

# Oracle Cloud Summit Mumbai

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# Future of work: What we've learned and where to go next?

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March 16, 2023



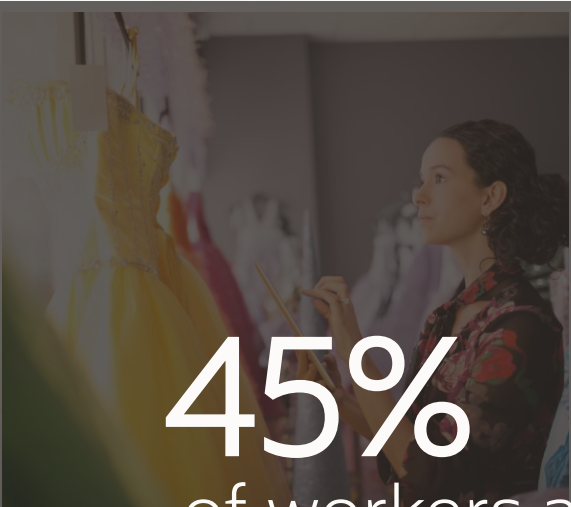
# The Changing Nature of Work, the Workplace, and the Workforce:



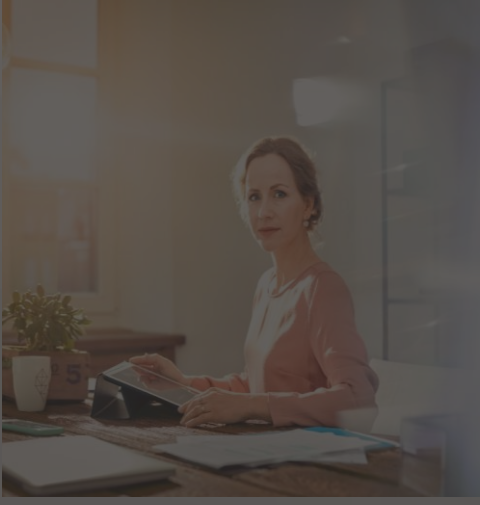
# The Changing Nature of Work, the Workplace, and the Workforce:



**53%**  
of HR leaders say **organizational design and change management** is a top priority



**45%**  
of workers are **fatigued from all the change**



Source; Gartner "What Will HR Focus On In 2023"

# The Changing Nature of Work, the Workplace, and the Workforce:



72%

of executives say the **ability to adapt, reskill and assume new roles** is the top-ranked item to navigate future disruption

55%

of workers have already or plan to **shift between traditional and contingent work**

# The Changing Nature of Work, the Workplace, and the Workforce:

24%

of HR leaders say their leadership development approaches fail to

effectively prepare leaders for the future of work<sup>1</sup>

50+%

of workers leaving jobs lack a sense of belonging<sup>2</sup>

85%

of workers are not satisfied with their employer's support

<sup>1</sup>Gartner HR Top Priorities 2023

<sup>2</sup>McKinsey "It's not about the office, it's about belonging"

# How do we unlock organizational potential & performance now?

- Work, workforce, workplace issues are critical business issues
- The manager-employee relationship is a critical success factor
- Diversity in hiring is critical to unlocking the workforce ecosystem
- Employees want and need to be seen, heard, known, met, supported,
- Growth and mobility is a constant
- Data and Technology are the enabling systems for outcomes



# Oracle HCM Cloud

Designed for Change.  
Built for YOU.

*HCM Communicate • Touchpoints • Journeys* **Employee Experience (Oracle ME)** *Connections • HR Help Desk • Digital Assistant*

**HUMAN RESOURCES**  
Benefits    Core HR    Work Life  
Workforce Modeling & Predictions    Strategic Workforce Planning

**TALENT MANAGEMENT**  
Recruiting  
Onboarding  
Learning  
Career Development  
Opportunity Marketplace  
Performance Management  
Compensation  
Succession Planning

**Oracle Cloud HCM**

**WORKFORCE MANAGEMENT**  
Time & Labor  
Absence Management  
Workforce Health & Safety

**PAYROLL**  
Payroll  
Payroll Connect  
Payroll Interface  
Payroll Core



**Automation, Analysis, and Personalization**  
Advanced HCM Controls | Analytics | Dynamic Skills | Experience Design Studio | Visual Builder Studio

<b>Oracle Cloud HCM</b>	Oracle Cloud ERP	Oracle Cloud SCM	Oracle Cloud CX
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**Oracle Cloud Infrastructure**  
AI/ML | Extensibility | Integration | Security | Autonomous Database



**Keeping work, workforce, and workplace evolution in sync is critical to unlocking the performance and potential of workers, teams, and the organization...**

**... if not HR, then WHO?**

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