

From 18 Disparate Systems to a Unified Workday Platform

Digital Transformation for a
\$3.5B Healthcare Provider

Overview

A leading \$3.5B healthcare provider partnered with Definian (formerly Premier International) to migrate Human Capital Management (HCM), Payroll (PAY), Supply Chain (SCM), and Finance (FIN) data into a single Workday tenant. The migration involved 18 legacy systems and supported 16,000+ employees and 3,500 contingent workers. The goal: Unify data, improve quality, and reduce complexity.

18

Legacy Systems

93

Conversion Objects

20,000+

Employees

18

Month Timeline

Key Data Objects

HCM, Compensation, Payroll, Benefits, Recruiting, Learning, Talent, Absence, Financials, Suppliers, Inventory, Procurement

Primary Data Sources

Infinium, Sage HRMS, Meditech, JobVite, Healthstream, ADP, Fidelity, and others

Expectations

On-time and on-budget delivery, high data quality, minimal client lift, and no impact on open enrollment

The Challenge

18 different systems across departments created data duplication, inconsistencies, and limited visibility. Manual extraction and inconsistent files increase the risk. The project coincided with open enrollment and a new benefits provider, requiring careful sequencing to avoid disruption.

Definian's Approach

End-to-end management of the data migration lifecycle with focus on accuracy, governance, and adaptability.

Data Profiling & Cleansing

Identified issues across 18 systems and deduplicated worker records

01

Transformation & Validation

Automated reconciliation ensured completeness and audit readiness

02

Parallel Conversions

Ran concurrent cycles for HCM, PRL, SCM, and FIN to reduce risk

03

Governance

Approval workflows and eligibility checks maintained accuracy and traceability

04

Definian Difference

Definian's migration methodology brought the foundation for a repeatable, consistent conversion process. Disparate data were automatically consolidated and cleansed. Validation was accelerated through custom reports reconciling legacy and Workday data.



Risk Mitigation

- Gated resource use, allowing the client to focus on validation
- Deduplication engines ensured clean employee records
- Strict file checks before each load
- Agile response to scope changes, including benefit plan updates
- Validation reports and cutover readiness minimized go-live risk



Definian Accelerator Advantages

- Pre-validation scripts accelerated tenant build
- Achieved **90%+** success in initial loads
- Aligned with Workday's methodology
- Delivered customized cleansing plans and validation support

Results

01

100% success for Core HCM and critical path files

02

98%+ accuracy across all objects

03

Migrated **16,500** employees, **3,500** contingent workers, **5,800** suppliers, and **64,000+** items

04

Closed **1,179** of **1,192** defects during testing

05

Delivered on time and within budget

Client Feedback



Couldn't have asked for a better team.
– SCM Lead



Your precision made a huge difference.
– Sourcing Executive



Definian helped us navigate complex challenges.
– HR Director

The Impact

The healthcare provider now operates a unified Workday platform, improving data accuracy, audit readiness, and decision-making across HR, finance, and supply chain.