DATA FLOW AS ESSENTIAL HR TRANSFORMATION ENABLER

Bernardo Tarillion
Senior Manager Enterprise Architecture
Magna Global IT

Magna Overview

We are a **mobility technology company** and with more than 160k employees one of the world's largest suppliers to the automotive industry.

Product Systems

BODY & CHASSIS

EXTERIORS

ROOF SYSTEMS

POWERTRAIN

ELECTRONICS

MECHATRONICS

MIRRORS

LIGHTING

SEATING

VEHICLE ENGINEERING & MANUFACTURING

Knowing How To Pace Ourselves (Enterprise Architecture) How We Are Executing:

Crawl:
basic tool capabilities; Governance, training and populate tool with the "top 200 applications"

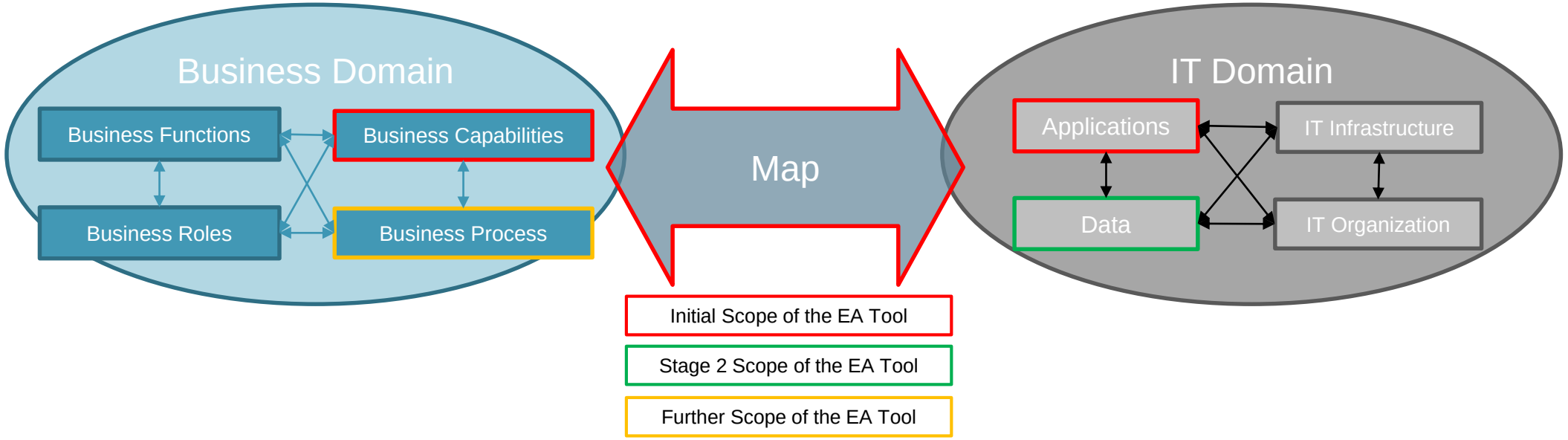
Walk:
basic heat maps using the model; map applications to capabilities and Data Flows for in flight projects, e.g. HR Transformation

We are here

Run:
heatmaps to identify priority and future state direction. Embrace more out of the tool, e.g. data flow, alignment to cloud strategy, etc.

Disclosure or duplication without consent is prohibited

Enterprise Architecture Tool Focus
“Laser” Focus On Our Needs



An Enterprise Architecture Tool is…

a. **COMMON REPOSITORY** for Business Capabilities AND application data
b. **HEAT MAP and REPORTING** on the Business Capability model

An Enterprise Architecture Tool is NOT…

- **CMDB** to store, document detailed infrastructure components
- **Security Risk Assessment tool**
- **ERP or Financial Forecasting tool**

Disclosure or duplication without consent is prohibited

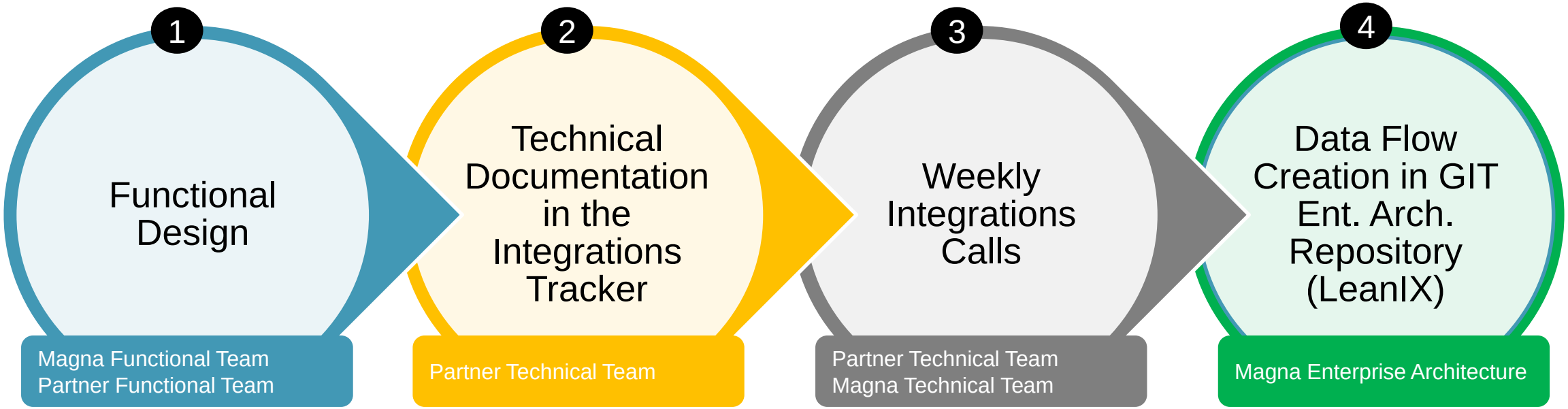
The Reasons For Data Flows

Understanding which data is going from where to where through which interface is more important than ever.

It helps to understand:

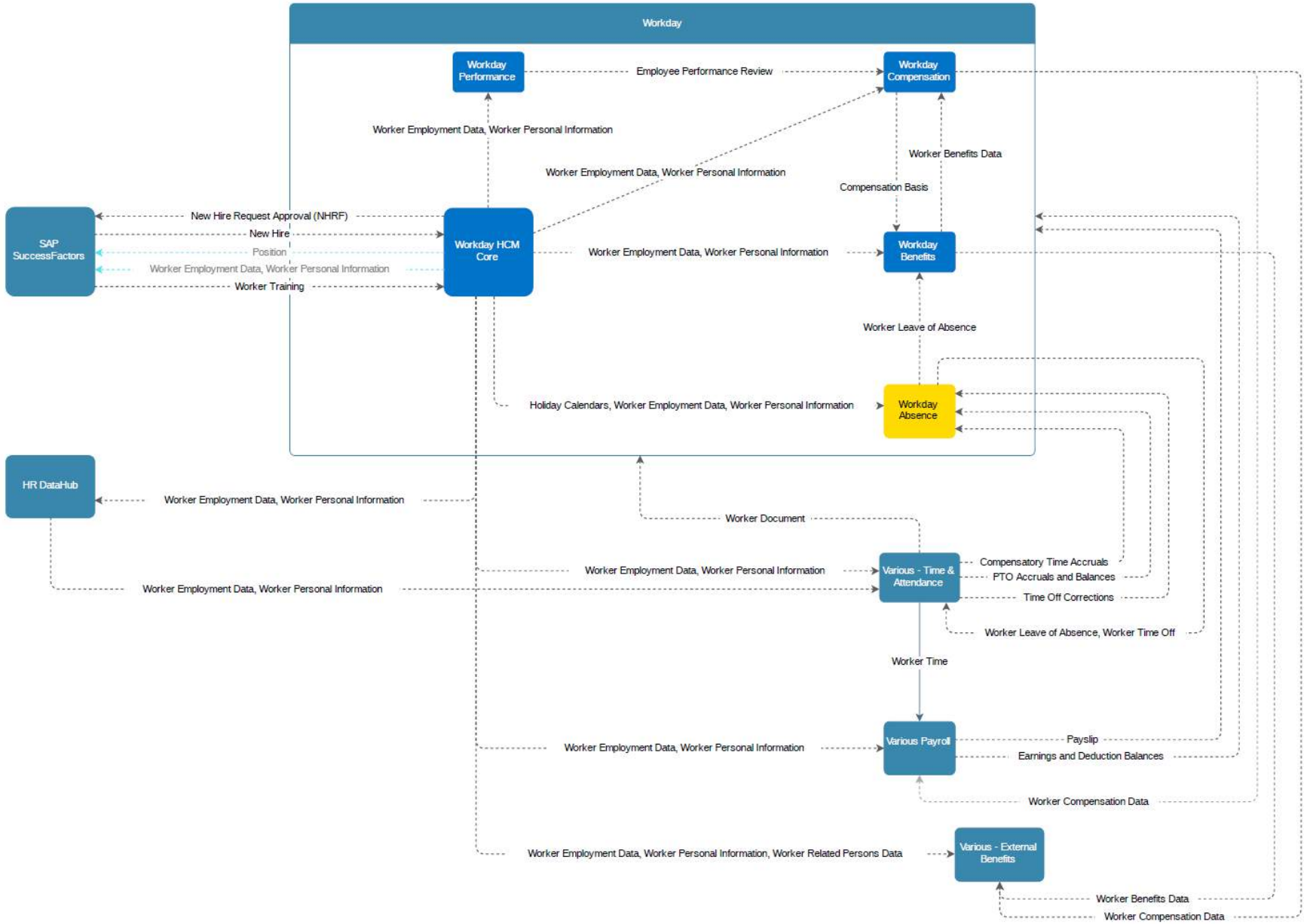
- Which System is the Source of Data
- What Data is transported through which interface
- Where will data be created, modified and consumed
- What Interface technology is used (Point to Point, Middleware, etc.)
- Identify Data redundancies/conflicts
- Document and visualize functional design and reflect functional decisions

How Do We Get The Information?
Data Flow Creation Process

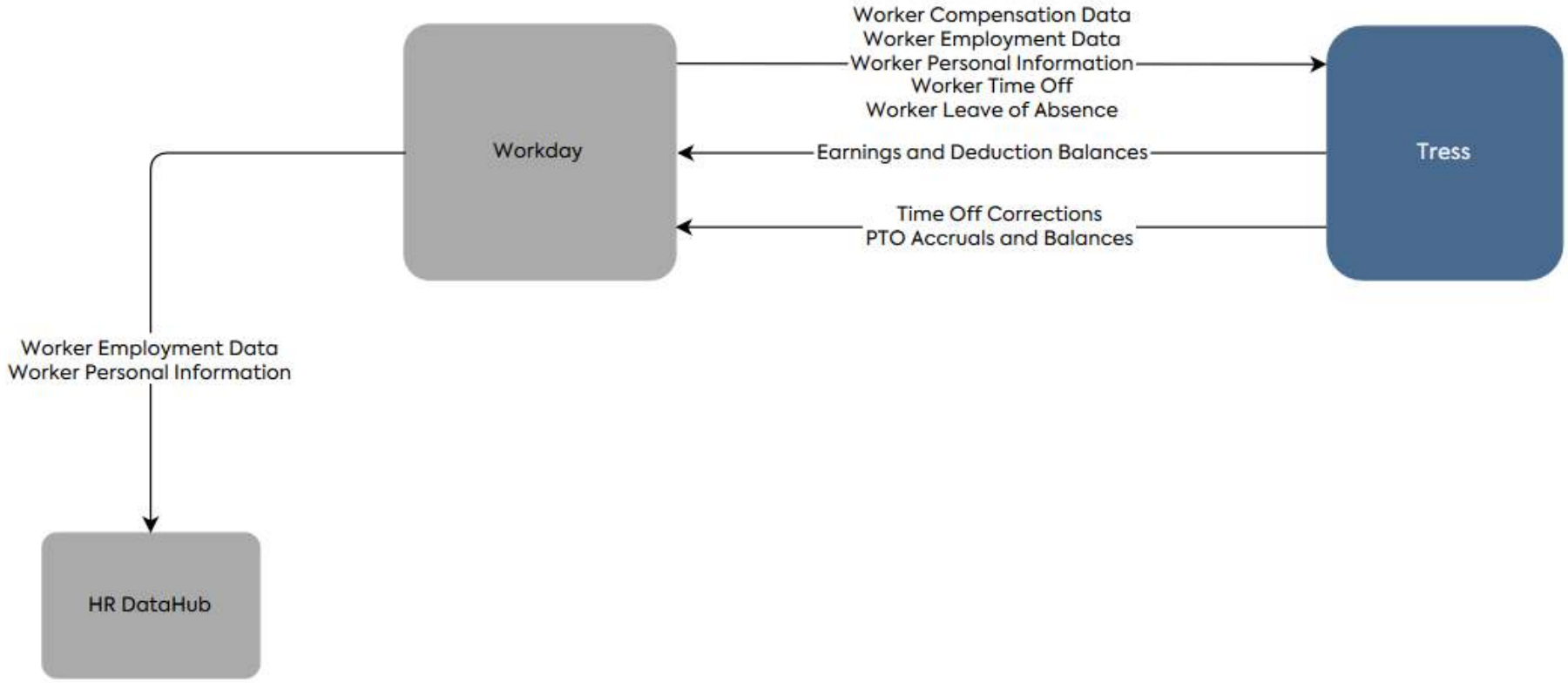


The Data Flows reflect the functional design + decisions AND the information provided by the Partner and Magna technical Teams.

The HR Data Big Picture
Workday Data Flow High Level



The Production Facility HR Data Picture



Click on the picture to access the interactive diagram

DRIVING **EXCELLENCE.**
INSPIRING **INNOVATION.**

Disclosure or duplication without consent is prohibited