

# NEXT

EMPOWERING A MORE MODERN AND CONNECTED EXPERIENCE

COX

## News Around the NEXT Program

Welcome back to the second edition of the *NEXT Program Newsletter* as we continue to share our journey and relevant news with our Global Program Team!

**This month serves as our one-year countdown to the Global Workday Go-Live with accompanying transformational processes and policies that will create new ways of working.**

Read on to see a note from our Program Leadership, view Program Highlights, celebrate our recent successes, learn more about Payroll impacts in our Education Spotlight, and see what's coming next across August.

We have included a translated version for our Global Team in Canada, which can be accessed at the end of the newsletter.

Enjoy, and share your feedback below!

NEXT Team



## The NEXT Journey

*Tammy Meanor, VP, HR Strategy and Enablement (CCI), Operating Chair Committee Member.*

It's exciting to think that just one year from now, we will Go-Live with our first phase of Workday where we will launch our new **compensation, benefits, talent, and time** modules!

Many of you have been working so hard to contribute to our Detailed Design sessions that will be the basis for our new workflows in this system. I'm thrilled by the collaboration and overall cohesiveness that our groups have shown in coming together to make these critical decisions and standardize how we support the Cox business.

Beyond that, it's liberating to see how the new HCM system we have designed will grant more empowerment and flexibility to our leaders and employees while improving the overall experience for all. As we enter into the Configuration phases of this work, we know that there is still hard work ahead, but we also inch closer to bringing our new system to life and seeing the early fruits of what many have worked on for the last two years.

Thank you for all the efforts on the Design work – well done!

## Program Highlights

### July Milestones

July marks our fourth month since the NEXT Program Global Kickoff in March. **We are currently at one-year to July 2022 Go-Live – a whole new experience is on the way!**

We've highlighted three exciting program milestones below:

#### 1. DETAILED DESIGN AND THE CONFIGURATION WORKBOOKS.

**Based on our process and design discussions to date, we have completed the first draft of our Configuration Workbooks.** These workbooks are used to document our specific Cox requirements and will be updated throughout the Configuration phase as iterative design decisions are made. These include design choices for business processes, employee data, plan design details, and much more!

These steps come as we complete a pivotal July activity – building our new configuration and prototype environment in Workday. **This will allow us to begin bringing the Workday system to life** using outcomes and decisions from the Design sessions as the foundation.

Detailed Design (DD) Sessions allowed us to set key decisions and design requirements across process areas as we continued to view the look and feel of Workday functionality. As these Sessions ended, we socialized a **readout with HR Stakeholders** that included all process decisions to-date.

#### 2. CHANGE IMPACT VALIDATIONS.

**Change Validation** sessions began at the end of June to validate employee and manager impacts from our Global Process and Detailed Design Sessions. These sessions provided a detailed view on 'what's changing' and a better understanding of how these processes, features, and functional changes will impact employees, managers, and other HR stakeholders.

These impacts will help define our approach and prepare for future engagement, change, and training plans as we progress through the Program.

#### 3. INTEGRATION AND REPORTING DESIGNS.

**Integrations are how the different systems talk to one another**, and we need different systems to talk to one

## Celebrating Our Success

As our Detailed Design (DD) Sessions have ended, we wanted to celebrate the **combined global accomplishments of our teams and session participants**. Your additional insights have built on our Global Process Design Decisions (GPD) to continue our workforce transformation journey. We are looking forward to our celebration in August for our design participants!

We made **115** decisions across all process areas during our GPD sessions. During DD, we made **200**.



We have highlighted an example in the Benefits Workstream of the **two types of questions that GDP and DD** would look to answer below:

- **Global Process Design:** How do I make my elections?
- **Detailed Design:** What are my election options?

## Education Spotlight



### Payroll

This issue's Education Spotlight will focus on the HR processes related to **Payroll!**

**Workday Payroll addresses the full spectrum of enterprise payroll tasks.**

Workday makes payroll more efficient and intelligent with continuous payroll calculations, smart payroll audits, and retro payroll processing. With control, flexibility, and insight, each of Cox's unique payroll requirements will be supported.

**Workday handles complex requirements and automatically calculates pay results in real-time.** Workday is highly configurable. Accumulations, periods, and balances can be customized according to our calculation and reporting needs. With the Workday cloud model, tax updates are delivered seamlessly and automatically-preventing the need for manual upkeep.

**Security settings will allow employees access to pay slips online and on mobile devices.** Self-service is offered online for forms W-2, W-4, T4, and tax and payment elections.

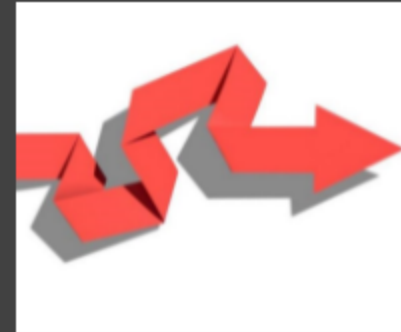
## What is Coming NEXT?

We are preparing to bring our Workday processes to life in our **Playback** and **Moments That Matter** Feedback Sessions. **These sessions will be scheduled in the coming months!**

**Playback Sessions will feature guided walkthroughs of a Workday prototype that incorporates demos and some 'do-it-yourself' activities.** These will provide Process Leads, Functional Leads, and Divisional Subject Matter Experts the opportunity to see and navigate Workday to validate key decisions and requirements.

**Moments That Matter Sessions will focus on the employee and managers experiences in Workday.** This allows our business stakeholders to see how employees and managers will experience typical activities in the Workday environment. This allows continuous employee feedback during our iterative design of our new employee experience platform.

Stay tuned for our next Newsletter issue in **September!**



### Questions?

For questions and help, please reach out to the NEXT Team at [next@coxinc.com](mailto:next@coxinc.com)

### Submit Your Feedback

Have some news or feedback you want to share?

**Click here to tell us what you think about this issue!**

### Canadian French Version Available Here

For our Global Team across the Canadian Market, please access a Canadian French translated version of this newsletter by **clicking here.**

### Previous Editions

June 2021  
[View all issues](#)

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## NOUVELLES CONCERNANT LE PROGRAMME NEXT

Bienvenue à la deuxième édition du *bulletin d'information du programme NEXT*, qui continue à communiquer notre parcours et les nouvelles pertinentes de notre équipe du programme mondial!

Consultez la suite pour lire un mot de la direction de notre programme, voir les points forts du programme, célébrer nos récents succès, en savoir plus sur l'impact de la paie dans notre section Pleins feux sur l'éducation, et voir ce qui nous attend en juillet et août.

**Ce mois-ci marque le compte à rebours d'un an avant la mise en service de Workday au niveau mondial, avec les processus et politiques de transformation qui l'accompagnent et qui créeront de nouvelles méthodes de travail.**

Profitez-en, et faites vos commentaires ci-dessous!

Équipe NEXT



### LE COIN DE LA DIRECTION DU PROGRAMME

*Tammy Meanor, vice-présidente, Stratégie et habilitation des RH (CCI), membre du comité d'exploitation.*

C'est emballant de penser que dans un an seulement, nous lancerons la