NEWS RELEASE

Workday and The Josh Bersin Company Bring Galileo Agent to Workday Customers in Sana, Giving HR Leaders Instant Access to Trusted Expertise

2026-11-12

HR Leaders Will Be Able to Ask About Hiring, Skills, or Team Design, and Get Answers Drawn From The Josh Bersin Company's Research and Best Practices

PLEASANTON, Calif., Nov. 12, 2026 /PRNewswire/ -- **Workday, Inc.** (NASDAQ: WDAY), the trusted agentic platform for HR, finance, and IT, and The Josh Bersin Company, today announced they will make Galileo, The Josh Bersin Company's AI-powered HR research and advisory agent, available to Workday customers in **Sana**. By bringing decades of HR research, benchmarks, and best practices directly into Sana—Workday's agentic experience and orchestration engine—Galileo will help leaders move beyond generic advice to explore strategic workforce challenges with guidance tailored to their organizational context.

Behind Galileo are decades of research from The Josh Bersin Company, a globally recognized HR research and advisory firm whose work has helped shape how organizations approach talent management, leadership, and workforce strategy. This partnership highlights Workday's open approach to AI, where specialized partner agents like Galileo operate alongside native Workday agents and data to give customers direct access to deep domain expertise where they already work.

With Galileo in Sana, HR leaders and managers will be able to ask questions in natural language and receive guidance drawn from The Josh Bersin Company's research, benchmarks, and best practices, without spending hours researching or piecing together information from multiple sources. Galileo draws on more than 50,000 pages of research covering hiring, employee development, workforce planning, leadership, and organizational design.

For example, a leader planning to expand into a new market can ask Galileo how other companies have approached similar expansions, which skills they needed, and how they got their teams up and running quickly. Rather than relying on trial and error, the leader can draw on research and real-world examples to make more informed decisions.

"HR leaders are navigating rapid workforce changes, and having immediate access to proven expertise is critical," said Nikki Helmer, vice president, talent management and insights, Workday. "By bringing specialized partner agents like Galileo into Sana, we are giving organizations a trusted advisory resource right in their daily workflow, helping them evaluate workforce strategies with greater speed and confidence."

Expert Guidance With the Data Protections Organizations Already Trust

Through the integration into Sana, Galileo will operate within the existing security policies, permissions, and access controls organizations already rely on. Leaders can explore strategic scenarios informed by their organizational context while maintaining strict data privacy and access management. Crucially, Galileo is designed to advise on workforce strategy, including hiring approaches, skills development, and organizational design, rather than make employment decisions.

Helping Organizations Prepare for the Future of Work

The Galileo integration is part of Workday and The Josh Bersin Company's broader HR 2030 initiative, which is focused on helping organizations prepare for a future where people and AI work together. The partnership combines ongoing research with practical advice to help leaders understand how work is changing, decide where to focus their efforts, and prepare their teams for what's ahead.

"HR leaders don't need another dashboard or another report; they need to know what works," said Josh Bersin, Global Industry Analyst and CEO, The Josh Bersin Company. "Galileo brings our research and experience directly into their workflow, so they can learn from what other organizations have done rather than starting from scratch."

To further support workforce leaders, the companies are also developing a learning curriculum, planned for early 2027, to help HR professionals build the skills needed to guide their organizations through this transformation. Together with Galileo and the companies' HR 2030 research, the curriculum will give leaders practical resources to plan for the future and put new approaches into practice.

Availability

Workday Human Capital Management (HCM) customers can purchase Galileo through Workday now. The

integrated Galileo agent is expected to be available to Sana Enterprise customers in February 2027.

For More Information

- Read more about why Josh Bersin is partnering with Workday to bring the HR 2030 vision to life **on the Workday blog**.

About Workday

Workday operates at the heart of the enterprise – HR, finance, and IT – where the margin for error is effectively zero. By tightly coupling AI with the context, guardrails, and trusted processes that run the business, Workday goes beyond AI that assists with work to agents that are capable of driving measurable outcomes. More than 11,500 organizations worldwide, including more than 65% of the Fortune 500, trust Workday to deliver. For more information about Workday, visit **workday.com**.

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About The Josh Bersin Company

The Josh Bersin Company is the world's most trusted human capital advisors, providing research-based insights on talent, leadership, and organizational performance.

With a dedicated team constantly tracking market change, testing ideas, and applying a unique business lens, we help over a million HR and business leaders address their most pressing people challenges—aligning work, knowledge, and skills for maximum impact. For more information, visit **joshbersin.com**.

Forward-Looking Statements

This press release contains forward-looking statements including, among other things, statements regarding Workday's plans, beliefs, and expectations. These forward-looking statements are based only on currently available information and our current beliefs, expectations, and assumptions. Because forward-looking statements relate to the future, they are subject to inherent risks, uncertainties, assumptions, and changes in circumstances that are difficult to predict and many of which are outside of our control. If the risks materialize, assumptions prove incorrect, or we experience unexpected changes in circumstances, actual results could differ materially from the results implied by these forward-looking statements, and therefore you should not rely on any forward-looking statements. Risks include, but are not limited to, risks described in our filings with the Securities and Exchange Commission ("SEC"), including our most recent report on Form 10-Q or Form 10-K and other reports that we have

filed and will file with the SEC from time to time, which could cause actual results to vary from expectations. Workday assumes no obligation to, and does not currently intend to, update any such forward-looking statements after the date of this release, except as required by law.

Any unreleased services, features, or functions referenced in this document, our website, or other press releases or public statements that are not currently available are subject to change at Workday's discretion and may not be delivered as planned or at all. Customers who purchase Workday services should make their purchase decisions based upon services, features, and functions that are currently available.

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