

Introducing Deloitte's Analytic  
Object for Workforce Analytics

**Unlock your Workforce data's potential**

To successfully deploy Workforce Analytics, many organizations have found that they need to incorporate data from multiple sources from both inside and outside the enterprise technology environment. Harnessing analytics across all facets of the Talent spectrum requires identifying relationships between HR functional, enterprise financial and operational and external marketplace and benchmark data. Since many organizations have Talent solutions from disparate vendors and platforms, it is necessary that the Workforce Analytics architecture be data source agnostic.

Deloitte Analytics Objects (DAO) for Workforce is an extendable cloud based packaged solution to support Workforce Analytics. Users can rely on a full suite of reporting and analytic functions to proactively answer pivotal business and talent related questions.

**Insight for your organization**

Business and HR leaders are seeking answers to strategic challenges such as:

- How to reduce turnover and retain top talent
- How and where to improve training and development
- Anticipate and address leadership gaps with top talent
- How and where to effectively recruit talent

The DAO for Workforce enables business users to identify trends and insights to make data-driven decisions by combining and analyzing Human Capital, operational, financial and external data.

The Deloitte Analytic Object is designed to help an organization create a more informed talent strategy to better position itself in today's continually shifting, competitive, talent market. It helps business and HR leaders develop strategic approaches to workforce planning and Talent management

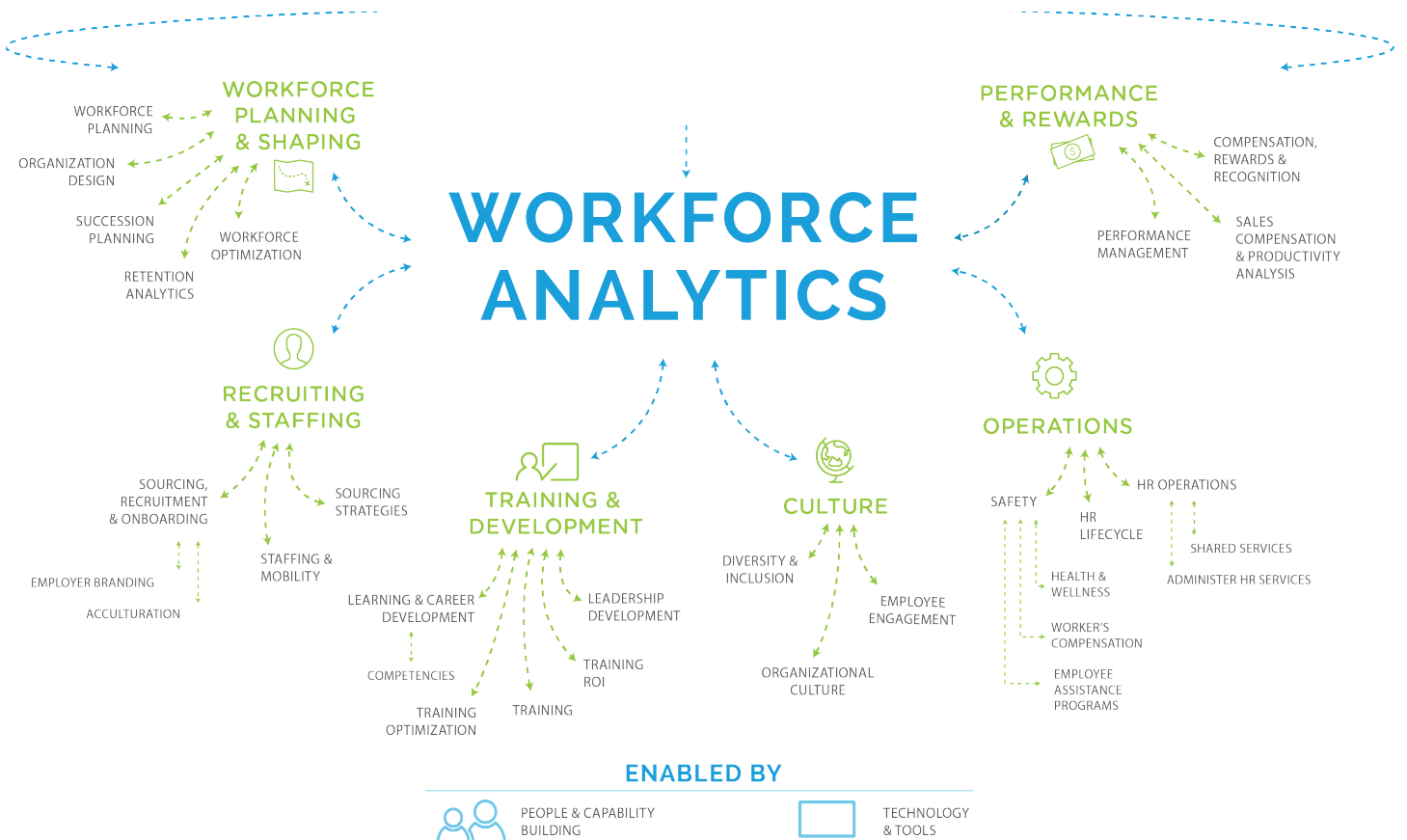
by more effectively leveraging HCM data from multiple sources across the enterprise.

The DAO for Workforce Analytics includes information in key subject areas, organized to answer key questions and drive results including:

- Workforce Planning and Shaping
- Recruiting and Staffing
- Training and Development
- Culture & Engagement
- Performance and Rewards

**Impact throughout the organization**

Deloitte has experience across all industries and is a leader in Human Capital Consulting. We have developed our leading practices from the work we have done with our clients and have incorporated our industry and human capital management thought leadership in our DAO for Workforce Analytics solution.



### **Reducing the time to value**

The DAO for Workforce is designed to be implemented quickly. Deloitte Consulting LLP has developed a new R.A.P.I.D. implementation methodology to focus on providing our clients with a collaborative Workforce Analytics design and a phased implementation strategy. R.A.P.I.D. is designed to help organizations capitalize on the DAO capabilities and focus their efforts on areas that will likely have the largest impact on their organizations. R.A.P.I.D. leverages an agile methodology which drives out incremental functionality and data visualization via iterative solution enablement and development.

### **Our Oracle capabilities**

Deloitte is a Diamond-level member of Oracle Partner Network and we have worked with Oracle for more than two decades as a Strategic Oracle Alliance member. Deloitte Consulting is also the only Global System Integrator who has achieved Cloud Elite certification. Deloitte Consulting has access to over 17,300 Oracle-focused practitioners globally through its network of member firms and is among the few professional services organizations that offers a broad range of services, including audit, advisory, tax and technology consulting services.

Deloitte Consulting's commitment to remaining in the forefront of technology adoption and delivering successful implementations is reflected in its receipt of 23 Oracle Excellence Awards in North America since 2011. Notably, these accolades include The 2015 Cloud Transformation Global Partner of the Year. We have cross-platform delivery capabilities with experience delivering projects across the full Oracle stack.

### **For more information**

An organization's ability to obtain insight — and ultimately foresight — from enterprise data, is quickly becoming a prerequisite for strategic competitiveness.

To learn more about Deloitte Analytics Object (DAO) for Workforce and how Deloitte can assist you in leveraging the latest Oracle tools to provide insight across the enterprise and drive performance, please contact:

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