

# Deloitte.



## Human Capital

Oracle HCM  
Cloud Services

Cloud services for the  
digital employee

MAKING AN  
IMPACT THAT  
MATTERS  
*since 1845*

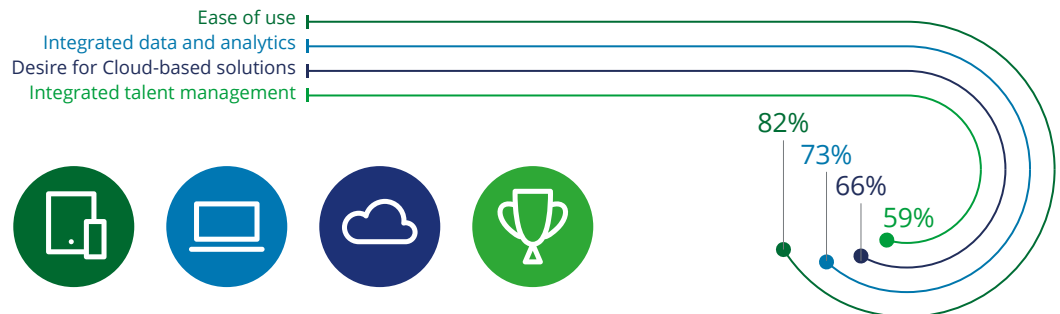
# Recent trends in the HR systems market

Organisations are embracing the Cloud for its potential business transformational impact, greater agility and focus on innovation.

## Shift to a Digital Organisation

“The all digital world is changing how we live, how we work, and how business is organised and conducted. HR can help business leaders and employees to shift to a digital mind set, a digital way of managing, organising and leading change.”

% of organisations identifying the main drivers for moving to the Cloud<sup>‡</sup>



## Empowering Employee Experience

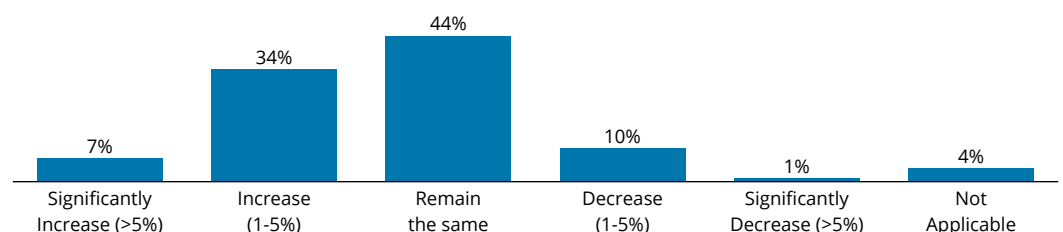
“HR has the opportunity to revolutionise the entire employee experience by transforming HR processes, systems and the HR organisation via new digital platforms, apps and way of delivering HR services.”



## Business Focused Benefits

“Only 7% of UK companies expect to notably grow HR investment over 12-18 months. Implementing Cloud technology requires lower capital investment and realises business benefits sooner through faster implementation, greater process standardisation and continuing product innovation.”

% of UK organisations plans to invest in HR in the next 12 to 18 months<sup>‡</sup>



# Service offerings

We offer a wide portfolio of services ranging from strategic advice to end-to-end transformations.

## Oracle HCM Cloud Readiness



Is your organisation ready to transition to an Oracle HCM Cloud solution? What are the organisational changes, financial implications, governance, data, security and legal requirements that you need to consider? Are you equipped to work in a Hybrid-agile manner to deploy a Cloud solution?

This offering provides the capability and tools to carry out a readiness assessment for your organisation and prepare you for the Oracle HCM Cloud implementation:

- **Business process assessment & design:** A review of processes from the system perspective to accelerate requirements gathering, perform a gap analysis and conduct process design.
- **Requirements elaboration:** An enhancement of your requirements with Deloitte's product knowledge and leading practice for your industry.
- **Implementation readiness:** A strong functional platform to perform a comprehensive RFP process.
- **Configure & prototype:** A fully functional system prototype configured specifically for your business.

## Oracle HCM Cloud Implementation



Does your team have the necessary skills to implement an Oracle HCM Cloud solution successfully, making best use of the Cloud functionality to maximise business value? What is required to transform your business from current state to one supported by a single, global and integrated system?

This offering provides a full implementation service for Oracle HCM Cloud applications, using an hybrid-agile approach to deliver the solution. Our methods and tools that help to accelerate the implementations include:

- **Momentum methodology for Oracle HCM Cloud:** A proprietary method developed to produce flawless, predictable go-live execution through repeated performance. Our method is focused on making you successful for many years after the project.
- **Next-Gen leading practices:** A business process repository for the latest and greatest HR process design materials and approaches, enabled by a community of subject matter specialists. Using a refreshed process taxonomy based on customer experience journey maps and the latest industry trends.
- **Transcend for Government (T4G):** A standardised ERP & HCM Cloud offering – tailored for Government, underpinned by our global transformation methodology, and powered by Oracle Cloud and accelerators.
- **SWIFT migration tool to expedite data conversion:** Our Swift Conversion Tool provides end-to-end functionality critical for conversion build, processing, validation and reporting. It works directly with Oracle's delivered HCM data loader (HDL) tool.

## Oracle HCM Cloud Implementation Support



What project and programme management capabilities are required to successfully drive a successful, end-to-end Oracle HCM Cloud implementation given restricted timeframe, limited financing and over loaded resources? How can Deloitte support your team to deliver what is required of them even in scenarios where you have another implementation partner?

This offering provides specific skills and knowledge for managing implementations of Oracle HCM Cloud:

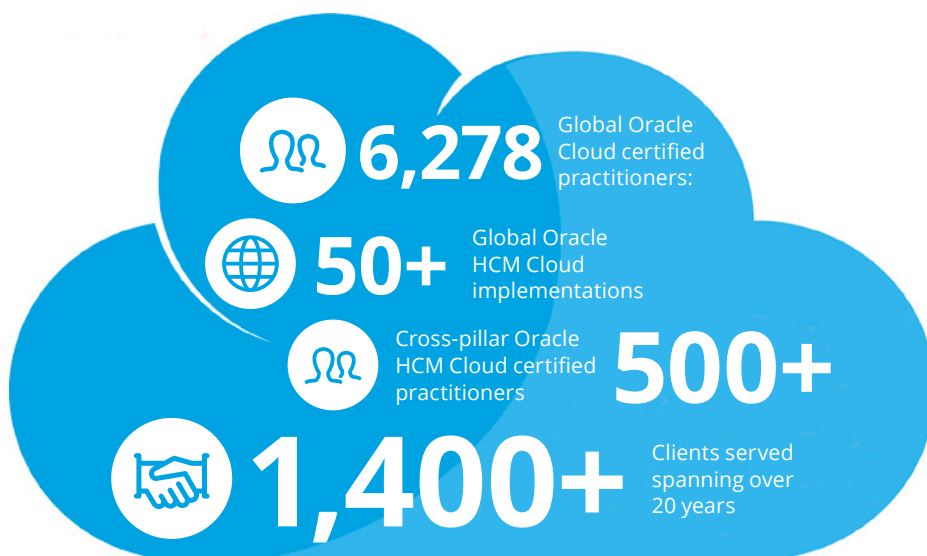
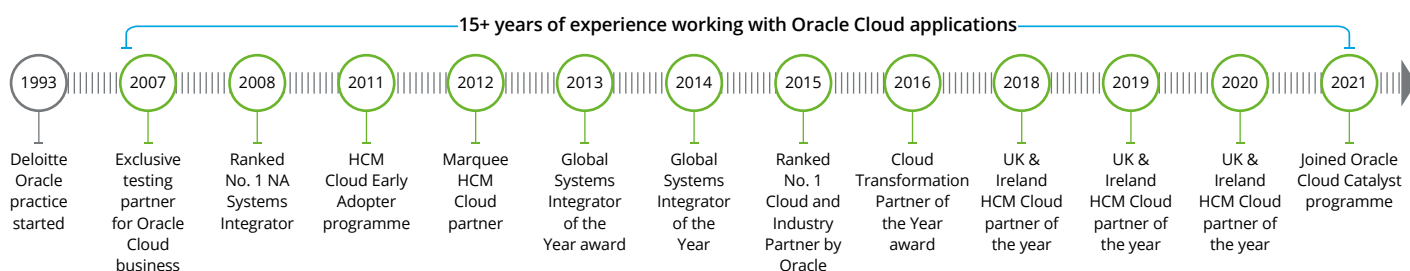
- **Specific ad hoc support:** A health check of your Oracle HCM Cloud implementation programme; advice on the impact of key decisions on the wider solution architecture and a definition of a post go-live support model.
- **Collaborative partnership:** A skilled team that understands the project management, governance and implementation challenges that will deliver business-case aligned value early, supported by Subject Matter Experts that will take ownership of data management and your side of integration development.
- **Post implementation efficiency review:** A validation of the planned benefits from your Oracle HCM Cloud implementation.
- **Our package solutions:** Our experts have developed a number of targeted packaged solutions to close known application functionality gaps.

# Deloitte and Oracle

As an OPN Member, Deloitte is in a unique position to empower your move to the Cloud.

Our practice is an integral part of Deloitte's leading Human Capital practice with wide Human Resources (HR) Advisory and HR Analytics skills, together with a leading Programme Management capability.

Our offshore capability and the nearshore Belfast Delivery centre offers comprehensive delivery and competitive pricing.



Access to Oracle R&D teams, development and roadmap



Our own Oracle HCM Cloud assets and accelerators

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\* Deloitte Global Human Capital Trends 2016  
† Deloitte Global Capital Trends 2016: UK  
‡ HR Technology 2016: 10 Big Disruptions on the Horizon