



SYSSERO

A Rotation Digital Company

Abnormal

CASE STUDY

**SBUILDING A STRONG WORKDAY®
FOUNDATION THROUGH STRATEGIC PRE-
IMPLEMENTATION PLANNING**



COMPANY OVERVIEW

Abnormal Security is a fast-growing cybersecurity company focused on protecting organizations from sophisticated social engineering attacks. As the organization scaled, Abnormal selected Workday® to support its evolving people operations and long-term growth strategy. Recognizing that long-term success depends on more than system configuration, Abnormal prioritized early planning—ensuring its processes, data, and stakeholders were aligned before implementation began.

SITUATION

As Abnormal Security prepared to implement Workday®, leadership recognized that long-term success would depend on more than simply configuring a new system. Rapid organizational growth, evolving operating models, and increasing process complexity made it critical to establish a strong foundation before entering the build phase. With multiple stakeholders involved and legacy processes already in motion, Abnormal needed to ensure alignment across teams, clarity in how Workday® would support the business, and confidence that data structures were ready to support accurate configuration. Without this upfront preparation, the risk of rework, delays, and reduced system adoption was significant.

SPECIFIC ISSUES

- Business processes that required alignment with Workday® standards
- Data structures needing validation to support accurate configuration
- Multiple stakeholders with differing priorities and expectations
- Limited visibility into potential configuration risks prior to build

SYSSERO APPROACH

Pre-Implementation Advisory

- Mapped core processes and validated data readiness

Stakeholder Alignment

- Aligned stakeholders early and identified configuration risks


Implementation Readiness

- Prepared Abnormal to enter configuration with clean data and defined processes

Delivered through Syssero's LEAP program with an advisory-first approach.



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Unlike competitors who focus solely on technical configuration, Syssero differentiates itself by emphasizing strategic pre-implementation advisory.

IMPACTS



Entered Workday® configuration with clearly defined processes and validated data



Reduced implementation risk by identifying potential issues before build began



Minimized rework and avoided configuration delays



Improved stakeholder alignment and system adoption from the outset



Established a strong foundation for long-term scalability and optimization

SERVICES LOGISTICS

Initial Engagement: LEAP (Launch Enhancement Assistance Program)

Primary Focus: Pre-implementation advisory and readiness planning

Core Activities: Process mapping, data validation, stakeholder alignment, risk identification

Delivery Approach: Hands-on advisory support prior to and during early implementation phases

Ongoing Support: Graduated to AMS for continued optimization and growth

CONCLUSION AND OUTCOME

Vital Energy now operates a streamlined, automated offer management process fully embedded in Workday. Approval workflows are faster and more transparent. Documentation is standardized and audit-ready. Compensation data is centralized and reportable. Syssero's partnership enabled Vital to move from manual, fragmented processes to a modern, efficient recruiting experience, supporting both candidate experience and internal operational confidence.

