



## ABOUT TOYOTA MOTOR CORPORATION AUSTRALIA

Toyota Motor Corporation Australia (TMCA) is a wholly-owned subsidiary of Toyota Motor Corporation, which is headquartered in Japan. The TMCA team is continuously innovating to develop vehicles that meet the needs of the market both now and into the future. Their research includes vehicles powered by a range of alternative fuels and vehicles with the potential for automated driving.

## INDUSTRY

Automotive – Sales, Marketing, Distribution

## HQ

Melbourne, Australia

## CUSTOMER SINCE

2017

## DEPLOYMENT TIMEFRAME

9 months

## WORKDAY SOLUTIONS DEPLOYED

Core HCM, Recruiting, Time Tracking, Performance & Talent, Advanced Compensation

## COLLABORATIVE SERVICES

Organisational Change and Training



## THE CHALLENGE

TMCA embarked on a massive change to cease local manufacturing operations at the end of 2017. This caused a significant headcount reduction and transitioned the company from a Manufacturing enabled organisation to a Sales and Marketing organisation. After assessing its HR services, processes and technology, the decision was made to invest in a project to update these functions to reflect the new direction. The legacy technology landscape consisted of multiple applications integrated to a traditional HR & Payroll system, which led to inconsistent processes, no single source of truth about TMCA's employees, and other issues.



## WHY COLLABORATIVE

Collaborative partnered closely with TMCA and together developed a phased program to meet their deployment needs. Along with their Workday expertise, Collaborative offered Organisational Change and Training knowledge and experience that allowed them to stand out among other Workday partners.



## BENEFITS & RESULTS

- Deployed on-time and on budget
- Integrated with new TMCA payroll platform
- Administrative HR functions became more intuitive
- Provided managers with tools necessary to better manage their teams
- Streamlined change management and user adoption

*"Toyota entrusted Collaborative Solutions to help transform its HR function. Since the initial launch of Workday, Collaborative continues to help us drive further value from our Workday platform through continuous solution optimisation and ongoing support. Collaborative delivers a cohesive suite of services and currently supports our operations via their Application Managed Services group. The Collaborative team brings in-depth knowledge of Workday and possesses deep domain experience across multiple areas, which has proved invaluable in shaping our future state model. They really took the time to listen and understand our business, providing Toyota with a game-changing HR environment." - Filippo Chiarella, Manager HR Business Services*