

Wealthsimple



Industry:
Financial Services



Employees:
1,000+



Location:
Toronto, Ontario, Canada



Company Summary

Wealthsimple, a Canadian fintech company founded in 2014, offers easy-to-use financial services, including automated investing, commission-free stock and crypto trading, savings tools, and tax-filing solutions. Known for transparency and low fees, it empowers clients to take control of their finances through innovative technology.



Challenge

Facing multiple projects and competing priorities, Wealthsimple did not have the capacity to manage Workday Time Tracking alone, prompting them to seek external support for testing and documentation.

- ✓ Wealthsimple needed support for time tracking implementation due to limited capacity for testing and documentation.
- ✓ A gap in the team's time tracking expertise made internal handling difficult.
- ✓ Tight deadlines added pressure to stay on schedule.
- ✓ To avoid disruptions, they brought in external support.



Kognitiv has been a great partner and their support model scales based on our needs. They've been able to support and augment the team during key projects such as Time Tracking and our Annual Performance Cycle.

- **Jason Chong**, HRIS Director



Solution

To support a successful Workday Time Tracking implementation, Wealthsimple partnered with Kognitiv to bring in targeted expertise—leveraging a flexible, part-time resource who seamlessly integrated with their team. Over 12 weeks, Wealthsimple led the charge while we supported key areas like testing, configuration, documentation, communication, and troubleshooting.

This approach provided Wealthsimple the support they needed and helped identify and fix issues early, align the system with their needs, and ensure a smooth, accurate go-live.



Testing

Performed end-to-end testing and validation of time tracking and pay calculations across varied employee scenarios, while maintaining accurate documentation and reporting for team review.



Configuration & Setup

Configured and maintained time tracking and HCM settings, including holiday calendars, leave policies, compensation profiles, time-off plans, and production system updates to support accurate employee data and workflows.



Documentation

Created job aids and guides for various processes, such as time tracking and leave management.



Impact



Increased Efficiency and Productivity by enabling Wealthsimple to meet tight deadlines and stay on track without overburdening their team through the addition of a dedicated resource.



Provided specialized Workday Time Tracking expertise, bridging knowledge gaps and enabling accurate setup while enhancing the internal team's capability for future maintenance.



Optimized costs by engaging a part-time resource, enabling Wealthsimple to efficiently allocate their budget while receiving targeted support.



Mitigated risk and reduced post-launch costs by identifying and resolving issues early, ensuring a smoother go-live transition.

