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Leading the social enterprise
Reinvent with a human focus

ORACLE® Platinum Partner Global Cloud Elite

	Trend	HR Call to Action
The Future of the Workforce	**The alternative workforce:** It's now mainstream	Organizations should look to a single system to enable the management of all workers, including casual, seasonal, contingent, gig and freelance workers, leveraging common access to talent and learning initiatives and in some cases time and absence, total rewards, and payroll functionality.
	From jobs to superjobs	Organizations should leverage automation to reduce time consuming work activities, freeing employees to focus on additional work outside of their standard roles. Use systems to define new job architecture and develop job and talent profiles that define the capabilities the organization needs in a workforce assisted by AI and robotics.
	Leadership for the 21st century: The intersection of the traditional and the new	Organizations should become agile and be able to adapt to ever changing times by facilitating cross-skilling and upskilling that develops current and future leaders, helping leaders to manage new ways of working and new types of workers. Leverage advanced reporting and predictive analysis to offer leaders a transparent view of their workforce.
The Future of the Organization	**From employee experience to human experience:** Putting meaning back into work	HR should take the lead in a cross-functional effort to define and improve the human experience at work. Leverage single-platform technology to transform shared services across the organization, automate traditional responsibilities, and introduce social interaction to work roles in ways that are accessible across devices. Promote well-being activities, like wellness and volunteer initiatives.
	Organizational performance: It's a team sport	Nurture cross-functional teams by leveraging digital enterprise solutions to enable the organization to identify team members, set team goals, and manage team performance. Cascade organizational goals to teams and individual goals to help ensure performance is aligned with the organizational mission.
	Rewards: Closing the gap	Build relationships with workers to understand their needs and then design and configure rewards around those expectations, using a mix of tangible and intangible benefits, like monetary rewards and compensatory time rewards. Consider enabling the ability for employees to build individualized rewards packages that meet their specific needs. Provide visibility to tangible and intangible benefits through total rewards statements.
The Future of HR	**Accessing talent:** It's more than acquisition	Reinvent the talent acquisition mindset by finding new ways to identify talent both internally and externally. Leverage advanced technologies like AI to automate repeatable tasks, freeing recruiters to develop proactive campaigns that build talent pools.
	Learning in the flow of life	Integrate real-time learning into the flow of life, building personalized experiences through enabling technology that offers self-service capabilities and the ability for teams to own learning development.
	Talent mobility: Winning the war on the home front	Leverage talent profiles, succession planning, and career development tools to analyze the current workforce and anticipate future workforce needs and identify internal talent to fill those needs. Enable a culture that promotes internal mobility by advertising openings internally and promoting mobility across geographic regions. Encourage cross-functional learning to prepare employees to move across functions within the organization.
	HR cloud: A launch pad, not a destination	With HR cloud as the foundation, organizations should shift their energies to transformational activities enabled by HR cloud, such as enabling transformations through operational model redesign and employee experience. Leverage conversation agents to automate actions and data entry.

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Key Oracle HCM Cloud Enablers

Deloitte Differentiators

The Future of the Workforce

Oracle HCM Cloud enables workers to be managed collectively, promoting engagement, collaboration and productivity. Location based access allows workers to use their own devices when they are in proximity of the organization's network for ease of use and adherence to compliance protocols. As the use of contingent workers grow, it is important to provide them with learning, career development and meaningful work experiences in the same ways as other workers. Skill/experience libraries help organizations to manage technical skills, competencies, capabilities, values, and experiences consistently for all workers, providing a framework that promotes a common language of talent and the ability to define jobs, roles, job families and other work criteria. Talent profiles can be constructed and populated with rigor to enable talent dashboards that glean insights into the capabilities of the workforce, helping to personalize targeted and embedded learning for each employee. AI then maps people for fit approximation by using data in job/position profiles and workers' talent profiles.

Primary Enabling Modules: Global HR, Workforce Management, Talent Management, Workforce Predictions, Workforce Modeling

The Future of the Organization

Oracle HCM Cloud helps engage today's workforce with conversational experiences, using their interaction channel of choice, such as digital and voice assistants, and SMS text, making it simple and intuitive to get their HR tasks done. Personalizations enable employees to bring their "full self" to work by focusing relevant data in their directory and talent profile, publishing their non-work interests and hobbies, and making it easier to connect with peers and opportunities that are related through volunteering, mentoring, and learning communities. Enabling collaboration through cascaded goals, goal sharing, anytime feedback and matrix management can help teams become high performing and transparent. Survey capabilities allow for pulse feedback, engagement feedback, as well as stay interview and exit interviews, enabling organizations to gain powerful insights into how the organization is doing and how the organization can improve in the future.

Primary Enabling Modules: Talent Management, Global HR, Work Life Solutions

The Future of HR

Talent profiles and directory-driven platforms help organizations find talent and people find each other. Employees can advance their careers through embedded learning, career planning, and consumer grade nudging to make them aware of jobs and opportunities that may be of interest to them. Learning communities enhance career development and on-the-job productivity by generating learning opportunities that aren't one way. In a connected environment employees are able to request mentors, learn new skills, or take on new roles.

Primary Enabling Modules: Workforce Predictions, Workforce Modeling, Talent Management, Work Life Solutions

Human-Centered Approach
Design thinking principles, such as personas and journey maps, and an agile implementation approach enables employee experience to take center stage through personas, journey maps.

Tools and Accelerators
PMO tools, reusable technical assets and conversion, integration, and payroll reconciliation automation tools help accelerate implementations

HR Transformation
High-impact HR operating model design enables organizations to transform with cloud as an enabler

Bersin™ Research & Membership
Industry leading insights deliver research-based people strategies designed to help leaders drive exceptional business performance

Trends App

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Collaboration — Role-based Security — **ORACLE** — Innovation — Conversation Agents

Mobile — Intelligent UX — Machine Learning — IoT