

Case Study

Aurora



Industry: Technology



Employees: 2000

Company Summary:

Aurora is a pioneering technology company specializing in developing cutting-edge solutions for autonomous driving. Founded with a vision to make transportation safer, more accessible, and less harmful to the environment, Aurora leverages advanced machine learning, artificial intelligence, and robust engineering to create self-driving vehicle systems that integrate seamlessly into various vehicle platforms. With a team of 2000 employees, Aurora stands at the forefront of the autonomous driving industry, pushing the boundaries of technology and innovation.




THE CHALLENGE

Aurora faced significant challenges before leveraging Kognitiv's support. Their C-Suite staff and compensation team required robust analytics and dashboards to visualize multiple metrics, which were essential for accelerating and improving strategic decision-making regarding workforce compensation and DEI initiatives. However, Aurora's small internal team lacked the capacity to manage such an extensive project. The limited internal knowledge of Workday's capabilities and manpower necessitated external expertise to deliver the project effectively and on time.

Compounding these issues was a tight timeline, requiring project completion within a very short period, and the need for multiple iterations to meet the evolving

requirements. Ensuring the secure handling of information for multiple end users was also crucial, adding another layer of complexity. Additionally, the project had to cater to the diverse information needs of various stakeholders, making it essential to find a solution that was both flexible and robust.



"Kognitiv's flexibility and commitment, including long hours and calls, were crucial for the project's success."

-Lucas Hoyos, Senior Staff People Technology




THE SOLUTION

Kognitiv Inc. leveraged Workday's full dashboard capacity to create a robust solution for Aurora.tech, delivering over 49 metrics across two comprehensive dashboards. These custom dashboards provided enhanced access to critical data, driving strategic decision-making and efficiency. The first dashboard focused on compensation metrics related to DEI, including summaries of merit, promotion, and stock metrics, and detailed breakdowns by gender and underrepresented minorities.

The second dashboard provided an overview of compensation metrics, including merit, promotion, bonus, equity, and pre/post position in range distribution. These dashboards significantly reduced the time Aurora tech's team needed to manage data by automating processes

and eliminating manual intervention. This provided instant access to well-organized, actionable insights, enhancing efficiency and freeing up internal resources for strategic initiatives by saving Aurora around 150 hours of manpower. The greater visibility and deeper insights from these dashboards enabled Aurora.tech to make informed decisions, driving their strategic initiatives and overall business success.



"The expertise of Kognitiv's team was a significant asset, providing nimbleness, diverse perspectives, and a wealth of knowledge."

-Lucas Hoyos, Senior Staff People Technology



THE IMPACT



Greater Visibility and Insights

The addition of custom dashboards provided Aurora with deeper insights into workforce compensation and DEI initiatives, enabling more informed and strategic decision-making.



Time Savings through Augmented Expertise

Aurora leveraged Kognitiv's expertise in configuration and reporting to significantly reduce the time required to manage their data. The new automated processes eliminated the need for manual intervention to format the data according to leadership's requirements, providing instant access to well-organized, actionable insights.



Enhanced Efficiency

The streamlined data processes and user-friendly dashboards reduced the administrative burden, freeing up internal resources to focus on more value-added activities.

