Lloyd Goodman

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Lloyd Goodman's LinkedIn

Workday Systems Analyst

Workday professional with a focus in strategy and streamlining efficiency within Workday core HCM, Recruit, absence, recruiting, benefits, absence and time tracking. I'm specialized in Workday tier 3 HCM support, Workday recruit business process configuration including EIB, Payroll validation, and creating AD hoc.

Skills

- Business Process Configuration
- LMS Training
- Security configuration
- HRIS System implementation
- Workday Studio, Integration support
- Tier 3 Postproduction Support
- Strategy development
- Performance Management

EDUCATION

B.A. Psychology / University of Memphis, Memphis, TN   **(2018)**

A.A. Psychology/ Southwest TN Community College, Memphis, TN   **(2014)**

Workday HCM / Cloud Foundations, online   **(2022)**

Workday Recruit/ Cloud Foundations, online   **(2022)**

Workday Integrations / Cloud Foundations, online   **(2023)**

Workday HCM/BIRT/ Zarantech, online   **(2023)**

PROFESSIONAL EXPERIENCE

Workday Security Consultant (Contract/Hybrid) /Maryland Environmental services, Millerville, MD
(03/2023)-(current)

- Manage user access and permissions.
- Create and configure security roles, groups, and permissions based on business requirements and security best practices.
- Facilitate access requests and approvals in accordance with established procedures.
- Handle the onboarding and offboarding processes for Workday users, ensuring timely and accurate provisioning of access during employee lifecycle changes.
- Security Incident Monitoring: Monitor security logs and alerts within the Workday platform to identify potential security incidents. Escalate and respond to security incidents based on predefined procedures.
- Generate and maintain security reports and dashboards to provide insights into security-related metrics, compliance status.
- Promote security awareness among Workday users by participating in training sessions and disseminating security best practices.
- Collaborate with cross-functional teams (Finance and procurement) to address security concerns and assist in resolving security-related issues.

Workday Systems Analyst (Contract/Remote) /Centene, St. Louis Missouri
(06/2022)-(02/2023)

- Work on Core HCM, Absence, Performance, Benefits and Reporting.
- Serve as the point of contact for functional areas within the HCM system, such as Core HR, Performance, Compensation, Security, Business Processes, and Organizational Management.
- Conduct relevant reports, analysis, and Ad hoc requests to address HR related questions from the various departments such as Performance, Benefits, Time and Attendance.
- Manage Tier 3 Servicenow items from start to finish including business process updates, production support system changes.
- Complete Payroll validation, Update Certifications.
- Performs enterprise integration builder (EIB) in Workday.
- Creating after files from EIB requests, making process adjustment through Workday Recruit.

HR Consultant (performance management /talent acquisition) (Contract) /Blue Cross Blue Shield of Minnesota, Eagan, Minnesota   **(11/2021)-(05/2022)**

- Developed a detailed understanding and awareness of the organization's talent strategy and the corporate business model as it relates to talent needs, consults with managers on how to eliminate bias in hiring decisions.
- Autonomously manage Tier 3 configuration items from start to finish including business process updates, help text updates and minor system changes
- Supports HR technology projects or initiatives involving Workday HCMS. Configuration responsibilities may include modifications to business processes Within Workday Recruit, compensation set-up, security configuration, condition rules and notifications, payroll earnings/ deduction codes and reports.
- Performs enterprise integration builder (EIB) in Workday.

Sr Hr. Business Partner (Contract) / Strategix Management, Woodstock, MD
(04/2021)-(11/2021)

- Point of Contact for human resources support to the onsite consultants and coordination in core areas of employee-labor relations.
- Used Workday to ensure system documentation is up to date and accurate, Configure Workday HCM, Time Tracking and Absence business processes including validation rules, calculated fields and other components.
- Develop functional specifications, review existing Time Tracking & Absence modules, recommend solutions to enhance/ improve current implementation of absence management in Workday.
- Would ensure compliance for employment law (equal employment opportunity and affirmative action, Title 7) within hiring practices, and would conduct employee training and development VIA Udemy, and course instruction.
- Provided services to Programs management team on implementing and managing initiatives.

Associate Hr Consultant (Contract) / Corner Alliance, Washington D.C(remote)
(09/2020)-(04/2021)

- Support strategic planning and project management initiatives as directed by the Project Manager.
- Would track and maintain master data values in Workday (ex: Job Profile, Job Family, Job Group, Roles, Custom Organization Types, Positions, Locations)
- Research and analyze best practices for knowledge management systems, legal frameworks, regulations, and standards to develop strategic plans for NIH operations in the HRIS frameworks.
- Support program coordination and reporting processes, including developing and updating management tools, trackers, and metrics from various data sources and reports.
- Liaises with the HRIS team to promptly resolve Workday system functionality issues.
- Establishes and maintains relationships with (Workday) vendors to maximize return on investment (ROI)
- Develop, write, and edit technical and comprehensive informational materials and reports.

- Develop and finalize meetings, summaries and reports.

Sr. IT Recruiter / Robert Half Technology, Memphis, TN

(02/2019)-08/2020)

- Generated over $160,000 of revenue within a 10-month span.
- Collaborated with cross-functional teams in order to fill multi-industry opportunities.
- Would conduct meetings with corporation stakeholders for training requests and project support.
- Maintained consultant retention rates by 10% over by implementing candidate /accountability strategy.
- Evaluated with clients over IT Infrastructure needs.
- Exceeded placement goals by averaging over $15,000 in gross revenue per 30 days closeout (equated to being international rookie of the year).
- Recruited for Cloud architects, Network/System Engineers, IT administrators, and Tier 1-4 Deskside support.

HR/Marketing Operations Specialist / Premium Retail Services, Memphis TN
(10/2017)-(11/2019)

- Provided monthly Gap analysis with cross-functional teams for operational updates.
- Would Perform objectives required to administer and execute human resource programs including but not limited to compensation, benefits, leave, and employee relations.
- Would perform performance management reviews with operations management.
- Set up access permissions in JIRA, along with issue tracking for division operations.
- Using (ADP) WorkForceNow, I would make payroll adjustments, approve employee timecards, and reconcile timecard complaints.
- Ensured all purchases were maintained under the company budget.
- Would auto sum data, to track and access field patterns within the buyer market.

HR Client Operations Manager/ Penmac Staffing, Memphis

(05/2015) -(10/2017)

- Oversaw the entire departmental turnover process, enhancing communication between all manufacturing and site contractors.
- Worked with Stakeholders to provide maximum Customer support via Workday analytics.
- Would conduct Stakeholder presentations to pitch opportunities to decrease turnover and budgeting.
- Conducted cross-functional training for contract employees to ensure departmental needs would be met.
- Would Recruit, and maintain payroll processing systems and records by gathering, calculating, and inputting data.

- Organized and optimized daily operations of the fulfillment including Quality assurance, production lines, operations crew in the fulfillment center.

Lloyd Goodman

- Baltimore, MD, US

Contact Information

- iqs-on5-0m1@mail.dice.com

- 3016423016

Summary

Hello, I have 7+ years of HR experience, specializing in performance management, IT recruiting, system implementation, and employee relations. I am working on developing Workday HCM, studio, financials expirence. My goal is to become a Workday developer by 2024. I have utilized LinkedIn learning, Udemy, and Cloud foundation to maintain my knowledge of Workday and best practices of performance management and employee relations. Please feel free to reach out with any questions regarding my experience or how I can be an asset.

Work History

Total Work Experience: 8 years

- **Workday Security Consultant Maryland Environmental Services**
  Mar 01, 2023

- **Sr. Workday Systems Analyst (Contract) Centene**
  Jul 01, 2022

- **Workday Consultant (Contract) Blue Cross Blue Shield Of Minnesota**
  Nov 01, 2021

- **Sr. HR Consultant (Contract) Strategix Management**
  Apr 01, 2021

- **Associate Workday Consultant (Contract) Corner Alliance**
  Sep 01, 2020

- **Sr. IT Recruiter Robert Half Technology**
  Feb 01, 2019

- **HRIS Specialist (Contract) Premium Retail Services**
  Oct 01, 2017

- **HR Client Operations Manager (Contract) Franklin Sports**
  May 01, 2015

Education

- **Zarantech, Workday Financials Training**

- **Zarantech ,Workday HCM Training**

- **Bachelors** | University of Memphis, Psychology

Skills

- **workday intergration** - 4 years
- **adp payroll**
- **business strategy**
- **change management**
- **communication**
- **compensation and benefits**
- **curriculum development**
- **customer relationship management**
- **directing**
- **e learning**
- **employee learning and development**
- **employee relations**
- **employment law**
- **filing**
- **highly personable**
- **hr management**

- **human resources**
- **icims**
- **instructional design**
- **interpersonal skills**
- **mac**
- **manufacturing**
- **microsoft excel**
- **microsoft powerpoint**
- **operations management**
- **oracle database**
- **performance management**
- **personnel management**
- **psychology**
- **public policy**
- **python**
- **recruiting**
- **sap erp**
- **software installation**
- **strategic human resources leadership**
- **supply chain management**
- **technical training**
- **telephone skills**
- **ultipro**
- **workday**
- **workday hcm** - 4 years
- **workday reporting** - 2 years
- **recruitment** - 5 years
- **tier 3 support** - 4 years
- **training** - 4 years
- **workday recruitment** - 4 years
- **workday business process configuration** - 4 years
- **workday payroll** - 3 years

Work Preferences

- Likely to Switch: True
- Willing to Relocate: True
- Travel Preference: 100%
- Preferred Location:
  - Las Vegas, NV, US
  - Miami Beach, FL, US
- Work Authorization:
  - US

- Work Documents:
    - US Citizen
- Desired Hourly Rate: 60+ (USD)
- Desired Salary: 115,000+ (USD)
- Security Clearance: False
- Third Party: False
- Employment Type:
    - Full-time
    - Part-time
    - Contract - W2
    - Contract to Hire - W2

Profile Sources

- linkedin: https://www.linkedin.com/in/lloyd-goodman-a19b5a96
- linkedin: https://linkedin.com/in/lloyd-goodman-78248b52
- linkedin: https://linkedin.com/in/lloyd-goodman
- facebook: https://facebook.com/lloyd.goodman.9
- Dice:
  https://www.dice.com/employer/talent/profile/59f7c951326141957da73ed4e015032b