



SYSSERO
A Rotation Digital Company



CASE STUDY

STREAMLINING OFFER MANAGEMENT IN WORKDAY THROUGH AUTOMATION AND PROCESS DESIGN



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COMPANY OVERVIEW

Vital Energy is an independent energy company focused on growth and operational efficiency. With Workday in place as its core system, the team aimed to ensure recruiting and offer management processes were not only functional, but efficient, consistent, and scalable, reducing manual effort, improving visibility into compensation decisions, and creating a smoother experience for both recruiters and candidates without sacrificing governance or compliance.

SITUATION

After deploying Workday, Vital Energy focused on optimizing its recruiting and offer management processes. The existing workflow relied heavily on manual steps, email-based approvals, and inconsistent documentation, which slowed hiring decisions and limited visibility into compensation data.

As hiring needs increased, Vital sought a partner to streamline offer approvals, standardize documentation, and design a scalable process that would support growth without adding administrative burden.

SPECIFIC ISSUES

During early adoption, support requests spanned multiple financial areas, including:

- Reporting and Book to Bank
- Banking and reconciliation
- AP and supplier invoices
- Customer accounts and revenue
- Fixed assets and depreciation
- Journal entries and intercompany
- Period close

SYSSERO APPROACH

• Simplify and Streamline

Redesigned the offer approval workflow in Workday, reducing steps and eliminating manual handoffs.

• Automate and Standardize

Automated offer letters and related documents using Workday data, with built-in approval routing, reminders, and centralized document storage.

• Enable Ownership

Delivered targeted Job Aids and lightweight change management to help recruiters confidently adopt and own the new process.



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With Syssero's configuration and advisory expertise, Vital has laid the foundation for a modern, responsive Workday process that supports both business growth and compliance.

IMPACTS



Reduced offer approval workflow from 11 steps to 6



Accelerated approval timelines through automated reminders and routing



Standardized offer documentation with automatic storage in employee profiles



Centralized compensation data enabled real-time reporting and audit readiness



Significantly reduced manual effort for recruiters and HR teams

SERVICES LOGISTICS

LEAP (Launch Enhancement Assistance Program):

Supported Vital during post-Workday go-live optimization

Application Managed Services (AMS):

- Ongoing optimization of recruiting and offer workflows
- Issue resolution and process refinement
- Advisory support aligned to hiring growth

These engagements ensured Vital's processes were not only functional, but scalable and sustainable.

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.

