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7 Habits of Highly Effective HRIS Managers 🚀

SWIPE →

workday

Habit #1 – They Think Strategically, Not Just Technically

HRIS leaders don't just configure Workday—they align it with business goals. They ask questions, such as:

✔ How can Workday automation free up HR for strategic work?

✔ How do Workday insights help leadership make better decisions?

✅ **Action to Take:**

Meet with HR leadership this week to discuss their top challenges. Find one way Workday can help solve a business problem—beyond just "keeping the system running."

KEEP SWIPING →

Habit #2 – They Automate Everything Possible

If a process is repetitive, it should be automated.
✔ Optimized BP's = fewer errors, faster approvals, and increased efficiency.
✔ Workday Extend unlocks even more automation possibilities beyond standard configuration.
✔ What happens outside of Workday, how can we optimize end to end process flows?

✅ **Action to Take:**
Pick one process this week and explore how to automate it using:
◆ Optimizations in BP's
◆ Sketch out a solution that could work in Extend
◆ Draw it E2E and optimize outside WD

Habit #3 – They Speak the Language of Business Leaders

Great HRIS managers don't just talk tech—they translate Workday insights into business impact.
✔️ Instead of "Workday can do this," say "Workday can save us X hours & cut costs by Y%."
✔️ Workday is more than a system—it's a business enabler.
✔️ Make a business case for any investments you ask for

✅ Action to Take:

Identify one Workday feature you've implemented that had a real business impact (e.g., reducing manual work, improving compliance).

📊 Prepare a 2-minute explanation for leadership—frame it in terms of ROI, efficiency, or risk reduction.

Habit #4 – They Build a Strong Network

The best HRIS managers don't work in a vacuum —they build relationships that help them stay ahead.

✔ Network = faster solutions. Someone else has already solved the problem you're facing.

✔ Workday knowledge isn't just in documentation—it's in conversations, events, and shared experiences.

✔ Connect with peers in similar industries, to go a level deeper

✅ Action to Take:

🎯 This week, be active on LinkedIn and Community, by learning from others but also sharing some of your best practices

📢 Join & engage in regional user groups, webinars, or conferences (Workday Rising, DevCon, etc.).

Habit #5 – They Stay Ahead of Workday's Innovation Curve

Workday is evolving—HRIS managers who stay ahead of the curve become the most valuable people in the room.

✔ Workday Extend, Built on Workday and Illuminate are changing HR tech—don't get left behind.

✔ The best HRIS managers experiment with new features before they become mainstream.

✅ **Action to Take:**

🎯 Explore Workday Community's Next Level series & pick one new feature to explore this month.

📚 Commit to continuous learning—take a Workday course, watch a webinar, or experiment in a sandbox.

👀 Keep an eye on early adopter programs

Habit #6 – Prioritize User Experience

A great HRIS manager doesn't just optimize the backend—they ensure an optimized user experience.

✔ If employees struggle to use Workday, adoption drops, HR gets overloaded, and business efficiency suffers.

✔ The best HRIS leaders think like UX designers—streamlining workflows, reducing clicks, and making Workday work for people, not just processes.

✅ Action to Take:

🎯 Survey employees & HR teams this week: What's the most frustrating Workday process?

🔧 Simplify one BP based on real feedback—fewer steps, better self-service, or clearer instructions (Extend can also help)

Habit #7 – They Measure & Optimize

If you can't measure it, you can't improve it.
✔ The best HRIS managers track adoption, efficiency, and ROI of Workday processes.
✔ Instead of just "setting it and forgetting it," they analyze data, find bottlenecks, and continuously refine workflows.

✅ **Action to Take:**
🎯 Set up a Workday adoption dashboard to track:
✅ How often employees use self-service vs. HR initiation
✅ How often do employees login and which device they use
✅ Measure run through time of business processes
📈 Find one underperforming process and optimize it based on the data.

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Want to become a top-tier HRIS manager?

🚀 Follow Rick Leunisse, Matt Komendolowicz and Incubane for more Workday insights!

💬 Which habit do you think is the MOST important? Drop your thoughts in the comments!

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