



Workday Enablement Hub

Your Workday, Continuously Elevated



About GQR

A global talent and professional services firm built inside the Workday ecosystem for nine years.

COMPANY PROFILE

Founded in 2009, GQR grew from a specialist recruitment firm into a global talent and professional services company built around the Workday ecosystem.

For nine years we've paired staffing depth with hands-on delivery expertise, supporting customers from initial deployment through multi-year AMS partnerships.

2009

Founded

9+

Years in the Workday ecosystem

A GLOBAL TEAM

North America and EMEA — with growing benches across APAC and LatAm.

NORTH AMERICA

New York · Austin

EMEA

London · Düsseldorf

APAC

Sydney

LATAM

Growing regional bench

Full Lifecycle Support for Workday

Flexible, and often used in combination — customers move between these models without re-contracting.

Staff Augmentation

Fast. Flexible. Certified.

- Certified Workday consultants across all modules
- Client-side Workday experts placed into your teams
- Avg 2-hour CV turnaround from request
- Short or long-term engagements
- Customer manages the resource directly
- Stabilization, project spikes & go-live readiness
- Interim SME support
- Integration & reporting projects

Permanent Staffing

Building our clients' operating models.

- Direct hire recruitment and temp-to-hire models
- Build internal Workday teams for customers
- HCM, Total Rewards, Finance, Technology roles
- 400+ full-time Workday roles filled
- Competitive placement fees
- Natural lifecycle from contract engagement
- We know the market and what good looks like
- Long-term talent pipeline development

Workday Enablement Hub

Advisory-first. Named experts. Pay-as-you-go.

- Health Checks & optimization roadmaps
- System optimization & configuration improvements
- Phase X module deployments
- Post-go-live stabilization & hypercare
- Integration support & monitoring
- Backlog & ticket remediation
- Workday Extend development
- AI readiness and activation

Heard around the Workday Ecosystem

The status quo is not working. These are the signals we hear consistently - from customers, partners, and the market.

SUPPORT & PARTNERSHIP

"I'm not satisfied with my AMS partner."

ENGAGEMENT MODEL

"Post go-live support feels too transactional. We need a real partner."

ROOT CAUSE VS. QUICK FIXES

"Band-aids keep getting put on problems. There are deeper issues no one is addressing."

EXPERTISE & CONTINUITY

"We need real experts, not a rotating cast of resources."

POST GO-LIVE DIRECTION

"We went live and now we're struggling. What do we do next?"

REALIZATION OF VALUE

"Our system works but it isn't delivering the ROI we expected."

Workday Maturity Curve

Most customers don't fail at go-live — they stall in the months after. GQR is purpose-built for the post-go-live journey, guiding customers through three distinct phases toward full Workday maturity.

01

STABILIZE

0 – 6 months post go-live

- Critical issue triage and resolution
- Configuration corrections and quick wins
- Security and business process review
- Hypercare support and ticket remediation
- Team stabilization and knowledge transfer

A stable, functioning system your team can rely on.

02

ADOPT

6 – 12 months post go-live

- Feature adoption and self-service enablement
- Foundational workshops and user training
- Governance model design
- Reporting, analytics, and dashboards
- Integration optimization and monitoring

A team that owns Workday and uses it to its full capability.

03

OPTIMIZE

12+ months post go-live

- Phase X module deployments
- AI readiness and feature activation
- Workday Extend development
- Cross-functional optimization roadmaps
- AMS ongoing advisory partnership

A platform delivering measurable ROI and competitive advantage.

Workday Enablement Hub

How the Model Works

Pay-as-you-go

No retainer, no ticket-based SLAs. Customers buy the hours and expertise they need, when they need it.

Named experts

Every engagement has senior, named consultants — not a rotating anonymous support team.

Advisory-led

We lead with recommendations. Health Checks become prioritized optimization roadmaps customers can act on.

Scalable delivery

Start with a Health Check, scale into Phase X, add staff aug as needed. One partner, full lifecycle.

Core Service Areas

Health Checks, Roadmaps and Optimization

Diagnostic review of configuration, adoption, and system utilization — outputs a prioritized optimization roadmap.

Phase X Module Deployments

Full delivery of new Workday modules: Benefits, Payroll, Adaptive, Prism, Extend, and more.

Post-Go-Live Stabilization and AMS

Hypercare support, critical issue triage, and rapid remediation in the weeks following go-live.

Integration Support

Integration build, monitoring, error remediation, and optimization across Workday's integration toolset.

AI Readiness & Activation

Audit of AI-ready data, enablement of Workday AI features, and adoption planning for VNDLY and Extend.

Certified Depth Across All Modules (1)

GQR's Workday certified consultant bench across HCM, Payroll, Integrations and Delivery.

HCM		PAYROLL & TIME		INTEGRATIONS & EXTEND		DELIVERY LEADERSHIP	
	CONSULTANTS		CONSULTANTS		CONSULTANTS		CONSULTANTS
HCM Core	125	U.S. Payroll	33	Integrations	46	Engagement Manager / PM	56
HCM Data Loading	98	Payroll Data Loading	22	Studio	21	Delivery Assurance Product Consultant	11
Compensation	33	Absence	24	Global Payroll Connect	11	Delivery Assurance Integration Consultant	1
Talent and Performance	29	Time Tracking	26	Extend	9	Delivery Assurance Manager	1
Recruiting	28	Canada Payroll	25	Orchestrate	8		
Benefits	19	Scheduling and Labor Optimization	13				
Learning	11	U.K. Payroll	9				
People Experience	9	France Payroll	4				
Advanced Compensation	17	Australia Payroll	3				
Peakon Employee Voice	3						

Counts reflect active Workday certifications. Consultants holding multiple certifications are counted in each relevant area.



Certified Depth Across All Modules (2)

GQR's Workday certified consultant bench across Financials, Reporting, Planning and Student.

CORE FINANCIALS	CONSULTANTS	SPEND & PROJECTS	CONSULTANTS	REPORTING & PLANNING	CONSULTANTS	STUDENT	CONSULTANTS
Financials Data Loading	46	Procure to Pay	25	HCM Reporting	44	Student Data Loading	8
Record to Report	40	Expenses	16	Financial Reporting	28	Student Records and Advising	7
Contracts to Cash	15	Projects	12	Prism Analytics	19	Student Recruiting and Admissions	4
Banking and Settlement	14	Project Billing	7	Adaptive Planning Platform	18	Student Financial Aid	2
Accounting Center	13	Inventory Management	6	People Analytics	9	Student Financials	2
Business Assets	12	Strategic Sourcing	5				
Foundation Data Model	8	Grants Management	5				

Counts reflect active Workday certifications. Consultants holding multiple certifications are counted in each relevant area.

Bringing Something Different

Advisory First, Never Reactive

We engage proactively — Health Checks, foundational workshops, optimization planning — before customers know they need it. We see problems before they become crises.

Senior Specialists on Every Engagement

No pyramids, no padding. Our IC model means the expert you meet is the expert doing the work. Named practitioners, every time.

White Glove Service at Boutique Cost

Minimal overhead, purpose-built delivery model. Senior talent at rates traditional firms can't match — enterprise quality without the enterprise price tag.

Continuity and Accountability

Named teams, defined roles, RACI clarity. No rotating cast. The same experts own your workstreams from start to finish — every engagement.

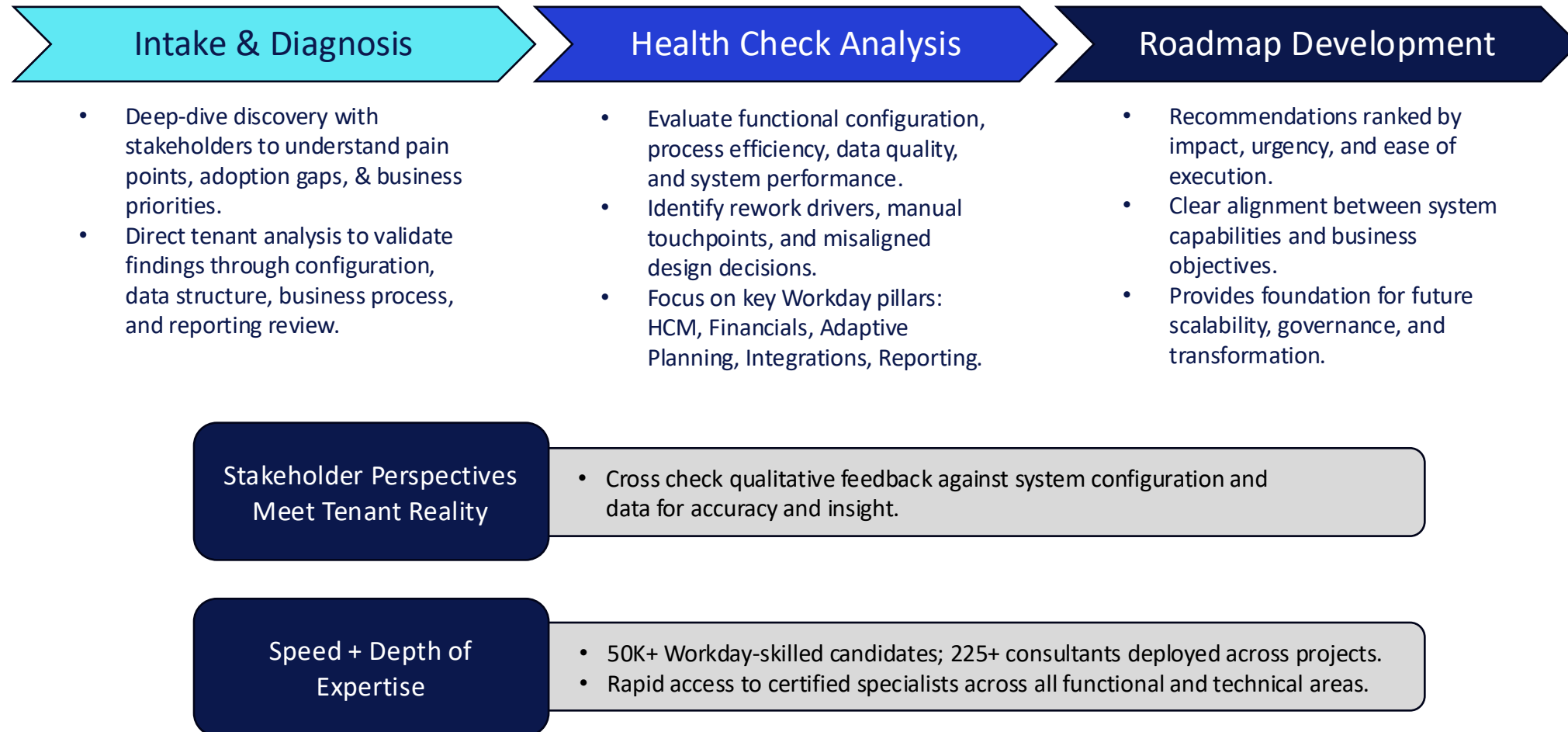
One Team with You

We operate as one cohesive unit with your team. Our end goal is to ensure your team is self sustainable on Workday, and that does not come through siloed teams.

Built for Client Enablement

We build self-sufficiency, not dependency. Our goal is a client who grows stronger with every engagement — and eventually needs us less, not more.

Health Checks and Strategic Roadmaps



Workday Optimization



Named Experts — No Rotating Cast

Dedicated specialists per functional domain ensure consistency and accountability.

Integrated Technical + Functional Expertise

Strong integration architecture oversight across HCM, Financials, Adaptive, and Prism.

Right-Fit Resourcing

Fast turnaround (avg 2 hours to CV) with flexible models: project, AMS, or embedded support.

Proven, Low-Risk Delivery

400+ successful Workday projects and a methodology built for both rapid wins and complex transformations.

Success isn't just a scalable Workday platform—it's one your team can own, maintain, and master. We're here to help turn your team into confident Workday experts.

Roadmap-Driven Delivery

Complimentary alignment between business goals and Workday capabilities.

Future-Ready System Design

Streamlined processes, reduced manual effort, enhanced reporting, and UX uplift.

Iterative, Value-Focused Implementation

Structured governance, clear milestones, and repeatable enhancement cycles.

Embedded Enablement & Capability Development

Shadowing, joint execution, and frequent KT to build sustainable internal capability.

Rate Card



Architect-level expertise, onshore and nearshore, staffed to fit how you want to work.

ONSHORE ARCHITECT

\$180–\$195

per hour · Architect level

NEARSHORE ARCHITECT

\$85–\$105

per hour · Architect level

Flexible Staffing

Mix onshore and nearshore in whatever ratio fits your budget, coverage needs, and time-zone preferences. The model flexes with you.

Blended Rates Available

For mixed teams, we can offer a single blended rate across onshore and nearshore resources, one predictable number instead of tracking two.

Architect-Level, Every Tier

Both onshore and nearshore consultants are architect-level experts, with a minimum of 6 years of experience and an average of 8+ years across the bench.