

The background of the slide is a blurred photograph of a busy city street. Pedestrians are walking in various directions, and their figures are out of focus, creating a sense of motion. Sunlight filters through the trees on the right, casting long, dappled shadows across the pavement. The overall color palette is dominated by the blues of the sky and the greens of the foliage, with the white and grey of the city architecture and pavement providing contrast.

Dayforce buyer's guide

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Introduction

Many organizations are experiencing human capital management (HCM) disruptions—whether from the rise in remote workers or the inherent challenges of growth—and turning to Dayforce's scalable, all-in-one platform as a solution.

This guide is intended to help you learn more about Dayforce and its HCM solution, as well as the advantages of working with RSM to optimize Dayforce's platform and maximize your investment.

In the following pages, you'll find information on Dayforce's capabilities and value, as well as the industries that Dayforce serves. You'll also learn why RSM—with dozens of Dayforce-certified consultants and almost three decades as a member of the Dayforce partner program (dating back to its original organizational name, Ceridian)—is a top advisor to implement and maximize the value of your Dayforce software.

“ Thank goodness for RSM. It is phenomenal how much better our system is because of their experience and knowledge. They listen to us and understand what our needs are and how we need the system to work. We could not do the things we've done without RSM. ”

—Supervisor, HRIS, telecommunications company



Dayforce overview

Dayforce is a global leader in human capital management, delivering HCM technology to thousands of companies and over 6 million users around the world. Dayforce has a rich history of innovation and excellence, with four consecutive years ranked by Gartner as a global HCM leader.

Dayforce's comprehensive, all-in-one HCM platform provides organizations with the tools and functionality they need to navigate human resources, payroll, benefits, workforce management and talent management. The platform scales for the growth of companies with as few as 100 employees up to multinational organizations with tens of thousands of workers. In fact, Dayforce currently offers global payroll solutions for more than 200 countries and territories.

Regardless of company size, Dayforce can help optimize the management of the entire employee life cycle, including attracting, engaging, paying, deploying and developing talent. The HCM platform allows you to simplify and streamline HR operations with a single data model, continuous payroll calculations and embedded intelligence. Ultimately, Dayforce's objective is to provide one complete solution to shape the workforce of tomorrow.



HCM platform modules

One of the greatest strengths of Dayforce is its unified platform. Dayforce doesn't offer a wide variety of products that have to be cobbled together or, even worse, end up disconnected from each other. Dayforce breaks through silos with its all-in-one database, resulting in a single employee record that combines pay, time, benefits and talent development in a single platform. The following pages outline the modules that make up Dayforce.

Dayforce HR

The Dayforce HR module simplifies HR practices by allowing your organization to access the information you need about employees, from compensation to benefits to performance, in one place. This cloud-based solution is designed to quickly find key HR information, streamline administration and uncover insights to retain, engage and inspire employees.

People Experience: Keep employees informed and empower them to find the help and information they need with tools that optimize communication.

Experience Hub: Customize your homepage for employees with unique news, links and information to increase productivity and engagement.

Core/HR: See employees' details in one place with records that extend across Dayforce, including at-a-glance organizational charts and employee overviews.

Advanced analytics: Gain insights from data with prebuilt reports and customized dashboards, and then make proactive, data-driven decisions that help retain and engage employees.

Dayforce Wallet: Provide payroll on demand and empower employees to request a payout of their earnings anytime during the pay cycle.

Dayforce Assistant: Enable employees to manage work-life activities quickly and conveniently using voice and chat commands.

Dayforce Talent

The Dayforce Talent module helps engage and inspire people from Day 1. Backed by the Dayforce Skills Engine—an AI-powered skills technology—this solution enables your organization to deliver tailored talent experiences, make data-driven decisions and unlock your workforce's full potential. A new feature, Career Explorer, even allows employees to explore other organizational career paths through internal job postings.

Acquisition: Optimize the hiring process for today's competitive market with AI and machine learning tools to make fast, fair and informed decisions.

Onboarding: Turn great candidates into great hires with seamless, personalized onboarding experiences that boost time-to-productivity.

Management: Invest in your most critical asset—talent—by creating a culture of continuous learning, fostering career growth and supporting internal mobility.

Development: Give employees the skills to succeed by creating personalized career paths, AI-assisted skill development plans and opportunities for continuous learning.

Retention: Keep employees engaged with data-driven insights for compensation, engagement and inclusivity, succession planning, and more.

Recognition: Evaluate employee performance, award top performers and motivate success through decisions grounded in data.

Dayforce Workforce Management

The Dayforce Workplace Management module optimizes operations by offering flexible scheduling, prioritizing employee well-being and allowing your organization to quickly adapt to change. This solution enables your company to stick to labor budgets through automation, smart scheduling and proactively addressing unplanned overtime.

Scheduling: Create more intelligent schedules by considering factors like business demand, labor budget, worker preferences, pay rates and more.

Absence management: Save on labor costs by identifying absence patterns and addressing them proactively to avoid unplanned overtime.

Time and attendance: Track time worked anywhere and manage labor expenses through automation, including calculating gross pay based on pay rules defined by your organization, such as for overtime, union rates, shift premiums, etc.

Labor planning: Schedule with confidence and know that work assignments are aligned with sales and production goals.

Time clocks: Choose from a variety of time clock solutions and track time more effectively while making it easier for employees to clock in and out.

Dayforce Payroll

The Dayforce Payroll module enables your organization to effectively manage payroll with a unified platform for time and pay, run payroll at scale, and boost employee wellness and retention with on-demand pay. This solution saves payroll processing time, giving your organization more time to spend on strategic initiatives.

On-demand pay: Boost employee well-being by enabling workers to get paid when they want and helping them meet their financial commitments on time.

Compliance: Reduce risk with a localized pay solution and stay ahead of any changes with help from compliance professionals who monitor evolving payroll and tax rules.

Payroll: Continuously calculate pay as time is captured, eliminating batch processing and enabling administrators to manage a current pay cycle concurrent with entries needed for future cycles.

Global payroll: Operate more flexibly and reduce manual processes and rework with access to global payroll all in one place.

Dayforce Benefits

The Dayforce Benefits module enables employees to enroll in the best benefit plans for them with guided support, side-by-side comparisons and smart recommendations.

Benefit plans: Track benefit plan offerings for employees to enroll upon hire, participate in annual open enrollment periods and gain access to make changes for key life events in between.

Eligibilities: Configure benefit plan eligibilities to ensure only the right benefit options are presented to employees.

Decision support: Offer employees guidance on their best-fit benefits plan based on unique needs while allowing them to make updates to their coverage with self-service access.



Choosing an advisor

Choosing the right implementation advisor is as important as choosing the right platform. The right advisor will save you a lot of time, money and unnecessary hassle by avoiding common mistakes in implementing an HCM solution. Moreover, they will provide insights and solutions to maximize the value of the Dayforce solution and ensure integration with other organizational platforms or external data transmissions critical for communicating key updates to stakeholders.

It's critical to find an advisor who is certified to implement Dayforce, has practical in-house experience with it and understands your organization's business challenges, goals and industry well enough to align Dayforce with them. The advisor you choose should have hands-on, senior-level consultants with practitioner experience who can translate Dayforce system requirements and business processes into a modernized organizational solution.

The right implementation advisor should have years of experience with Dayforce and have conducted many previous platform implementations and integrations, with success stories ready to share. They should have best practices already in place and a preexisting service delivery model that incorporates knowledge transfer and informed decision-making. In other words, your company deserves the assurance that your implementation advisor has already seen everything that could go right and potentially wrong with an implementation—and previously solved for those issues—before taking on your implementation.

Who RSM is and what we do

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 more than 20 industries, we deliver top technology, financial, transaction, risk and business consulting services.

Our consultants have deep experience with solving the industry-specific challenges and opportunities companies face. We're committed to understanding each company's unique situation and constantly working to address the most important issues in their industries. We also have strategic relationships with industry-leading enterprise resource planning (ERP) software providers, including Oracle NetSuite, Microsoft Dynamics and Sage Intacct.

RSM is a top Dayforce implementation provider with:



28+ years as a certified advisor implementing and supporting Dayforce products



350+ Dayforce implementations



35+ certified Dayforce consultants

In short, we have the knowledge, experience, best practices and services your organization needs to maximize the value of any Dayforce solution.

A photograph of a modern glass skyscraper at dusk. The building's windows are illuminated from within, showing office interiors. The sky is a deep blue. A dark blue silhouette of a city skyline is visible in the foreground on the right side.

Working with us

RSM provides full life-cycle support for Dayforce—everything from planning for your Dayforce implementation, implementing Dayforce and providing post-go-live services to performing ongoing system administration and optimization as your business grows or your needs change.

In addition to nearly thirty years of implementation and optimization experience, RSM consultants bring experience integrating HCM and ERP software. RSM has a deep bench of professionals who are well-versed in Oracle NetSuite, Microsoft Dynamics, Sage Intacct, Salesforce, ServiceNow and many other platforms. This rare quality helps to ensure that your Dayforce solution will integrate seamlessly with the systems your organization already leverages and relies on.

What also sets RSM apart is that we offer managed services to support the entire back office: payroll, accounting, finance, IT and HR. Our depth of solutions encompasses all the interrelated, people-focused aspects of human resources, payroll, benefits and technology to build an optimized and forward-facing people strategy, and our international footprint allows us to support clients with operations globally.

RSM's experienced team includes 35 consultants who hold Dayforce certifications, with many holding additional industry-specific certifications. Our advisors understand not only your business needs, but also your system requirements to help you maximize your Dayforce platform. Ultimately, RSM's team functions as an extension of your team, providing unparalleled advisory services, knowledge transfer and comprehensive support.

Our Dayforce services

RSM has a unique advisory approach and proven implementation methodology for Dayforce solutions. We first look at your business holistically—instead of at a product level—and then work to align your human capital function and new processes with your strategic business goals.

On the front end of every Dayforce engagement, RSM works to understand your organization's operations and your human capital and workforce management needs, which enables us to provide you with specific recommendations. We also have strategic relationships with a variety of leading technology vendors, permitting us to take a software-agnostic, consultative approach to vendor selection.

► Request a Dayforce demo



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

Implementation services

RSM provides comprehensive and client-side implementation support, project management, data conversion, reporting, interfaces and more. RSM employs proven methodologies, but because every business is unique, we approach each new engagement with a client-focused discovery and build Dayforce and associated processes from the right perspectives for each individual client.

Our consultants serve as strategic advisors who help you define your vision and plan the path to execute it. We work with you every step of the way, from strategic planning to achieving your long-term business objectives. Our goal is to maximize the organizational investment you made in your Dayforce platform.

Change management services

RSM manages the adoption of your new Dayforce solution to optimize the employee experience. We enable you to decide how your organization's processes, procedures, codes, organizational structures, general ledger, etc. are best configured in the solution to obtain optimal results.

We empower you to manage the change and the impact on your people by advising on time management; knowledge transfer; navigation of multiple jobs during implementation; creation of accurate documentation; performance of thorough testing and validation; and effective communication and training. Through these efforts, we help create a successful path to your go-live.

Post-go-live services

Once your Dayforce solution is active, RSM offers post-go-live services ranging from payroll and open enrollment to system administration support and more. We recommend optimization support a year or so after go-live to tackle any trouble spots, or for teams that didn't have professional assistance with initial implementation and are struggling to obtain the results they envisioned.

RSM can provide you with human resources information system (HRIS) support for any technical or administrative needs, including open enrollment, configuration, reports and dashboards, business process automation, additional module roll-out and more. Our experienced system advisors can complete projects, train or augment staff, manage a project team, optimize systems or provide any other services needed. In addition, we can support the rollout of Dayforce in any merger, acquisition or divestiture situation.

Human capital consulting

Prior to implementation, RSM's advisors can guide your organization through transformative change by designing organizational structures and creating career paths that align with your business strategy and objectives. Our team can optimize your talent management strategy and processes to attract, engage, develop, reward and retain your workforce. Our comprehensive solutions encompass the many interrelated aspects of human resources, payroll, benefits and technology. This enables us to build an optimized and forward-facing people strategy structured to support growth and weather change

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

Human resources and payroll outsourcing services

RSM also provides strategic back-office HR and payroll support, decreasing your risk, lowering your HR costs and increasing confidence in your payroll. We can provide full or partial HR and payroll outsourcing support, temporary or full-time payroll processing support, benefit enrollment and administration oversight, year-end support, payroll tax reconciliation, and business continuity planning.

Ultimately, RSM's broad bench of experienced advisors allows us to offer you virtually any additional consulting service. Along with human capital consulting, we can provide consulting for risk and compliance, assurance and tax, technology and IT, and whatever your organization needs to maximize the value of your Dayforce investment and advance your business objectives.

RSM's Dayforce services

- > Initial complimentary assessment of your company's needs
- > A software-agnostic, consultative approach to vendor selection
- > Comprehensive implementation support
- > Process optimization and review
- > System optimization and process review
- > Payroll and tax
- > Employee global data conversion
- > Interface design and development
- > Configuration testing support
- > Acquisition, merger and spinoff implementations
- > Employee and manager self-service forms and workflow design
- > Program, project and change management
- > Native configuration
- > Ongoing system support
- > System analysis, testing and implementation
- > Best practices and documentation
- > Report writing and training
- > Post-implementation and year-end support

► Request a Dayforce demo

dayforce
Strategic
Partner



We value all our client relationships and stand behind all the work we do. Here's what a few of our Dayforce clients say about our services:

“ We have really appreciated the RSM team's timeliness, responsiveness, knowledge and expertise. They have been quick to respond to my requests and have always had a solution or someone who can help us. There hasn't been a project they weren't able to do or willing to help us with, and that's why I keep coming back to RSM when I need something. ”

—Vice president of human resources, senior living communities company

“ RSM offered more bandwidth and a wider range of consultants with experience to help in all the ways we wanted to make progress. So we got signed on with RSM and right off the bat I pushed to complete the system utilization review. ”

—Supervisor, HRIS, telecommunications company

“ RSM was a great provider in our decision to move forward with Dayforce. They were able to bring knowledge to my team of how the software worked and hints and ideas on implementing that saved time. I saw them as an extension of our team. I have already recommended and will continue to recommend them. ”

—**Sherrie Rovnan**, chief financial and administrative officer, The Y in Central Maryland

[Read the case study](#)

Selection of modules and services

After working with RSM's first-choice advisors to assess your needs and select the best Dayforce modules for you, your organization will purchase them directly from Dayforce. RSM's team will work with your company to identify any other implementation services needed to fully support your team and help ensure the right fit of services. RSM will then implement the new software and optimize it for your specific requirements, business objectives and usage.

Niyima

One of the
RSM team



Our holistic approach enables your company to explore the technology and vendors that will best meet your specific, strategic human capital goals. Our consultants bring a wealth of experience to aligning HRIS solutions with the strategic goals of your organization, working to enable your selected system to optimally meet your needs and deliver the maximum return on investment. Our unbiased guidance is crucial in navigating the complex market of HR technology solutions, facilitating selection of an HRIS that is not only tailored to your company's unique requirements but also scalable for future needs.



Charlotte

One of the
RSM team

The takeaway

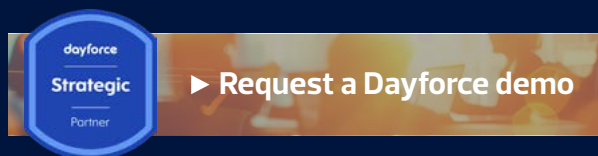
As a global leader in HCM solutions, Dayforce is transforming the way companies approach human capital management and revolutionizing the entire HCM ecosystem, providing simplicity at scale and raising the bar on employee experience to new heights. There's no question its solutions are powerful; the only question is whether your organization is leveraging all the power Dayforce has to offer.

RSM's consultants know Dayforce inside and out. When your company works with RSM, we'll not only guide you through the implementation but also deliver solutions and advice so you can leverage the full power of Dayforce and get the most out of the investment you've made.

To speak with a member of RSM's Dayforce team, contact RSM at +1 800 274 3978, [send a message to our Dayforce team](#) or [request a demo](#).

For more information

call us at +1 800 274 3978 or **contact our team here.**



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