ORACLE GROW

Part of the Oracle ME employee experience platform

Adapting to unprecedented change

Over the last few years, two things we've learned to count on are uncertainty and change. In a recent research article, Deloitte notes that organizations need adaptability and resilience to navigate this highly dynamic world, and their people are the foundation for both.[1] According to the article, as environments change, so do business priorities, and effective organizations will position their people to adapt to meet them. However, this requires employees and business leaders to have the relevant insights and tools to develop the critical skills they need. If businesses struggle to deliver personalized development resources and scale upskilling initiatives to align with business outcomes, they may find themselves falling behind.

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[1] "Your People Are You Path to Adaptability and Resilience," Deloitte, April 2023.

Challenges to driving growth

Trying to piece together disparate solutions, such as a separate learning experience platform, skills platform, and other systems, to deliver a personalized development experience creates challenges for the entire organization.

Employees become frustrated

They lack the guidance to be more successful in their roles and adapt to rapidly evolving skills requirements. They're forced to find what opportunities exist in the organization on their own and try to piece together insights from different experiences.

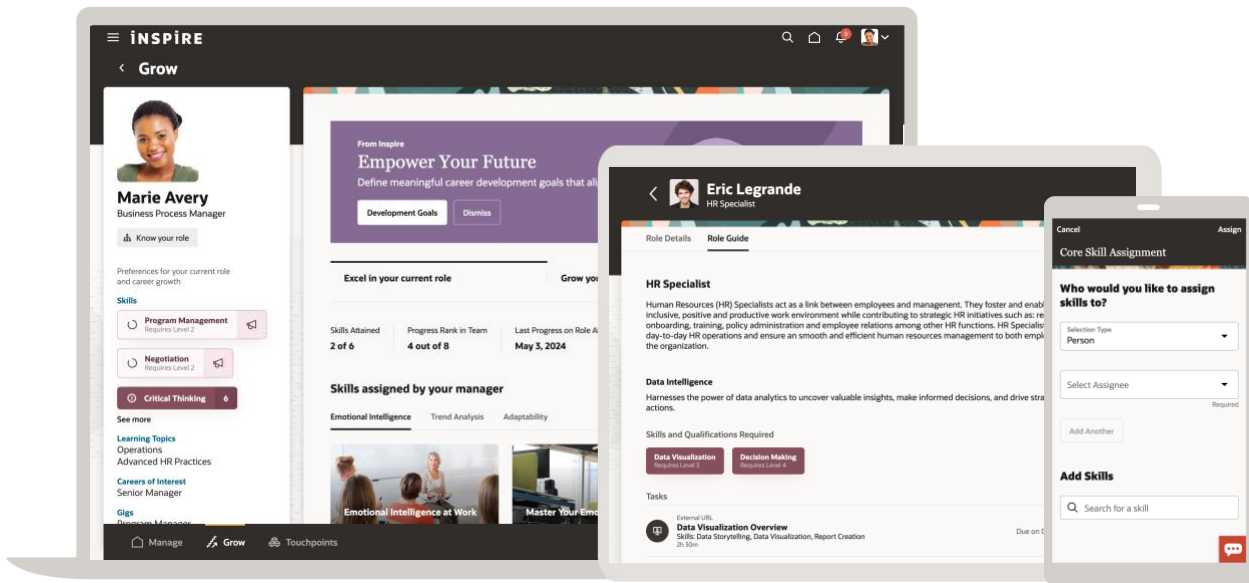### *Business leaders struggle to be agile*

At the same time, business leaders struggle to equip their people to adapt to the rapid pace of change and evolving priorities. They lack the visibility into what current skills their team has, what they can do to close skills gaps, and how to track the progress of their upskilling and reskilling initiatives. To react to market pressures and shifting demands, some business leaders create their own separate solutions, inadvertently creating skills and talent siloes that are isolated from HR and the rest of the organization.

HR leaders have limited visibility

These disconnected pursuits lead to inefficient upskilling efforts, the inability of HR to take advantage of new skills information, and poor employee experiences and performance.

In short, without a dynamic, connected skills solution, employees have poor visibility into role expectations and career growth, and the business will struggle to identify and grow the skills people need and effectively track the progress and impact of upskilling and reskilling initiatives.
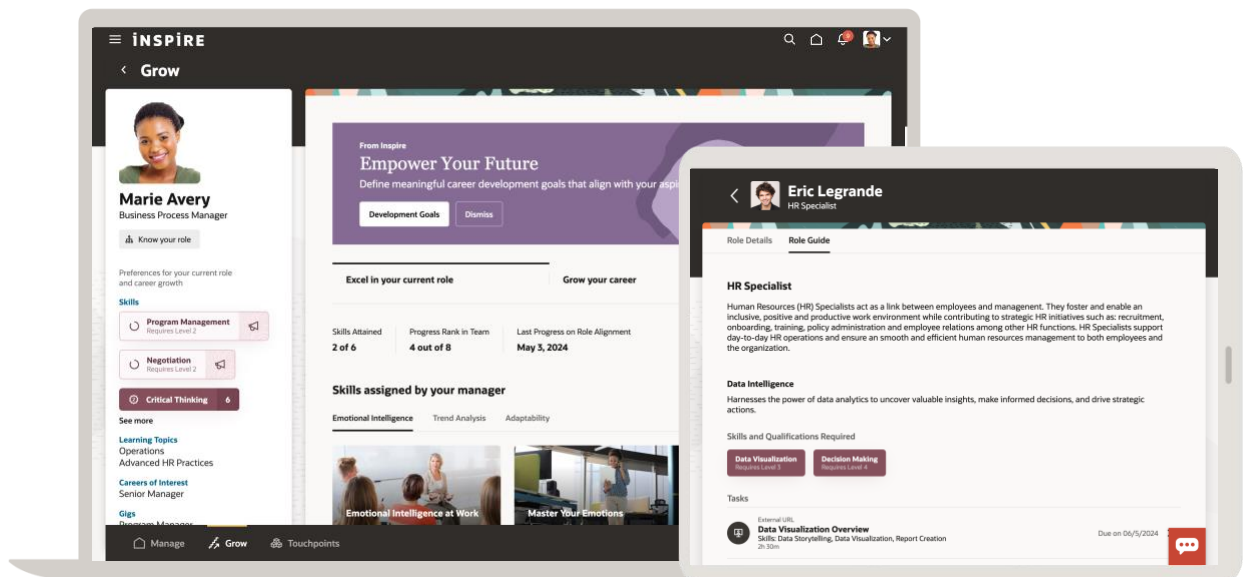
Oracle Grow

Oracle Grow, part of the Oracle ME employee experience platform, leverages skills and talent data in one HCM solution to empower employees, business leaders, and HR to uncover and develop the skills they need for organizational agility and success.

Maximize talent potential with an AI career coach

With Oracle Grow, employees can confidently identify what will help them level up in their current role or prepare for their next one. Now employees can visualize the different ways they can grow their careers in the organization, discover AI-recommended roles they may not have considered, and understand what skills they need to acquire to better qualify for those roles. Acting as their personalized development coach, Oracle Grow looks at employee data and uses AI to continuously deliver the most relevant growth opportunities that will help them be successful today and tomorrow.

With Oracle Grow, employees can

- ☑ Discover personalized growth opportunities, curate learning playlists, and act on continuously evolving recommendations

- ☑ Create their own goal-based learning playlist, choosing from multiple ways to develop, such as coaches, classes, gigs, and more

- ☑ Build their portfolio of experiences and skills and gain visibility into the ways they can grow with AI-recommended development opportunities and resources, such as role guides, gigs, mentors, and learning materials
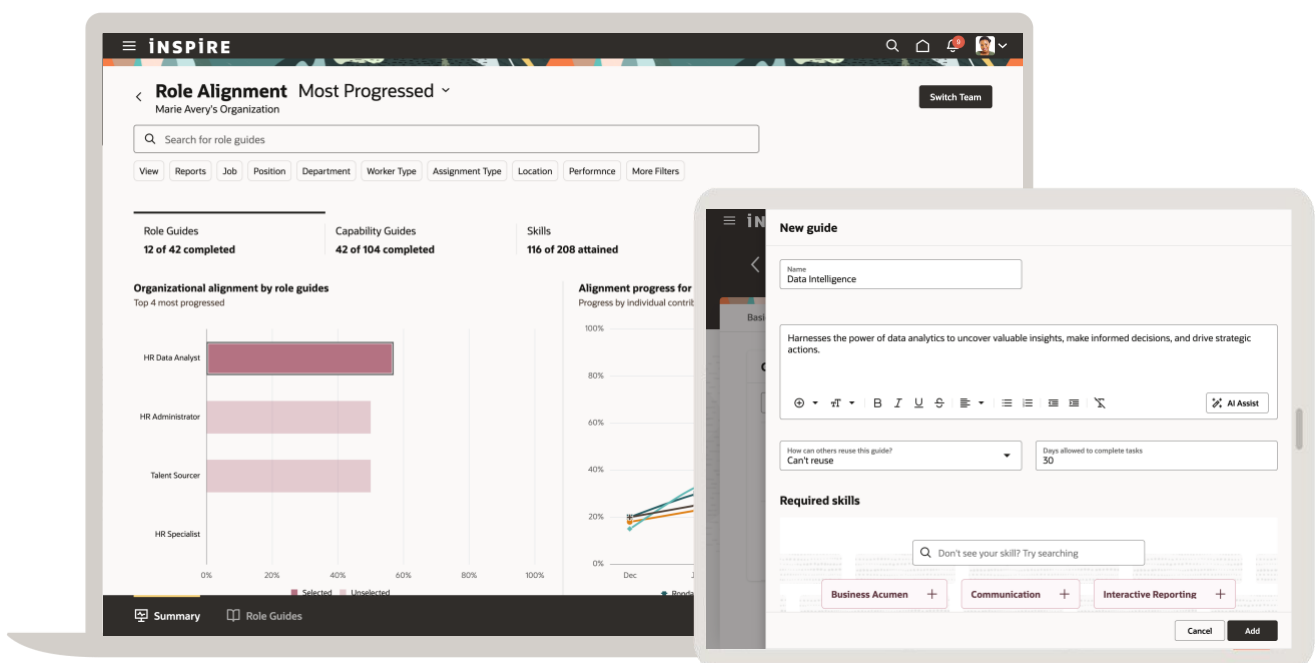
Align upskilling with business outcomes

Business leaders play a critical role in delivering a great employee experience. They give individuals the direction they need to be successful in their roles and make sure their skills are aligned with evolving business priorities. Oracle Grow helps organizations develop the skills they need for strategic roles by enabling leadership teams to leverage and build on an existing skills infrastructure created and managed by HR. With all skills, people, and work data unified in your core HR, business leaders can align upskilling efforts with their specific strategies, HR can identify talent and learning gaps to improve job architecture and the employee experience, and employees can gain a clear understanding of role expectations to maximize their talent potential.

With Oracle Grow, business leaders can

- ☑ Quickly define role requirements that are aligned with key objectives
- ☑ Remain agile as new initiatives arise with a powerful upskilling solution that empowers them to define what skills the organization needs
- ☑ Meet strategic goals by tracking development progress with a real-time view into the current and developing skills of individuals, key contributors, and the team
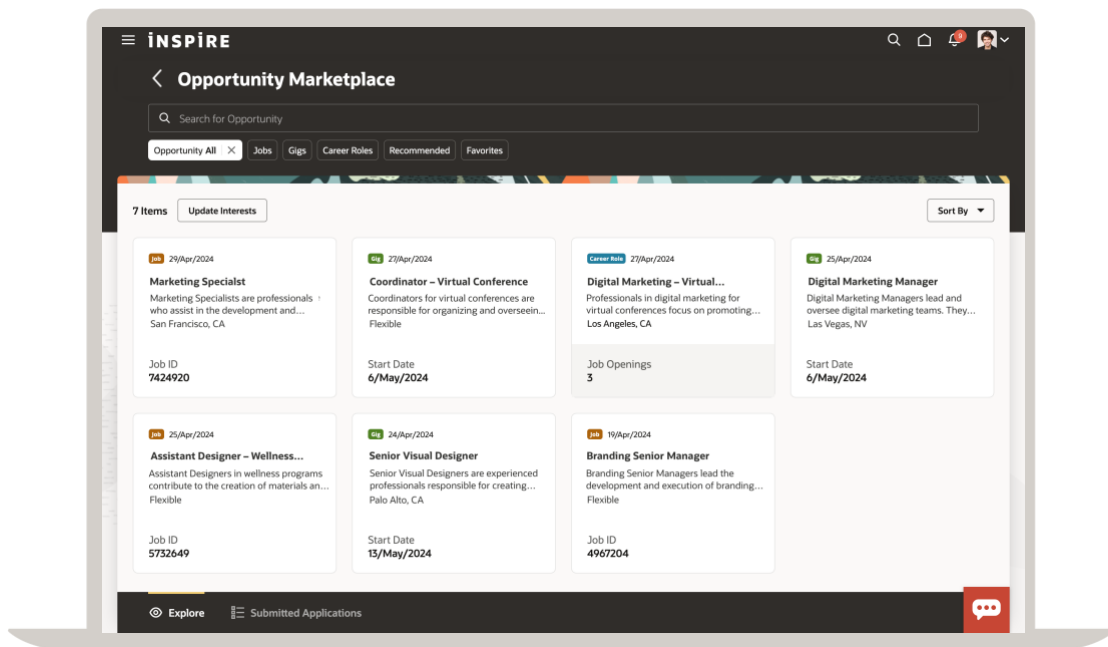
Strengthen people initiatives across the organization

Oracle Grow helps HR act as a strategic advisor to business leaders and employees by delivering a unified upskilling solution to drive skills development and career mobility. Tracking, measuring, and supporting employee growth and business upskilling in one platform enables HR to take advantage of all the skills and talent data to support their talent initiatives and desired outcomes.

With Oracle Grow, HR can

- ☑ Deliver a unified AI-powered upskilling solution to all stakeholders that helps boost organizational agility and drive business outcomes

- ☑ Amplify internal mobility and engagement by incorporating role guides alongside job requisitions and gigs in an inclusive and personalized opportunity marketplace

- ☑ Leverage an AI-powered skills catalog, curated by HR, across the enterprise to drive various talent imperatives, such as recruiting, development, and retention

Jump-start your skills journey with Oracle Grow

Oracle Grow is a core component of the Oracle ME employee experience platform, bringing you a full set of capabilities to help you increase employee engagement, quickly adapt to new priorities and expectations, and ensure employee success. By leveraging a native cloud solution where data is connected, your organization can get rid of rigid and static processes and provide a better employee and business leader experience, delivering insights in the flow of work to support more informed, timely decisions. With Oracle Grow, HR can think big, start small, and move fast with their skills journey by first delivering an employee growth and business leader upskilling solution that connects all talent information across a comprehensive HCM suite.

Learn more about Oracle Grow   **Take a tour**

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