



PARTNERSHIP OVERVIEW | CERTIFIED UKG PARTNER

Delivering workforce **success together.**

The In-Workforce and UKG partnership. Independent workforce operations specialists working client side across UKG Pro Workforce Management and UKG Ready, advising, implementing and managing the people, processes and systems that drive organisational performance.



+

UKG
Certified Partner

Advise

Independent, client side

Implement

Design authority and rigour

Manage

Continuous optimisation

In-Workforce Ltd | UKG Pro Workforce Management and UKG Ready
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Organisations do not need **more technology.**

They need workforce operations that hold. Labour volatility, rising employee expectations, tighter margins and increasing regulatory scrutiny have made the workforce estate one of the most exposed parts of the operating model. Incremental improvement is no longer enough, and a platform on its own has never been enough.

In-Workforce and UKG bring together two distinct strengths. UKG provides an enterprise grade workforce management platform, proven across UKG Pro Workforce Management for complex, multi site and multi agreement environments, and UKG Ready for organisations that need speed, simplicity and control in a single solution. In-Workforce provides the independent, client side expertise that turns that platform into a working operating model your people trust and your auditors accept.

The result is a partnership designed around outcomes rather than licences: accurate pay, controlled cost, reliable data and a workforce experience that is fair, transparent and predictable.

02

UKG solutions supported: Pro WFM and UKG Ready

05

service lines from advisory to managed services

01

independent partner, accountable to your interests



WHY THIS PARTNERSHIP MATTERS

Platforms deliver capability, **operating models deliver value.**

Workforce operations sit at the intersection of people, operations and financial outcomes. Treated as a standalone system implementation, they create fragmentation, disengagement and risk. Designed as a connected capability, governed properly and adopted by the workforce, they become a genuine commercial advantage.



PARTNER 01

What UKG brings

Enterprise workforce management proven at scale across complex operations.

UKG Pro Workforce Management for multi site, multi agreement environments.

UKG Ready for organisations that need control without complexity.

A continually invested product roadmap and global support model.



PARTNER 02

What In-Workforce brings

Independent, client side advice with no vendor sales agenda.

Operating model, policy and governance design before configuration.

UK payroll, HR operations and workforce operations specialists.

Change leadership that secures adoption, not just deployment.

Neither capability substitutes for the other. A strong platform configured around unresolved process will reproduce that ambiguity faithfully and at speed. Strong advice without a capable platform stops at the recommendation. Together they close the gap between intent and operational reality.

Our role is to translate requirements, challenge assumptions, protect scope and hold delivery to account on your behalf.

CLIENT SIDE BY DESIGN

01

platform: UKG Pro WFM or UKG Ready

01

operating model designed before configuration

01

partnership accountable end to end

One partnership, **five service lines.**

From first assessment through to continuous optimisation, In-Workforce operates as a single accountable partner across the full lifecycle of your UKG environment. Each service line is available independently, and each is designed to hand capability back to your team rather than create dependency.

01 Advisory

Operating model design, governance frameworks, policy harmonisation and readiness assessment. We establish who owns each workforce process, which policies are being automated and which are being retired, before any configuration decision is taken.

02 Implementation

Design authority, configuration assurance, testing rigour and structured programme governance across UKG Pro Workforce Management and UKG Ready. We protect scope, evidence decisions and keep deployment measured rather than optimistic.

03 Migration

Data integrity, reconciliation and controlled cutover from legacy platforms. Parallel runs prove accuracy before reliance, and the authoritative source for every field is agreed and owned before go live.

04 Managed services

Continuous control, optimisation and regulatory upkeep once the environment is live. Rule sets are maintained as policy and legislation change, exceptions are monitored, and improvement is planned rather than reactive.

05 Professional services

Specialist capacity where and when it is needed, on a pay as you go or minimum hours basis, giving internal teams access to experienced UKG consultants without carrying permanent cost.



OUTCOMES THAT DRIVE CONFIDENCE

Performance today, resilience tomorrow.

Organisations working with In-Workforce and UKG gain a workforce capability that supports immediate operational performance and long term resilience. Leaders gain clearer visibility and control. Employees benefit from fairer, more transparent and more predictable workforce practices. Finance gains numbers that reconcile the first time.

ORGANISATION

Control and clarity

- Accurate pay with fewer retrospective corrections
- Planned labour cost, with variance explained not discovered
- Compliance aligned to UK employment and tax legislation
- Reporting produced from the system of record
- Skilled capacity released from manual intervention

WORKFORCE

Experience and trust

- Schedules that are fair, visible and predictable
- Absence managed openly, with cover planned in advance
- Self service that people actually use
- Consistent policy application across sites and contracts
- Trust in the numbers people are paid against

These outcomes are quantifiable. We recommend baselining them before the programme begins, measuring them through stabilisation and reporting them well beyond go live. Benefits that are not baselined are rarely believed, and almost never defended when budgets tighten.

A workforce model that reduces friction, improves performance and supports sustainable growth.

WHAT GOOD LOOKS LIKE

BASELINE

capture the starting position

MEASURE

track through stabilisation

REPORT

protect the benefit over time

Beyond deployment, **into everyday operation.**

Go live is a milestone, not an outcome. Our focus extends to embedding workforce operations solutions so they are adopted, maintained and continuously improved as organisational needs evolve. That means documented rule models, owned integrations, repeatable onboarding for new sites and entities, and reporting that keeps its meaning as the organisation changes shape.

- Rule models that absorb policy and organisational change without redesign
- Integration governed by purpose, ownership, timing and audit requirement
- Onboarding of new sites and entities through a repeatable, documented pattern
- Change control that protects the configuration over time
- Knowledge transfer that leaves your team able to run the environment

This partnership is built for organisations that want to move beyond tactical workforce operations solutions and create lasting value through a connected, people centred approach to workforce operations.



01

baseline before the programme begins

02

measure through stabilisation, not at go live

03

report beyond go live to protect the benefit

Independent by design, **accountable by choice.**

We are a specialist workforce advisory and delivery partner focused exclusively on operational integrity and transformation discipline. Our expertise spans UK payroll, workforce operations, HR operations and programme governance, and we work alongside senior stakeholders who require rigour, transparency and accountability.

As a certified UKG partner we work across UKG Pro Workforce Management and UKG Ready from the client side. That distinction matters. A system integrator delivers to the vendor method against the vendor definition of done. We represent your interests, protect your scope and leave your team able to run the environment without us.

Alongside our UKG practice we develop our own products, including In-Time workforce terminals, In-Sights workforce intelligence and the Team Absence Calendar, so clients can extend their UKG investment where standard functionality stops.

Independence is not a marketing position. It is the reason our advice can be uncomfortable and still correct.

INDEPENDENT BY DESIGN



EXTEND

Our own products

In-Time workforce terminals for accurate, verified time capture.

In-Sights workforce intelligence for reporting leaders can act on.

Team Absence Calendar for visible, planned and fair cover.

ENGAGE

How to start

Advisory and readiness assessment before commitment is made.

Implementation, migration and design authority through delivery.

Managed and professional services once the environment is live.

IN CLOSING

Two organisations, **one accountability.**

In-Workforce and UKG have aligned around a single objective: workforce operations that are accurate, controlled and trusted by the people they affect. UKG provides the platform and the roadmap. In-Workforce provides the independence, the governance and the delivery discipline that make it work in your organisation.

Whether you are selecting a workforce platform, recovering a programme that has drifted, migrating from a legacy system or optimising an environment you already run, the conversation starts in the same place: what has to be true for this organisation to pay its people accurately, evidence that it did, and understand what it spent.

Ready to get more from **your UKG investment?**

Independent advisory, implementation, migration and managed services across UKG Pro Workforce Management and UKG Ready.

[BOOK A DISCOVERY CALL](#)

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