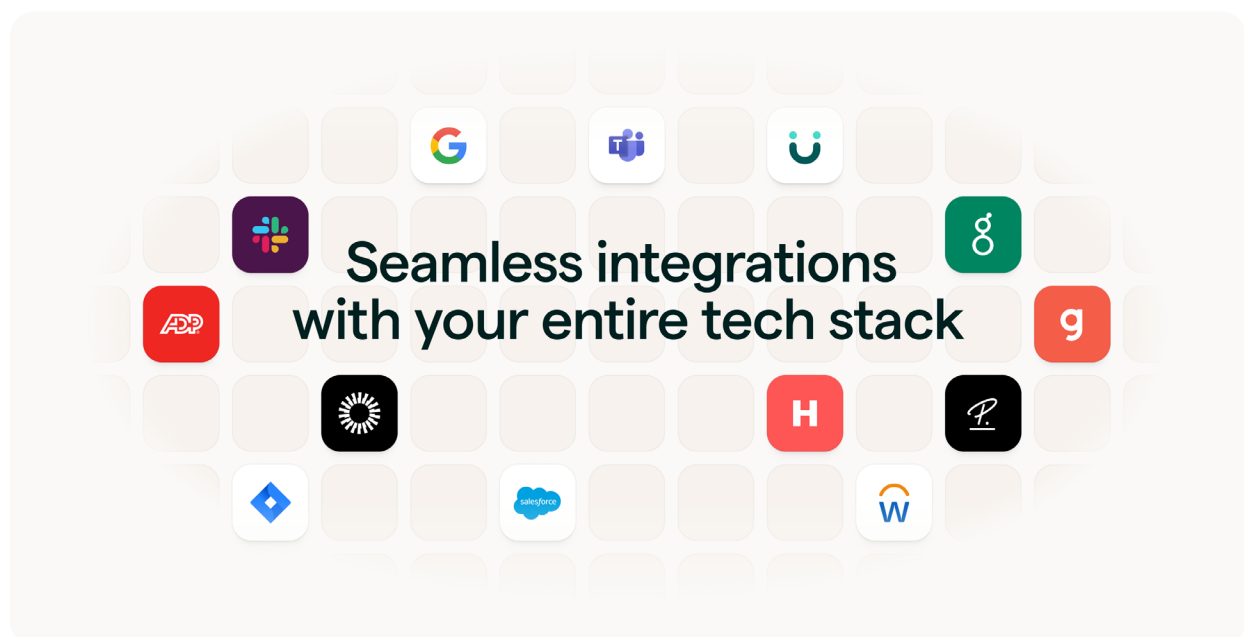
Conclusion

Remember: Not all buying decisions are either-or decisions. Enterprise companies deserve the best of both worlds: the power of Workday as a trusted system of record, and the engagement, performance, and growth capabilities of Lattice. Together, we help HR teams deliver lasting impact.

To see Lattice in action, schedule a demo of the platform. If you use Workday or are evaluating it, let us know — we'd be happy to share how our mutual clients are using both successfully.

Lattice

People + AI: Succeeding Together

Lattice is the #1 AI-powered HR platform that turns managers into leaders, employees into high-performers, and companies into the best places to work. Lattice provides interconnected and intuitive HR tools designed to help people and AI succeed together.

With offices across North America, the UK, and Europe, Lattice serves more than 5,000 customers worldwide, including Anthropic, Calm, Gusto, NPR, Plaid, and more. The company has ranked on the Inc. 5000 list of the fastest-growing private companies five years in a row.
Learn more by visiting Lattice's site.

Trusted by the Best Places to Work

Discover how Lattice empowers thousands of companies to build award-winning cultures.

Request a demo