



EXECUTIVE STRATEGY FRAMEWORK

AI-Ready Workforce

Redesigning Jobs and Skills with Workday Insights



Ruth Protpakorn, PhD

Country Manager, Workday (Thailand) Co., Ltd.

<https://www.linkedin.com/in/rprotpakorn/>

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Workday HCM: The AI-powered foundation leading enterprises trust



WORKDAY BY THE NUMBERS

\$9.5B

Annual Revenue
30%+ reinvested in R&D

11K+

Global Customers

95%+

Customer Satisfaction

75M+

Users under contract

65%+

of the Fortune 500

70%+

of the Top 50 Fortune 500

175+

Countries where customers operate

1.7B+

AI actions a year across 6,000+ customers

OUR LOCAL & MULTINATIONAL CORPORATION CUSTOMERS



OVERVIEW

Workday brings an enterprise sensibility to HR management. Its solution emphasizes skills development, talent recruitment, and organization-wide modeling of policies and processes.

Growing companies and large enterprises benefit from early adoption of enterprise-level HR and talent acquisition tools.

Cloud HCM Suites (1,000+ Employees)



11 Years of Continuous Recognition

Talent Acquisition (Recruiting) Suites



Highest in Leader's quadrant for "Ability to Execute"

ACHIEVEMENTS



The ASEAN Dilemma: Happy Employees Trapped as System "Glue"

Despite high job satisfaction, ASEAN employees lose significant time compensating for disconnected systems.



97%

Positive Experience

In Indonesia, Malaysia, Singapore, and Thailand, 97% of employees report a positive day-to-day work experience. However, they face a heavier administrative burden than global peers.



76%

Admin Friction

The ASEAN weighted average shows 76% of employees spend significant time on friction-causing admin tasks.



84%

System "Glue"

Employees act as the "glue" between disparate systems, with 84% moving information between systems and 84% coordinating work between teams. This hidden workload creates a "copy/paste economy" that slows decision-making.

The Peripheral Pitfall: Why Task-Oriented AI Fails the Enterprise

Adding AI around the edges of existing systems fails to resolve core workflow friction.



The Periphery Challenge

30%

report AI is deeply embedded into core systems

Most organizations treat AI as a surface-level fix rather than redesigning processes.

Using AI on the periphery severely limits organizational value and fails to unlock productivity.



Barriers to AI Value

29%

Uneven skills or access

26%

AI outputs misaligning with existing rules

26%

Rigid systems preventing usage of insights

Without fully embedded AI, employees must continue patching holes left by disconnected workflows.

USE CASE

Driving Workforce Efficiency with AI-Ready Talent



Automated Operations

Streamlining recruiter workflows and administrative tasks using embedded AI agents.



Skills-Based Matching

Unlocking AI-ready talent pools with intelligent scoring, candidate fit, and rediscovery.



Measurable Impact

Accelerating time-to-fill while boosting strategic capacity and talent productivity.

Recruiter



Note: Based on current and near future AI functionality. Aligned with product management and/or product SMEs.

SNAPSHOT



Recruiting Agent* / Professional Services / 700k+ employees

Scaling Frictionless Recruiting: Accenture's transformation of global talent acquisition

CHALLENGE

7 million applications annually, requiring 2.6x more screening per hire than five years ago.

Recruiting across 52 countries and 200+ cities with widely varying regional requirements.

Recruiters spent excessive time on administrative work and switching between disconnected systems.

Mandate to reduce reliance on external partners and evolve recruiting into a more strategic, sourcing-first function.

SOLUTION

Workday Recruiting and Candidate Engagement provide one core platform, with AI agents embedded to augment key stages.

AI ranks and surfaces the most relevant candidates and automates interview scheduling, reducing low-value recruiter tasks.

AI-powered rediscovery targets at least 20% of roles to be filled from past applicants and CRM leads, reducing dependency on external vendors.

IMPACT

25%

Reduction in time-to-fill

49%

Reduction in time-to-screen

75%

of roles can be filled through past applicants

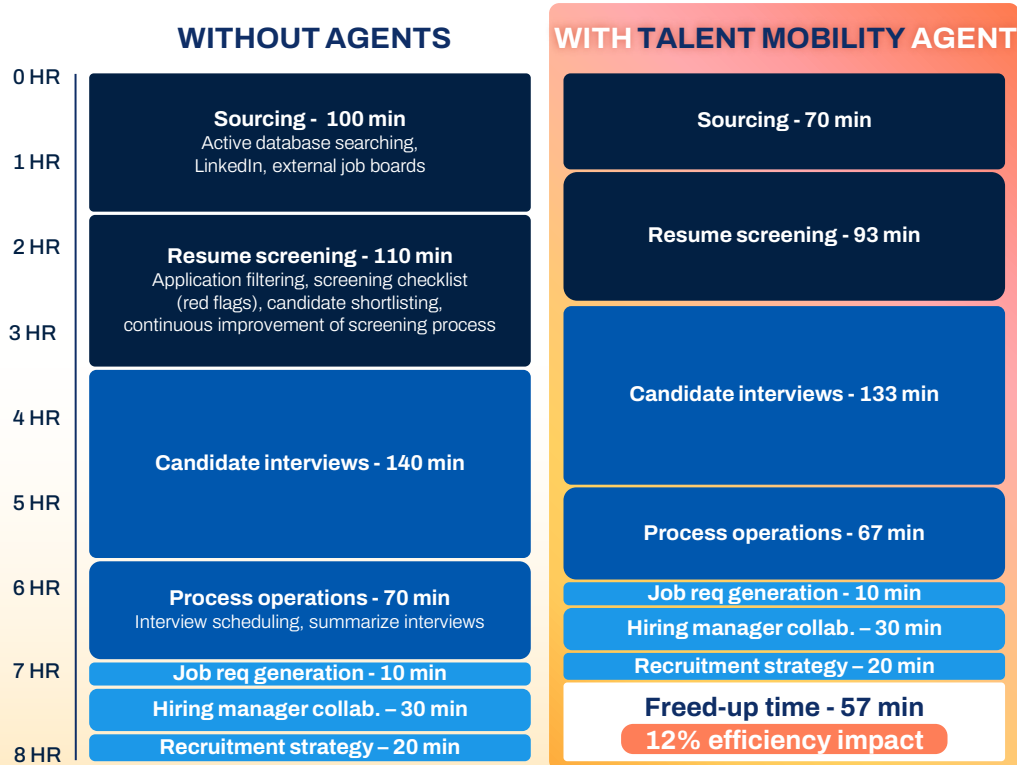
15,000

Manual hours saved annually

**Requires HiredScore AI for Talent*

DAY IN THE LIFE

Recruiter



Note: Based on current and near future AI functionality. Aligned with product management and/or product SMEs.



SNAPSHOT

PAIN POINT

Employees lacked visibility into internal roles and how their skills translated, despite thousands of open jobs each year.

DRIVERS FOR CHANGE

AI surfaces relevant internal leads to recruiters and promotes opportunities in-flow in MS Teams to employees.

IMPACT

15% increase in internal hires

Leading Pharmaceutical Company

Talent Mobility Agent* / Pharma & Biotech / 88k+ employees

**Requires HiredScore AI for Talent*

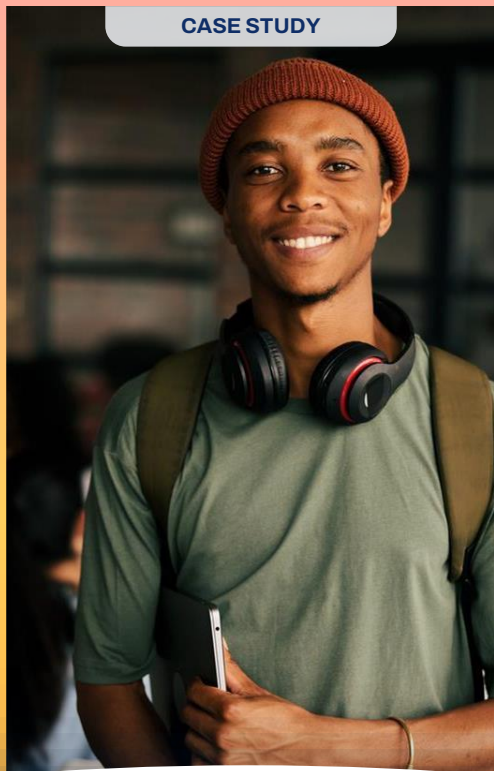
Read the full story [HERE](#)

HR Business Partner



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CASE STUDY



Paradox Candidate Experience Agent
Retail Food & Drug / 50k+ Employees

How 7-Eleven leveraged conversational AI to transform its hiring process

CHALLENGE

7-Eleven's stores faced challenges with recruiter centralization that led to a disjointed, clunky experience for candidates and hiring teams.

They switched to a decentralized model for franchised stores but managers didn't have the bandwidth to handle both store operations and hiring logistics, leading to a slow hiring process with high drop-off.

The centralized corporate-owned locations had similar challenges, taking 10 days to fill a single role.

SOLUTION

55% of 7-Eleven's stores are franchise operated — 7-Eleven empowers those locations with Workday Paradox Conversational ATS, an AI-driven candidate management platform.

7-Eleven's corporate-owned locations report to a centralized TA team that uses Workday Recruiting.

Both 7-Eleven's corporate-owned and franchised locations, as well as their subsidiary Speedway, leverage Candidate Experience Agent "Rita" to guide candidates, schedule interviews, and handle post-interview correspondence.

IMPACT

85%

Of applicants
scheduled in
less than an
hour

2M+

Hours saved
annually

7

Day reduction
in time-to hire

1.5M

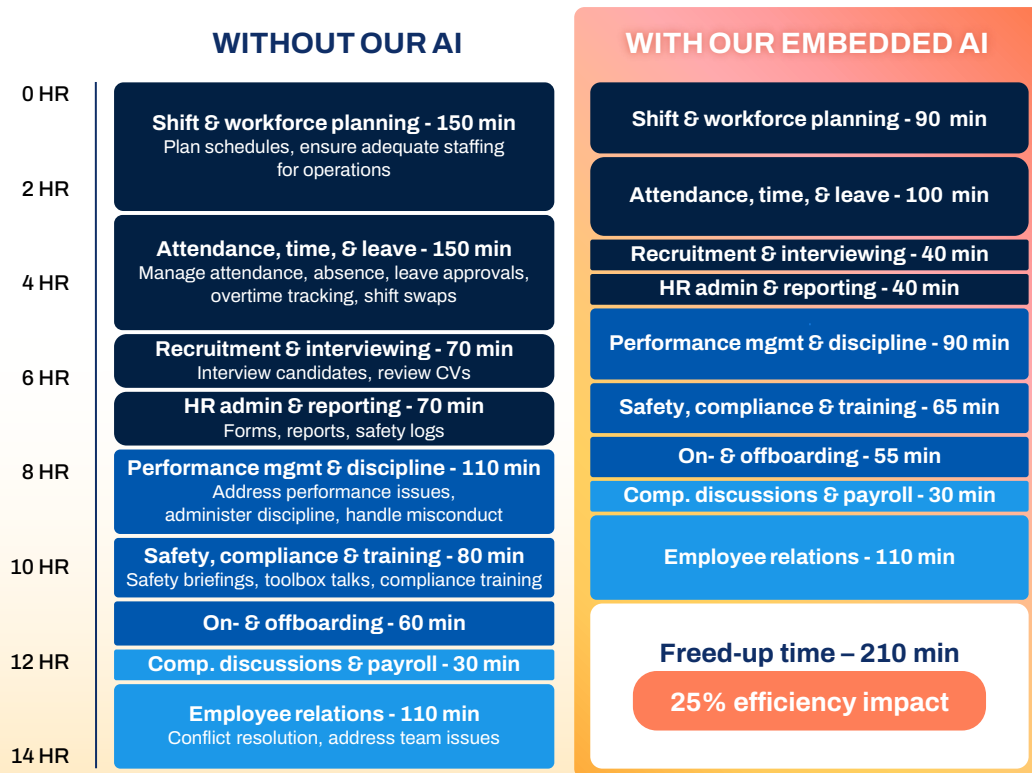
Questions
answered
annually

95%

Of the hiring
process is
managed by
Candidate
Experience
Agent

Read the full story [HERE](#)

Front-Line People Manager



Note: Based on current and near future AI functionality . Aligned with product management and/or product SMEs.

QUOTE

“The Frontline Agent* will allow our leadership teams to quickly address schedule issues and minimize negative impacts on operations. The time savings resulting from the agent assistance can be redirected so our managers can focus on leading their teams.”

Liz Sanchez, Talent Operations Director
Arcis Golf

**Refers to Shift Replacement Skill which at present ultimately may roll up to Sana Self-Service Agent*



ARCIS GOLF

Frontline Agent / Hospitality / 6k+ Employees

DAY IN THE LIFE

HRIS



Note: Based on current and near future AI functionality . Aligned with product management and/or product SMEs.

The Copy/Paste Economy Report

Is your organization losing productivity to manual data work?



Key Research Findings

86%

Work Experience

of employees say AI improves their experience of work.

69%

Task Efficiency

say AI reduces overall time spent executing daily tasks.

7+ hrs

Weekly Time Waste

lost by 1 in 5 staff moving info & reconciling data manually.

THE PRODUCTIVITY OPPORTUNITY

Stop the copy/paste time waste.

Learn how AI is empowering the workforce and how embedding AI directly into your trusted systems unlocks true productivity gains.

Need to know more about Workday?



