



Dayforce optimization guide

Boost Dayforce performance for
your business and your people

THE POWER OF BEING UNDERSTOOD
ASSURANCE | TAX | CONSULTING



RSM

Table of contents

Introduction	3
The value of optimizing Dayforce	4
Understanding your Dayforce optimization options	5
Meet RSM	6
Why RSM?	7
RSM's Dayforce optimization services	8
Conclusion	10

Introduction

Dayforce is a powerful, holistic human capital management (HCM) platform that helps businesses streamline the workforce experience. As a single, complete solution, organizations around the globe rely on Dayforce to run payroll at scale, make smarter workforce decisions, attract and retain talent, and streamline human resource (HR) operations.

However, having all these capabilities often means that Dayforce isn't fully leveraged. An organization can experience frustration when business requirements change but new configurations for Dayforce aren't made, if power users are unable to take advantage of newly released features, or if users don't fully understand the power of Dayforce. By optimizing Dayforce, you can evaluate new features to determine if your organization could benefit, revisit business requirements and update your Dayforce configuration, or refresh your skills within the platform to ensure Dayforce

keeps your business operations running smoothly. But for a variety of reasons—lack of time, not enough knowledge, competing projects—optimizing Dayforce is a task few organizations can accomplish on their own.

With RSM, you get proven Dayforce experience and industry-specific knowledge that can help you maximize your investment and achieve more. As a full-service consulting firm, we provide end-to-end solutions for implementing, supporting and optimizing Dayforce. We apply a unique advisory approach that looks at your business holistically and is tailored to the specific needs of your users, team and organization.

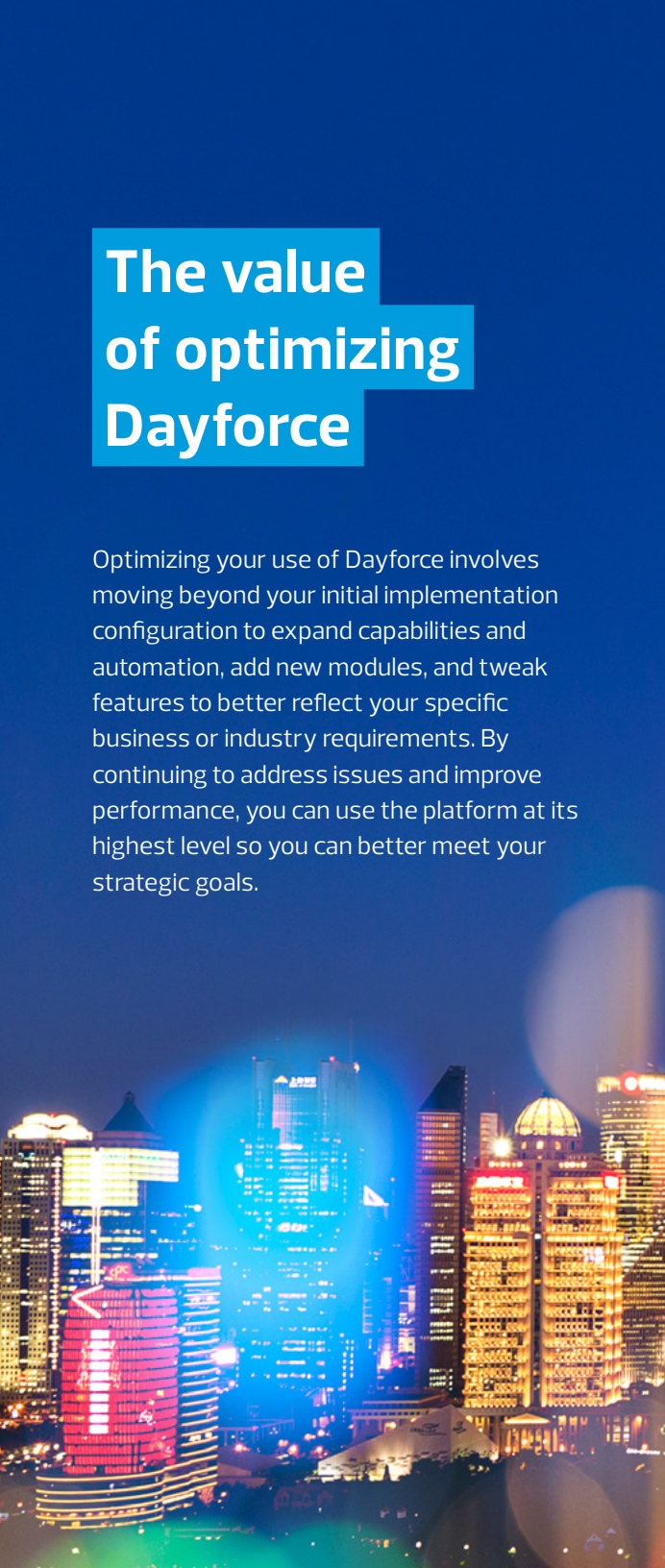
In this guide, you'll learn:

- Why optimizing Dayforce is key to success
- Your Dayforce optimization options
- How you can get the most out of Dayforce with RSM

Jona

One of the
RSM team





The value of optimizing Dayforce

Optimizing your use of Dayforce involves moving beyond your initial implementation configuration to expand capabilities and automation, add new modules, and tweak features to better reflect your specific business or industry requirements. By continuing to address issues and improve performance, you can use the platform at its highest level so you can better meet your strategic goals.

Optimizing your Dayforce solution will enable your organization to:

- > **Improve efficiency:** Streamline your HR and workforce management processes to reduce manual effort, eliminate redundancies, improve overall operational efficiency and free HR teams to focus on strategic initiatives and higher-value tasks.
- > **Elevate user experience:** Configure Dayforce settings to improve the overall user experience for administrators, managers and employees, which can drive higher adoption rates, productivity and satisfaction scores.
- > **Improve performance:** Automate processes and eliminate manual entries to remediate bottlenecks that can impede responsiveness and scalability.
- > **Achieve greater return on investment (ROI):** Maximize the return on your Dayforce investment by leveraging its full range of features and functions while aligning your use of Dayforce with your business objectives.
- > **Meet compliance requirements:** Ensure your use of Dayforce is in compliance with regulatory requirements, industry standards and internal policies governing data privacy, security and workforce management practices.

As part of the optimization process, RSM's Dayforce team does a deep dive into your organization to understand how you use Dayforce in order to identify inefficiencies, areas for improvement, and underutilized features, processes and workflows that can provide immediate ROI. Your Dayforce optimization process will include key stakeholders from across your organization to maximize the value of the system while providing your organization with a complete understanding of how optimizing for one department may affect other systems or teams.

We'll work with you on aligning Dayforce's capabilities with your key business objectives, ensuring improvements are done in a way that supports your vision for change and growth.

Understanding your Dayforce optimization options

Dayforce can be optimized to maximize your investment and meet the unique needs of your business. Options include:



Configuration and setup

Optimize configuration and setup with current business requirements and make adjustments needed to ensure system performance supports any compliance, legislative or organizational policy changes.



Product enhancements

Optimize by leveraging the latest features and functionality to continuously improve your Dayforce system, modernize your workforce and offer a seamless employee experience.



Process automation

Optimize your business processes and eliminate manual processing by taking advantage of Dayforce's forms and workflows that will ensure integrity of employee data and timeliness of changes.



Reporting and analytics

Optimize reporting and analytics capabilities within Dayforce to provide actionable insights and support data-driven decision making. This may include creating custom reports and dashboards, configuring data visualizations, and implementing advanced analytics tools to analyze workforce trends, identify opportunities for improvement and track key performance indicators.



Integration with other systems

Optimize the integration of Dayforce with other systems and applications used within your organization, such as active directory, customer resource management tools, enterprise resource planning systems or with third party providers of benefits. This enables data synchronization, eliminates data silos and ensures data consistency across multiple systems or with key vendors.



Meet RSM

RSM is a full-service consulting firm and the leading provider of assurance, tax and consulting services focused on the middle market. With over 73,000 clients across 20+ industries, we deliver leading technology, financial, transaction, risk and business consulting services.

RSM's Dayforce consulting services deliver tailored solutions to leverage the all-in-one HR and payroll platform to maximize your company's greatest asset—people. Our team takes a holistic approach to your people, process and technology, transforming your Dayforce environment to give you the tools and flexibility to unlock the potential of the modern workforce, gain a competitive advantage, and support your organization's long-term growth and prosperity.

RSM is one of the leading Dayforce consultants on the market with:

- > 120K+ North American RSM clients
- > More than 350 Dayforce implementations
- > 35+ Dayforce-certified consultants
- > Over 28 years Dayforce product implementation-certified

► Talk with us today to learn how to unlock business value with Dayforce

Why RSM?

RSM's unique advisory approach means we look at your business holistically—instead of just at the individual software level—so we can tailor our solutions and services to your business. RSM is a leading partner of Dayforce due to our unique mix of Dayforce experience, technology knowledge and business acumen.

Every engagement begins with a deep dive into your business to understand your needs. Our consultants work closely with your key stakeholders to understand their unique challenges. Using our knowledge of your business and our experience working with Dayforce across multiple industries, we then design and implement solutions to meet your specific business goals and deliver maximum value.

As a Dayforce provider since the product first launched, and with more than 350 implementations across a broad range of industries under our belt, we can handle

and manage even the most complex optimization projects. Our consultants have Dayforce and industry certifications as well as a deep understanding of industry trends and challenges—allowing us to deliver best practices and insights to adapt the HCM platform to your unique environment.

Operating as a skilled extension of your internal team, RSM's advisors provide a full spectrum of Dayforce consulting services, from implementation and knowledge transfer to comprehensive support and post-go-live initiatives. In addition to our Dayforce know-how, we bring years of experience implementing, integrating and optimizing other HCMs and commonly connected solutions, including Oracle NetSuite, Microsoft Dynamics, Sage Intacct, Salesforce and many other platforms. This ensures that your Dayforce solution utilizes HCM best practices to maximize the ROI of both Dayforce and your other connected solutions.

Our Dayforce experience spans the following industries:

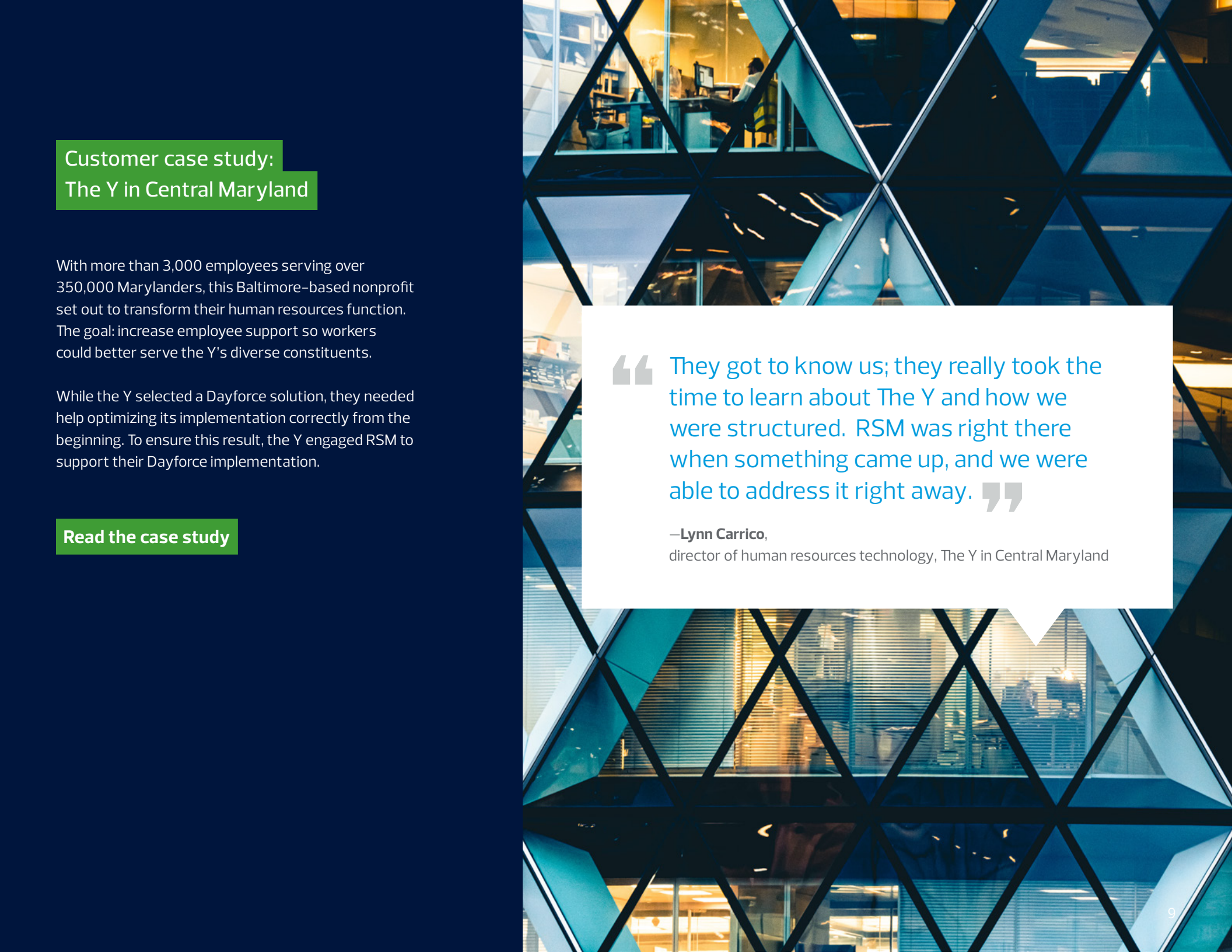
- > Financial services
- > Health care
- > Consumer products
- > Retail and hospitality
- > Manufacturing
- > Energy
- > Real estate and construction
- > Business and professional services
- > Food and beverage
- > Government and nonprofits



RSM's Dayforce optimization services

Our comprehensive Dayforce optimization services are designed to support your organization's use of Dayforce both now and in the future, both locally and globally. Our holistic approach means we can meet your organization wherever you are in your Dayforce journey, with optimization services such as:

- > New module configuration, testing and deployment
- > Business process evaluation and documentation
- > Integration development and updates
- > New organization implementation for acquisitions or divestitures
- > Employee and manager self-service enablement or enhancement
- > Change management support
- > Advisory consulting
- > Report development and end-user training



Customer case study: The Y in Central Maryland

With more than 3,000 employees serving over 350,000 Marylanders, this Baltimore-based nonprofit set out to transform their human resources function. The goal: increase employee support so workers could better serve the Y's diverse constituents.

While the Y selected a Dayforce solution, they needed help optimizing its implementation correctly from the beginning. To ensure this result, the Y engaged RSM to support their Dayforce implementation.

[Read the case study](#)

“ They got to know us; they really took the time to learn about The Y and how we were structured. RSM was right there when something came up, and we were able to address it right away. ”

—Lynn Carrico,
director of human resources technology, The Y in Central Maryland

Charlotte

One of the
RSM team



Conclusion

While Dayforce is one of the most powerful HCMs on the market today, it takes unique business and technical understanding and experience to unlock its full value and potential. RSM can help you optimize Dayforce so you can realize the full value of the solution long after your initial investment, no matter how your organization grows or adapts.

For more information about RSM's Dayforce services, contact RSM at +1 800 274 3978 or [visit us online](#) to learn more and send us a message.

For more information about
RSM's optimization services

contact RSM at +1 800 274 3978 or **visit us online.**

This document contains general information, may be based on authorities that are subject to change, and is not a substitute for professional advice or services. This document does not constitute assurance, tax, consulting, business, financial, investment, legal or other professional advice, and you should consult a qualified professional advisor before taking any action based on the information herein. RSM US LLP, its affiliates and related entities are not responsible for any loss resulting from or relating to reliance on this document by any person. Internal Revenue Service rules require us to inform you that this communication may be deemed a solicitation to provide tax services. This communication is being sent to individuals who have subscribed to receive it or who we believe would have an interest in the topics discussed.

RSM US LLP is a limited liability partnership and the U.S. member firm of RSM International, a global network of independent assurance, tax and consulting firms. The member firms of RSM International collaborate to provide services to global clients, but are separate and distinct legal entities that cannot obligate each other. Each member firm is responsible only for its own acts and omissions, and not those of any other party. Visit rsmus.com/aboutus for more information regarding RSM US LLP and RSM International.

RSM, the RSM logo and *the power of being understood* are registered trademarks of RSM International Association.

© 2024 RSM US LLP. All Rights Reserved.