Deloitte.

# Global Human Capital Trends

Delivering Results with Oracle Cloud HCM

The latest *Deloitte Global Human Capital Trends report* explores the intersection of people and technology and offers readers the opportunity to understand the economic, cultural, and technological changes organizations are facing, through the perspective of both their people and the business. The report showcases trends that are influencing how organizations can prepare for the future of work across three main themes:
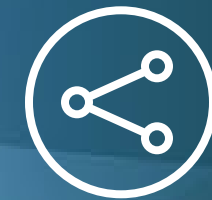
Connect people through their **purpose** to optimize the power of their individuality

Leverage reinvention to increase people's **potential** for long-term success

Transform uncertainty into an informed **perspective**

As workforces become more dynamic, social, and team-based, it is more important than ever to engage employees and deliver experiences that create value. Over the last decade, many organizations have invested heavily in HR cloud technology without realizing the anticipated benefits. Part of the reason for these disappointing results is that technology needs to be viewed as an enabler of connectivity and belonging—not the solution itself or just a driver of financial value. It is time for organizations to become more agile and consider a holistic approach to achieving incremental and sustainable results when embarking on a business-led, digitally-enabled transformation.

Recognized as a leading catalyst of enterprise and HCM technology solutions, Oracle offers end-to-end business process enablement within a single platform to create efficiencies across an organization. Oracle's constant focus on product innovation allows for opportunities to design modern, employee-centered solutions leveraging seamless artificial intelligence, cognitive interfaces, advanced analytics, sentiment analysis, and other advanced digital capabilities. These enablers allow the further enhancement of the human experience, and provide valuable insights. But these benefits cannot be achieved with technology alone.

# Human and technology needs are often at odds with each other

Humans

Technology

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Effective digital transformation requires a long-term commitment as well as an intense focus on incremental progress.

The migration to Oracle Cloud is a breakthrough opportunity to modernize your organization's processes and requires thoughtful collaboration and planning. Collaborating with Deloitte to develop transformational business strategies and technology blueprints around future state cloud-system architecture can help you uncover opportunities to address:
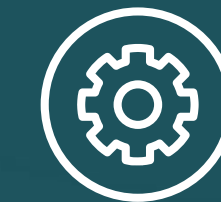
Operating model/process inefficiencies

Consumer-grade experiences

Data cleanliness

System dependencies

Cyber-related risks

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By analyzing the current state of your ecosystem with a strategic partner like Deloitte, you can build a business case that prioritizes innovation needs, realize efficiencies with system replacement(s), and incorporate strategy-supporting projects to ensure that Oracle will enable an impactful operating model and modernized processes. Increasingly, HR should consider using human-centered design to architect solutions for longevity and adaptability and for maximizing employees' purpose, potential, and perspective.

Explore the connection between HR Imperative and Oracle Cloud HCM

Scroll through the helix to explore Purpose, Potential and Perspective

TECHNOLOGY

HUMANITY

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Purpose

HR imperatives

How HR can cultivate Purpose

Forge a stronger link between belonging and organizational performance by strengthening workers' connections with their teams and fostering their sense of contribution to meaningful shared goals.

Restructure work in ways that help people not only to feel their best but also to perform at their best. With the ultimate goal being to strengthen the tie between employee well-being and organizational outcomes.

Create an inclusive culture and build talent strategies that identify individuals' distinct characteristics, bringing them together in ways that can promote a greater sense of belonging, maximize their contributions at work, and help them align with the purpose of the organization.

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Oracle Cloud HCM Enabling Capabilities

Organizations are quickly realizing the benefits of fostering individuality, but harnessing people's complementary strengths requires uniting them in service to a common goal. As a seamless, end-to-end platform, Oracle Cloud HCM is well-positioned to unify the workforce by connecting individuals to teams and tasks to goals. It also enables HR to deliver programs that both champion individuality and foster belonging to the organization as a whole.

 PURPOSE

Oracle Work Life Solutions

Provides several engaging ways to bring people together, creating a stronger company culture. My Volunteering enables individuals to create and find volunteer projects based on their passions and helps teams come together for a cause. Employee Wellness facilitates group activities and friendly competitions to build camaraderie and promote physical well-being. My Brand encourages employees to identify and connect with mentors who can provide advice and insight to help them thrive. When programs such as these are offered through an intuitive, self-service platform, employees know that the organization has invested in their well-being, which drives overall engagement.

Oracle Workforce Health and Safety

Enables employees to submit safety incidents or concerns such as illnesses or unsafe conditions, which then can be quickly addressed by key stakeholders. A feeling of safety and confidence is especially important as employees return to the workplace from the COVID-19 shutdowns. Analytics further enable managers to identify trending issues, thus supporting informed decisions and targeted action.

Performance, Career Development, and Learning

With Oracle Cloud HCM, managers can connect employee-performance conversations, including interests and career goals, directly into Learning and build pathways to the next career level. They can also establish cohorts that progress together via the Learning Communities functionality. By tracking completion of relevant courses against employees' interests and goals, the system can recommend courses for further learning. Overall, the Performance, Career Development, and Learning features of Oracle Cloud HCM enable managers to provide meaningful coaching and guidance as employees consider their work/life objectives. This helps give teams a sense of purpose, and it ties seamlessly back to performance management for feedback and evaluation.

Oracle Opportunity Marketplace

Supports well-being by helping employees to find projects of interest. By providing access to internal, short-term gigs that are aligned with personal interests, the Marketplace helps employees to learn new things, meet new people, and develop new skills. It also supports organizational objectives by enabling managers to find the right people for the right projects.

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How Deloitte can help an organization define its Purpose

PURPOSE

Workforce Strategy offering

Articulate future-forward, digitally-enabled workforce strategies that address massive disruptions.

Rewards and Well-being offering

Maximize well-being and optimize their balance sheet.

Learning and Leadership offering

Create strategies to build, buy, and borrow the skills of the future to fulfill business needs.

Human Capital platform

Research and Sensing: Industry leading insights deliver research-based people strategies designed to help leaders drive exceptional business performance.
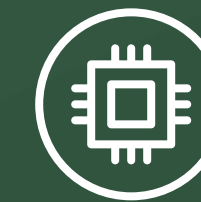
Potential

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HR imperatives

How HR can foster Potential

Build "superteams" integrated with AI to produce transformative business results and to give people opportunities to reinvent their careers.

Leverage technology to redefine how organizations create knowledge networks and maximize human potential as they shift to new ways of working.

Create a culture of continuous learning focused on building a resilient workforce that can respond to today's uncertainty and enable internal mobility for the work of tomorrow.

Oracle Cloud HCM Enabling Capabilities

We are entering an age that requires people to constantly reinvent themselves, often creating uncertainty around their longevity and success within a rapidly changing work environment. People need a broader perspective of their potential roles to better prepare for reskilling, along with technology to facilitate knowledge sharing, learning, and development. Oracle Cloud HCM provides products that mobilize knowledge management, enable integrated AI, and drive self-directed development in a continuous learning environment.

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Explore Oracle Cloud HCM capabilities that support Potential:

Oracle Digital Assistant

Uses AI-driven interfaces to connect people to the information they need. By learning from people's requests and behaviors, the tool recommends what they might want to do next, while providing HR with key insights into the knowledge their people need.

Adaptive intelligence applications

Enables organizations to improve productivity, facilitate compliance, and meet organization goals. Native apps include: Oracle Employee Fraud Detection, which helps mitigate risk and decrease errors in common transactions such as payroll, and HCM Best Candidates, which uses candidate data to build the talent pipeline and enhance its quality. Oracle is investing in additional opportunities to leverage adaptive intelligence apps throughout its platforms.

Learning

Launches tailored learning and development programs across the enterprise to enhance critical skills and respond to market trends. Social Learning provides a consumer-grade user interface that enables people to share their knowledge and expertise. Additional AI capabilities are planned to deliver personalized learning based on roles and career interests.

HR HelpDesk

Delivers useful answers to employee questions and equips HR with a broader understanding of employee knowledge gaps—all by harnessing the power of AI.

How Deloitte can help an organization achieve its Potential

POTENTIAL

AI Assessment Lab

A workshop held with HR and IT stakeholders to strategize the use of nextgen technology delivered through Oracle Cloud HCM.

Service Delivery Strategy offering

The organization strategizes service delivery operations to create efficiencies and improve employee and administrative experiences.

Digital HR offering

Prepare for the future of work and identify skill gaps.

Workforce Learning strategy

The organization develops strategies for enterprise learning programs from compliance to development.

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HR imperatives

How HR can leverage Perspective

Anchor rewards packages in organizational data, external benchmarks, and qualitative feedback so that compensation and benefits reflect how organizations value their people.

Identify and prevent potential biases by using AI to analyze talent data, hiring and attrition trends, and external communication language.

Establish metrics for governing workforce strategies and helping HR to develop effective programs.

Harness the power of humans and AI working together to surface actionable insights regarding privacy and ethical concerns so that HR leaders can make bold decisions.

Cultivate leaders who make ethics a priority.

Oracle Cloud HCM Enabling Capabilities

Organizations need to fuse technology with the human in order to give people purpose, potential, and perspective. To do this, they must balance the seemingly opposing forces of belonging and individuality, security and reinvention, and boldness and uncertainty. Leveraging Oracle Cloud HCM can help resolve these paradoxes by bringing together internal and external data sources and unearthing insights needed to formulate total rewards programs, drive ethics and privacy imperatives, and guide workforce strategies.

Explore Oracle Cloud HCM capabilities that support Perspective:
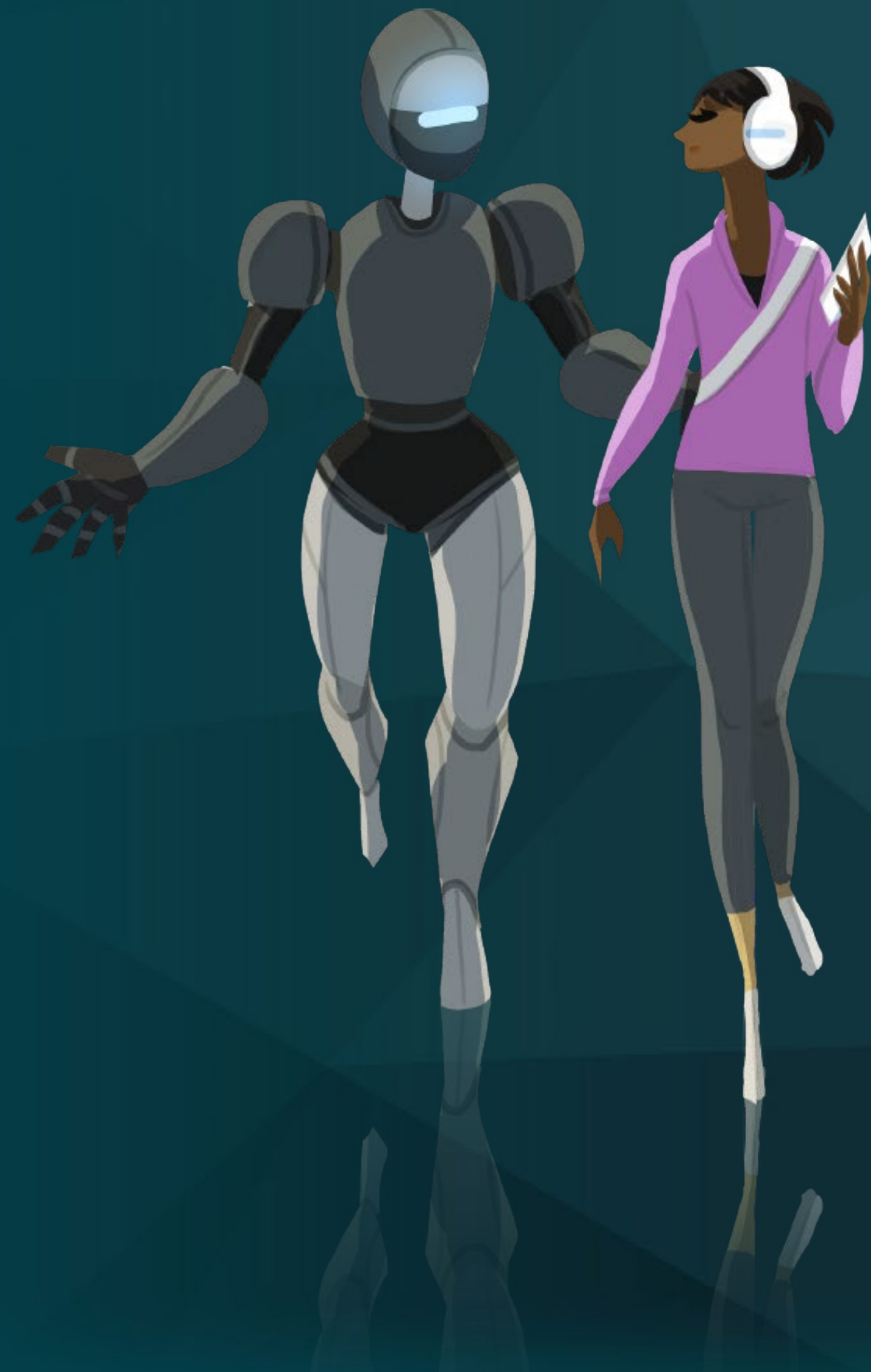
Oracle Compensation

Helps organizations adapt to the rapidly changing business environment, while also delivering a robust and flexible solution that keeps employees at the center, which is essential for motivating, rewarding, and retaining them.

Oracle Benefits

Allows people to compare programs side-by-side so they can enroll in the ones that best suit their needs.

Oracle Transactional Business Intelligence (OTBI)

Allows HR to gain real-time insight into transactional data, understand data patterns, and receive automated alerts about key events and data anomalies.

Oracle Analytics Cloud

Delivers modern, AI-enabled, self-service analytics capabilities that empower HR with intuitive visualizations and augmented analyses so they can obtain valuable insights into the organization.
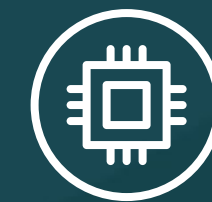
Workforce Predictions

Provides insight into workforce trends, predicts performance and attrition, and determines actionable corrective action through "what if" scenario modeling.

How Deloitte can help an organization attain and understand Perspective:

People Analytics offering

Uncover patterns, visualize findings, and recommend actions to drive change and empower leaders to deliver real impact.

Analytics and Cognitive offering/ Oracle Business Intelligence

Achieve competitive advantage through data and cognitive powered transformations that promote enterprise intelligence, autonomous processes, and precision stakeholder engagement.

R&IA offering

Leverage robotic and intelligent automation technologies to re-imagine business processes, augmenting human labor with an AI-enabled digital workforce to drive value and better outcomes.

Thank you

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