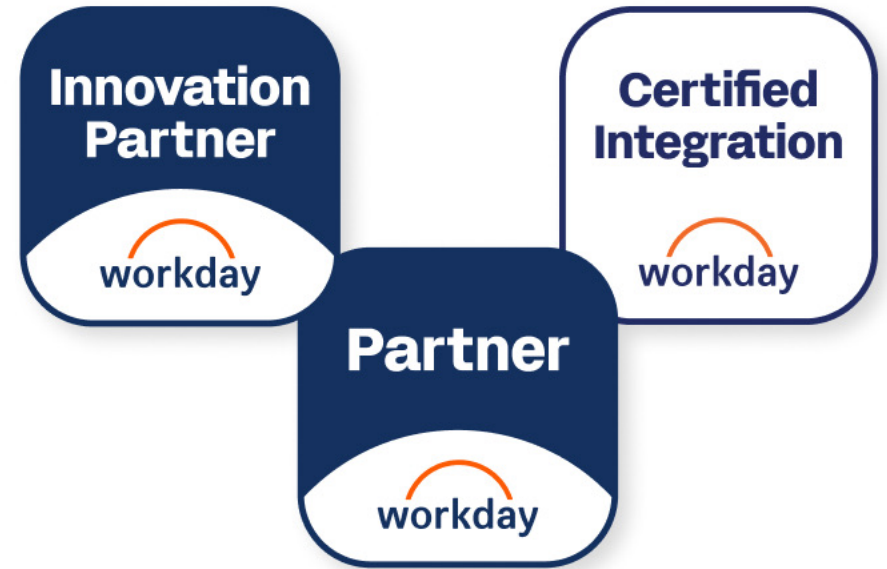




CULTURE CLOUD PLATFORM

Workday Integration



Recognition embedded in Workday. Powered by O.C. Tanner.

As a top-tier Workday Innovation Partner, O.C. Tanner delivers a native, flexible integration built with Workday Extend and powered by Culture Cloud®. Employees can give and receive recognition within the Workday platform, embedding recognition experiences seamlessly into their daily workflow.

When recognition
is embedded in the
flow of work via
native integrations:

6x

increase in the odds
employees want to
stay another year

93%

of organizations see
measurable ROI
within the first year

4x

higher employee
engagement

A seamless recognition experience inside Workday

Enhanced employee experience

- Give and receive recognition without leaving Workday
- View social feed, approvals, notifications, and points balance in one place
- Prompts encourage giving recognition, approving awards, and other recognition activities

Richer, more actionable data

- Insights across recognition, milestones, leadership behaviors, and culture drivers
- Goes beyond “who recognized whom” to prove impact on retention, engagement, and performance
- Increase visibility, adoption, and behavior change

Engaging employee workflows

- Workday Journeys: Recognition embedded into onboarding, milestones, and lifecycle moments
- Workday Custom Cards: Prompt recognition tasks from the homepage

Certified data integration

- Bi-directional data flow between Workday and Culture Cloud
- Recognition automatically surfaces in Anytime Feedback
- Employee data stays aligned with Workday as the system of record
- Real-time insights enrich Skills Cloud and inform performance and talent decisions

Automated payroll & compliance

- Recognition values flow to Workday as one-time payments
- Supports payroll, tax reporting, and global compliance
- Eliminates manual processes and reduces risk



Howard Hughes, a U.S.-based real estate company, worked with O.C. Tanner to create a powerful Culture Cloud recognition experience within Workday.

“Seeing our vision come to life, with recognition fully embedded in Workday, has validated the approach we took. Working with O.C. Tanner has been a collaborative, thoughtful process, grounded in deep recognition experience. This wasn’t just a technology decision; it was about choosing partners we trusted to work together and deliver something better for our employees. O.C. Tanner has absolutely delivered on that promise.”

Johnny Howell, Director of Payroll and Workday Reporting

When Culture Cloud recognition is embedded in Workday, you can:

- ✓ Sync workforce data from Workday to Culture Cloud via our certified integration to maintain accurate eligibility and hierarchy
- ✓ Give and receive recognition in Workday, surfaced via an Extend app, Anytime Feedback, custom Cards, and Journeys
- ✓ Automate payroll reporting by sending reward values back to Workday as one-time payments
- ✓ Analyze culture impact using Culture Cloud insights across recognition, service milestones, wellbeing, and leadership behaviors



“O.C. Tanner’s integration with Workday HCM eliminates the need for manual intervention, gives us greater insight, and empowers us to recognize and retain our top talent.”

Healy McPhail,
Sr. VP of Human Resources | Alliance Healthcare Services

Be in good company

We partner with clients in a way no one else can to intentionally create thriving workplace cultures.



Recognition that feels like a natural part of Workday

Book a demo today

