Oracle Cloud Summit Mumbai

Thank you to our partners





ORACLE

Talent in the Now

Name

Dr. Suryanarayan Iyer Oracle India March, 2023

Nurturing Talent for Exponential Organizations – The drivers









The multi-generation workforce

Changing career patterns

The rise of the blended workforce

Enduring Capabilities reign

4 Imperatives – New mandate for HR

Leadership Development - An integrated view to Talent Management Career Mobility – Opportunity Marketplaces Change Ready workforce – Dynamic Skills People Analytics – The Power of Data and Artificial Intelligence

Know

Unlock potential with a more integrated Talent Management strategy

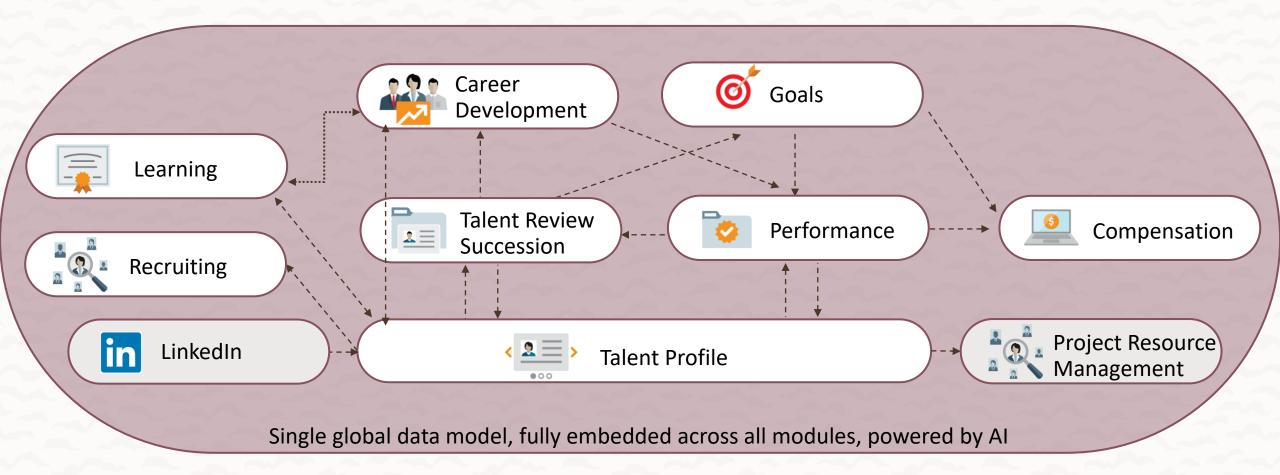
> ENABLED BY Oracle Cloud HCM

Empower

Align

Grow

An Integrated Talent Management



Opportunity Marketplace

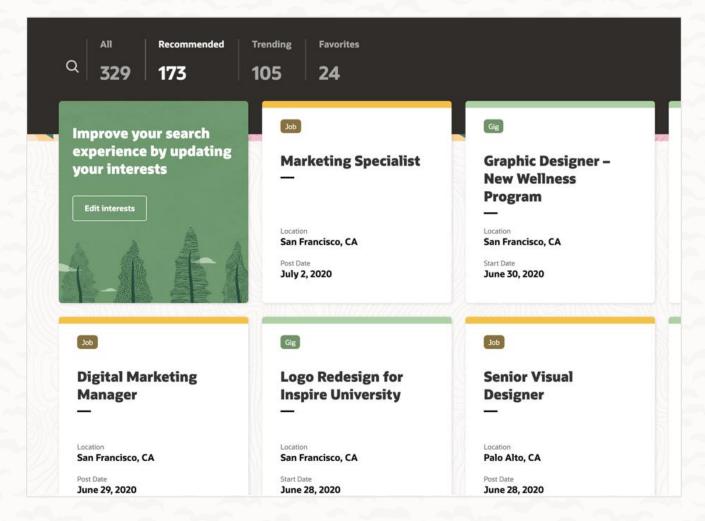
Facilitate meaningful exchange between Organizations and Employees around defined Opportunities for professional development, training, mentorship, project participation, networking, promotion, diversity & inclusion.

The Fundamental Shift

The Old Way	Opportunity Marketplaces
Cost based view of employee	Opportunity based view – Value driven
Job Content : Day to Day	Mix Passion and New varied experiences
Talent Marketplace (static, one dimensional, skill match, specified career progressions	Opportunity Marketplaces
Organization's Unconscious bias	AI / ML based insights – Opportunity success
Command & Control Leadership style	Empowering

Opportunity Marketplace and Internal Mobility

- Explore Growth Opportunities
- Promote internal Gigs
- Gain New Experiences, Build Skills
- Supports organizations in fulfilling short term needs
- Empowers employees
- Encourages to grow their skills and careers
- Tap into potential
- Supports the organization's goals to improve retention, celebrate diversity, and increase engagement
- Grows a well-networked and collaborative workforce



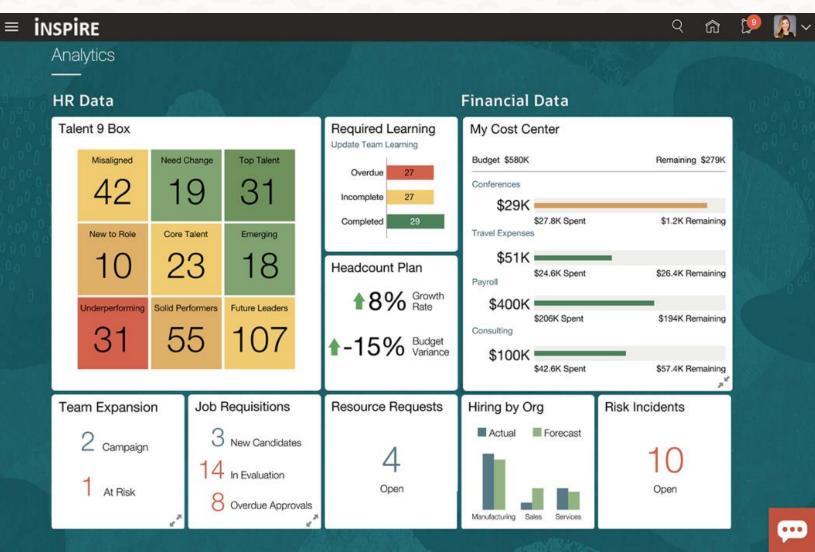
Dynamic Skills *Rethink your business and be future ready*

- Skills Nexus Starting Point for All Customers
 Over 250K Skills and 16K Job Titles
- Skills Advisor Connect skills with people, jobs, and resources with AI-powered recommendations
- **Skills Center** A centralized place to manage skills and to drive personal and organizational growth.
- Industry Standards built on Global Skills Model which works through a Customer Configurator and provides Customer Inventory
- Skill endorsement and matching recommendations

	Q Don't se	e your skill? Try searching		
Business Intelligence Your peers are proficient in this \heartsuit	Recomn	Management State S	Decision Making Similar to selected skills ♥ ♥	
Agile Project Management 🗢 📢 Hot skills	Negoti	Negotiation ♥ ♥ Data Visualization Recommended for your current role ♥ ♥ ♥		
Statistical Analysis Your peers are proficient in this		Planning and Organizing Image: Similar to selected skills Similar to selected skills Image: Similar to selected skills		
Budgeting Recommended for your current role	୦ ସ		ificial Intelligence (AI) ි ද් Skills	

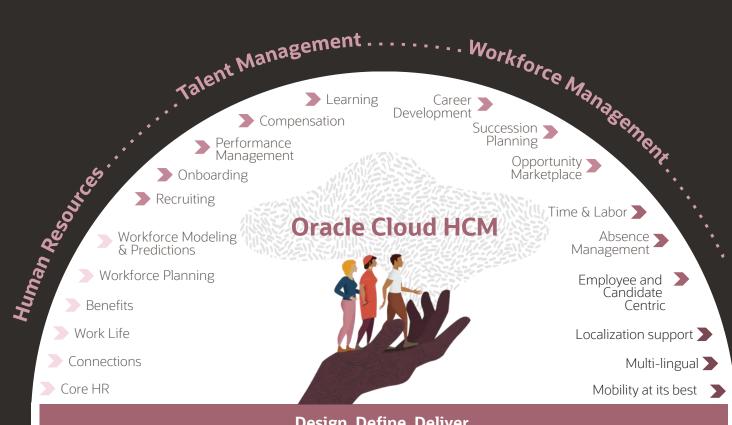
Maximize the Value Of Cloud HCM Drive Business on Analytics

- Strategic People Analytics
- Persona based insights
- Prebuilt and pre-delivered KPIs
- Forecast and Future Trends
- Narration capabilities



A UNIFIED HCM EXPERIENCE

- ✓ ONE Data Model one source of truth
- ✓ ONE Design human interactions
- ✓ ONE Experience any device, any browser
- ✓ ONE HCM Solution complete, one product
- ✓ ONE Platform connected enterprise
- ✓ ONE Connection unified integration
- ✓ ONE Toolset adaptable configuration
- ONE Analytics Platform enterprise visibility
- ✓ ONE Security across all data / processes
- ✓ ONE Technology AI / ML / IoT / bots



Design, Define, Deliver

Experience Design Studio | Journeys | Digital Assistant

Automate, Analyze, Adapt Adaptive Intelligence | Analytics | Dynamic Skills

Oracle Cloud HCM

Oracle Cloud Infrastructure AI/ML | Extensibility | Integration | Security | Autonomous Database