

Getting Ready for Orchestrate

Part 2 - Identifying Integrations
Ready for an upgrade

SWIPE





Why Upgrade at All?

- Faster performance.
- Real-time integrations triggered by BPs.
- Easier to maintain and extend.
- Lower overhead compared to Studio.

But not every integration is worth migrating.



GOOD CANDIDATES FOR
UPGRADES



Good Candidates for Orchestrate Upgrades

✓ **Real-time BP-triggered integrations**

If you need faster, event-driven interactions with vendors or internal systems.

→ Example: Laptop ordering at the "Hire" BP step.

✓ **High-volume imports like Worker Photos**

Workday's Orchestrate connector can now efficiently handle import web services, better than old PUT methods.

✓ **Boomerang flows (quick response cycles)**

If the integration requires a quick turnaround without heavy transformation.

✓ **Performance-challenged Studio integrations**

Where memory use, speed, or scalability is becoming a problem.



INTEGRATIONS TO
LEAVE ALONE



Integrations to Leave Alone (For Now)

! Legacy integrations that just work

If it's stable, reliable, and not slowing down business, don't touch it.

! Complex transformations or heavy logic

Studio is still better if the integration logic is highly complex or data-intensive.

! Non-real-time batch jobs

Orchestrate shines in real-time or fast turnaround cases. Batch-oriented jobs can stay on Core Connectors or Studio for now.

HOW TO START



How to Spot and Start Quick Wins

✓ Ask the Right Questions:

- Could this integration become real-time instead of batch?
- Is speed or performance currently a problem?
- Is there a lot of manual maintenance needed today?
- Would business users benefit from seeing live statuses in Workday?

✓ Take Smart First Steps:

- Inventory your existing integrations by type and usage.
- Flag real-time opportunities and high-friction workflows.
- Pilot one upgrade to learn fast
- Build Extend and Orchestrate skills early, before demand explodes.

OUR ADVICE



Our Advice

Orchestrate isn't just a “new integration tool”. It will play a vital role in your HRIS landscape.

It represents a new mindset about how fast, connected, and flexible Workday integrations can be.

The teams who start small but smart will have a massive head start when full agent-based workflows kick in.

 Already using Orchestrate? Share your experience in the comments!

 Want to be ready for Orchestrate? Follow Matt Komendolowicz and Incubane for the rest of the series !

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