

GREGORY SAUKULAK

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SUMMARY

A highly accomplished Workday consultant and leader with a strong passion for optimizing HR operations. I have a diverse background in HR technology, project management, and process improvement, and have successfully guided numerous organizations in maximizing the value of their Workday implementations. With exceptional expertise in Core HCM, Recruiting, Talent & Performance, Reporting, Security, and Project Management, I bring a strategic and innovative approach to every engagement. I am known for excellent communication skills and a collaborative mindset, fostering strong partnerships and driving successful outcomes.

EXPERIENCE

SAUK ASSOCIATES, INC, New York (Working both Remote and onsite for clients)

Senior, Independent Workday Consultant / Project Manager – Workday HCM, Recruiting, Talent, Security 1/2018 – Present.

Provide consulting expertise on technical, functional, and strategic implementations of Workday Recruiting, Core HCM, Talent, Security and Reporting

- Serve as Project Manager and Techno Functional Resource for multiple Workday optimization and enhancement projects across the HCM Suite.
- Data Migration
 - Export data from legacy systems
 - Create, Populate and Load EIB's across HCM Modules
- Reporting
 - Create custom reports to include Advanced, Matrix and Composite reports
 - Create complex calculated fields to support unique reporting requirements and complex condition rules
- Conducted Security Audits to identify Gaps and update security policies
 - Created, Tested and deployed new security groups to ensure users had the correct level of security to effectively conduct their jobs
 - Updated document security to properly segment access to employee files
- Provided support and troubleshooting issue with Time Off and Leave of Absence accruals and process flows.
- Serve as Functional SME and Project Manager for 5 end-to-end implementations for Recruiting, Core HCM, and Talent and Performance for multiple domestic and international clients.
 - Evaluate and Configure BPs
 - Provide innovative solutions to unique business problems.
 - Configure and implement Security roles and groups.
 - Executed Data Conversion from Legacy Systems to Workday
 - Converted from Legacy Systems, to include UKG, Oracle, Peoplesoft, Smart Recruiter, iCims, Greenhouse and Brass Ring
- Provide functional expertise in the best practices for design and implementation of Workday Business Processes to include.
 - Recruiting
 - HCM
 - Talent and Performance
 - Learning
 - Security Configuration
- Guided clients through Technology Roadmap design and execution to support Workday enhancement planning and third-party integrations.
- Supported the implementation of Prism Analytics
- Collaborated with key stakeholders and 3rd part SMEs to develop and deploy RAAS.
- Worked closely with Implementation Partner to ensure recruiting implementation aligns with client's requirements.
- Review and update the default definition for the interview process to incorporate internal questionnaires for recruiters and Hiring Managers as well as implementing automated message triggers to candidates at various points in the process based on recruiter actions.

- Support and deliver data migration services to effectively migrate from legacy system to Workday.
- Create custom reports and dashboards in Workday to enhance reporting capabilities of legacy system.
- Maintain and update business processes and condition rules while providing guidance on best practices.
- Create and implement custom objects to support business needs.
- Updated the BP configuration for the Job Change process to route approvals based on a complex Delegation of Authority (DOA) document for promotions, lateral moves, and internal mobility via the recruiting process.
- Configured the Contingent Worker conversion process for to ensure the integrity of employee IDs when transitioning from Contingent Worker to Full-Time Employee
- Create advanced custom reports to solve unique reporting requirements.
- Evaluate existing Business Processes and provide recommendations for improvements.
 - Implement, Test and Deploy Process enhancements based on approved recommendations.

HEALTHFIRST, New York, New York

Workday Recruiting Implementation, TA Operations, & Analytics - Project Manager/Functional Lead, 6/2016-12/2017

Directed day to day operations of TA department, including vendor management, contingent workforce recruitment, systems maintenance and improvement, process improvement and documentation, and analytical reporting. Managed and led a staff of TA Operations professionals through a combination of regular development meetings, coupled with strategic stretch projects, to challenge and develop the professionals.

- Served as the Recruiting Functional SME and Project Lead for enterprise-wide Workday Suite implementation.
 - Developed and led weekly project cadence meeting for TA work stream.
 - Collaborated on planning and implementation sessions for suite of services, including HCM, FDM, recruiting, benefits, time-tracking, and payroll.
 - Designed and implemented recruiting business processes within Workday through comprehensive cross-functional process engaging stakeholders, utilizing and guiding with Six Sigma approach.
 - Created and managed UAT testing for all recruiting processes and go-live.
 - Configured and enhanced BPs post go live to maximize productivity.
 - Created and deployed advanced and matrix reports and custom dashboards.
- Managed and led process improvement work stream for talent acquisition processes.
 - Condensed inefficient processes from 16 to nine distinct flows by identifying and eliminating waste, using Lean methodologies.
 - Identified and implemented technology solutions to improve recruiter efficiency, resulting in improved quality of hire and time to fill.

CONSULTING EXPERIENCE

SAUK ASSOCIATES, Long Beach, New York, **Principal Consultant**, 2008-Present. Founded and managed consulting firm, providing technology system implementation, roadmap planning and execution, HR process strategy and design, business process mapping, business process improvement, training program development, performance improvement and management, and strategic guidance services to enterprises across multiple industries.

MILITARY SERVICE

UNITED STATES NAVY, Charleston, South Carolina, **Division Officer, USS Elrod**, Served as Electronics Readiness Officer, Combat Information Center Officer, and Assistant Navigator. Supervised 20 enlisted personnel.

EDUCATION

HOFSTRA UNIVERSITY, Uniondale, New York

M.B.A., Business Analytics, 2017

VIRGINIA MILITARY INSTITUTE, Lexington, Virginia

B.S., Computer Science, 1991

CERTIFICATION

Six Sigma Green Belt Certification, LIJ Center for Learning and Innovation, 2014

PROFESSIONAL DEVELOPMENT

Workday Report Writer

Workday Calculated Fields

Workday Advanced Reporting and Analytics