

Oracle Cloud Summit Mumbai

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Deloitte. **AMD** 

ORACLE

Talent in the Now

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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

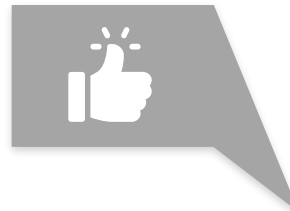
Leadership Development - An integrated view to Talent Management



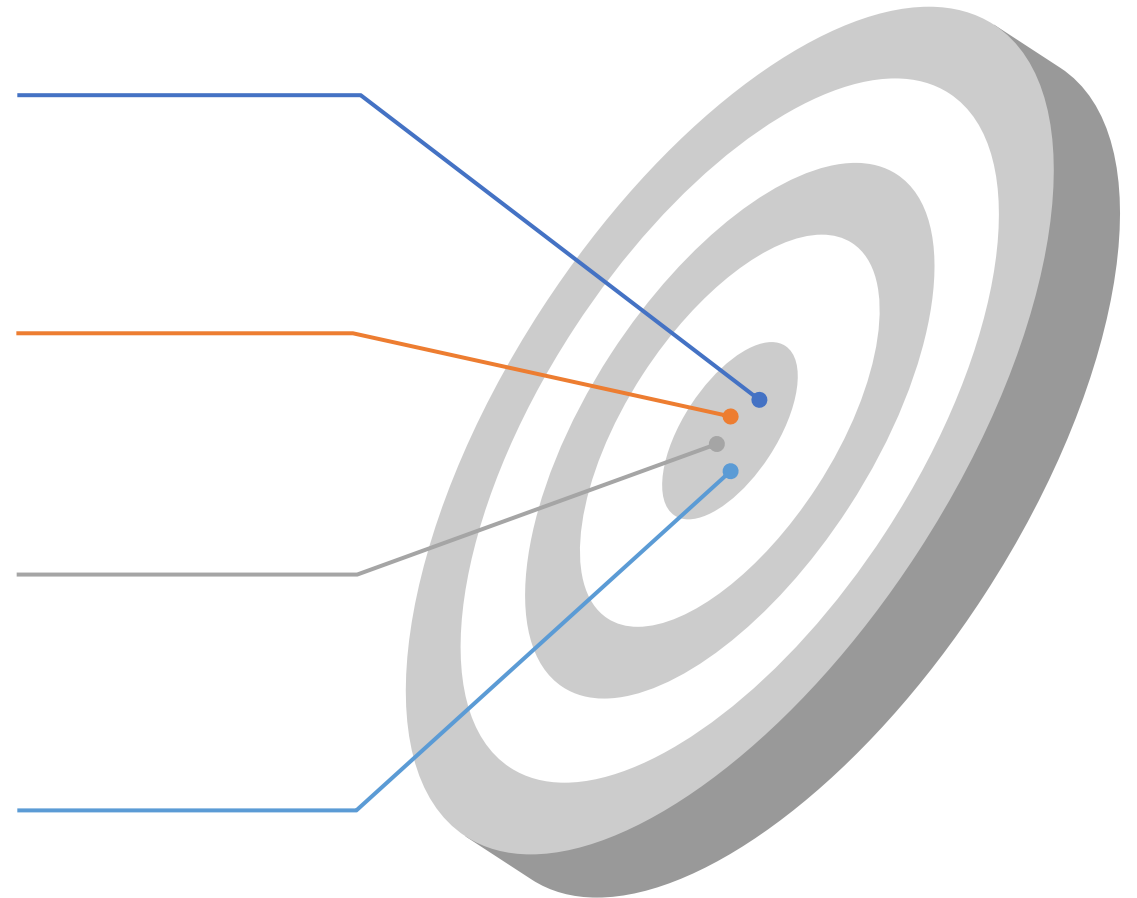
Career Mobility – Opportunity Marketplaces



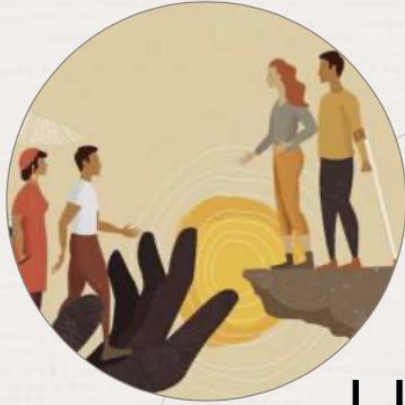
Change Ready workforce – Dynamic Skills



People Analytics – The Power of Data and Artificial Intelligence



Know



Align



Unlock potential
with a more
integrated Talent
Management strategy

ENABLED BY
Oracle Cloud HCM

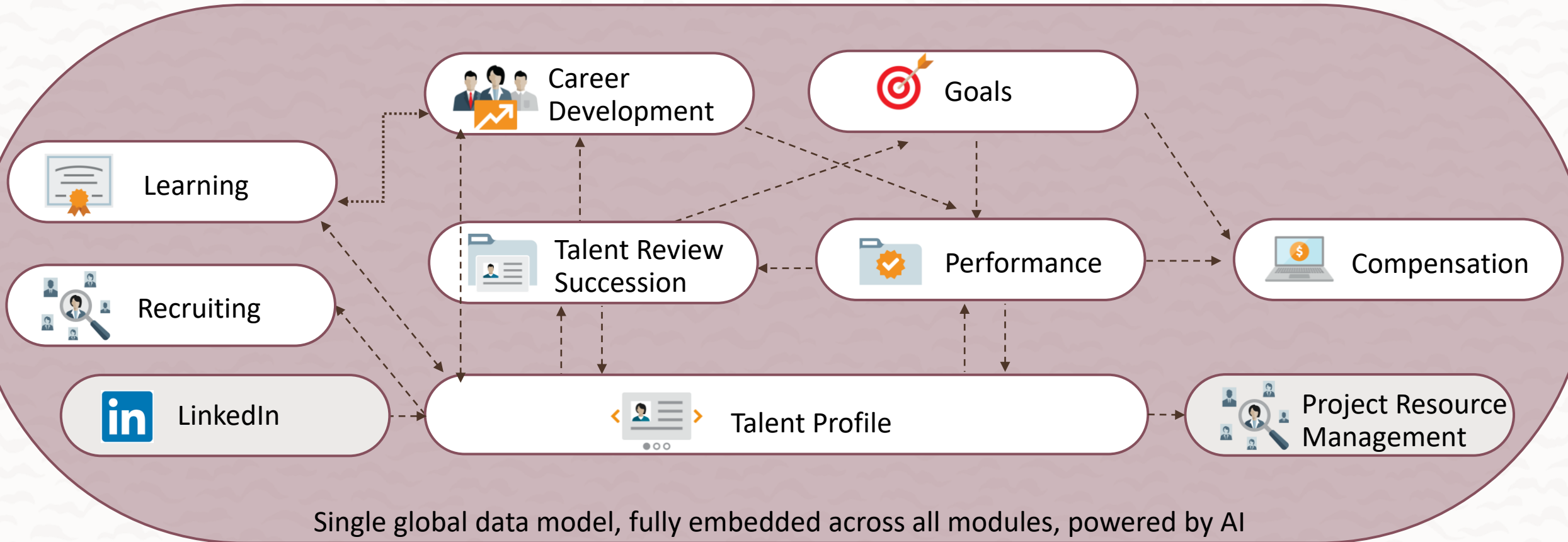
Empower



Grow



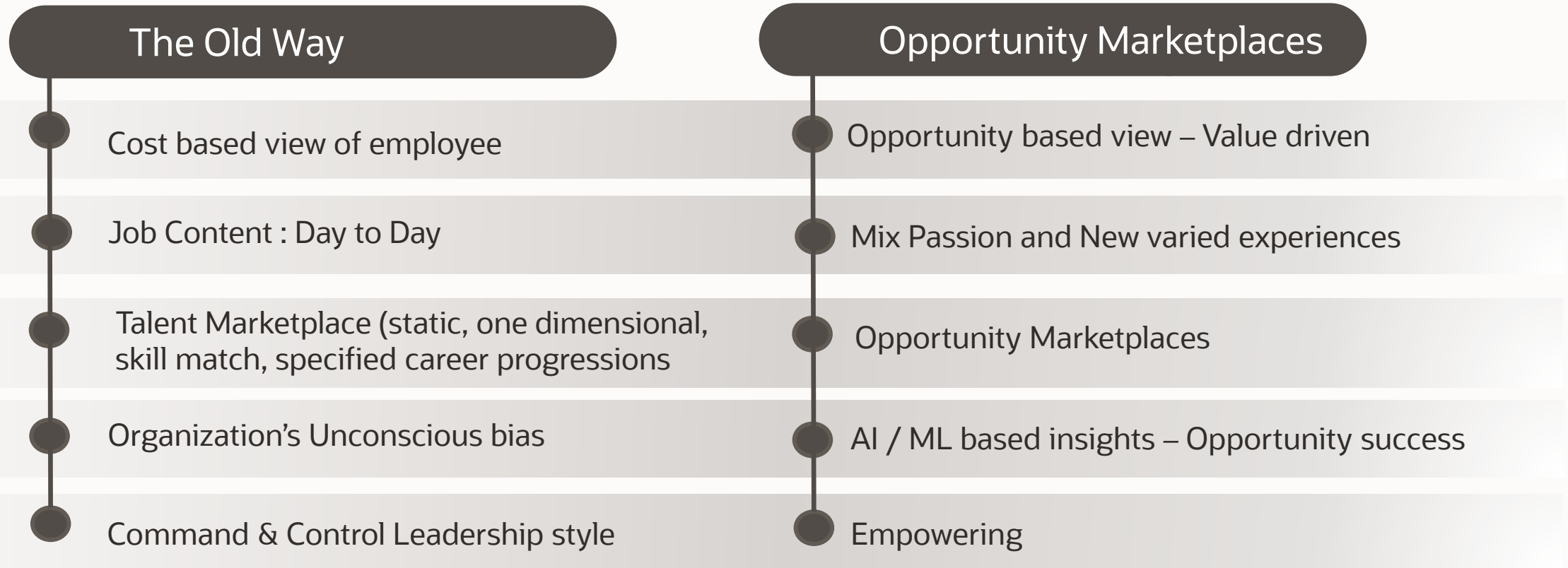
An Integrated Talent Management



Opportunity Marketplace

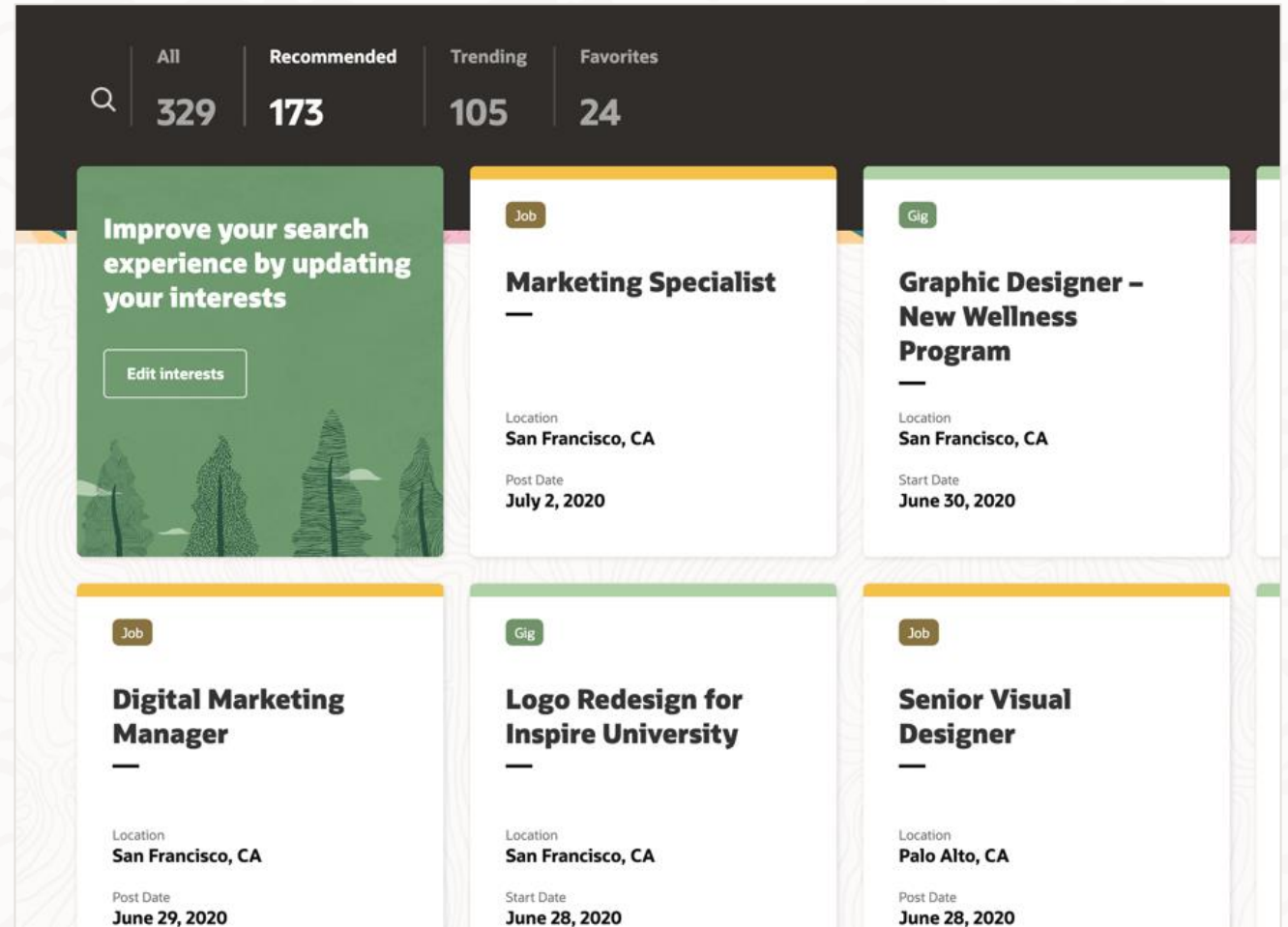
Facilitate meaningful exchange between Organizations and Employees around defined Opportunities for professional development, training, mentorship, project participation, networking, promotion, diversity & inclusion.

The Fundamental Shift



Opportunity Marketplace and Internal Mobility

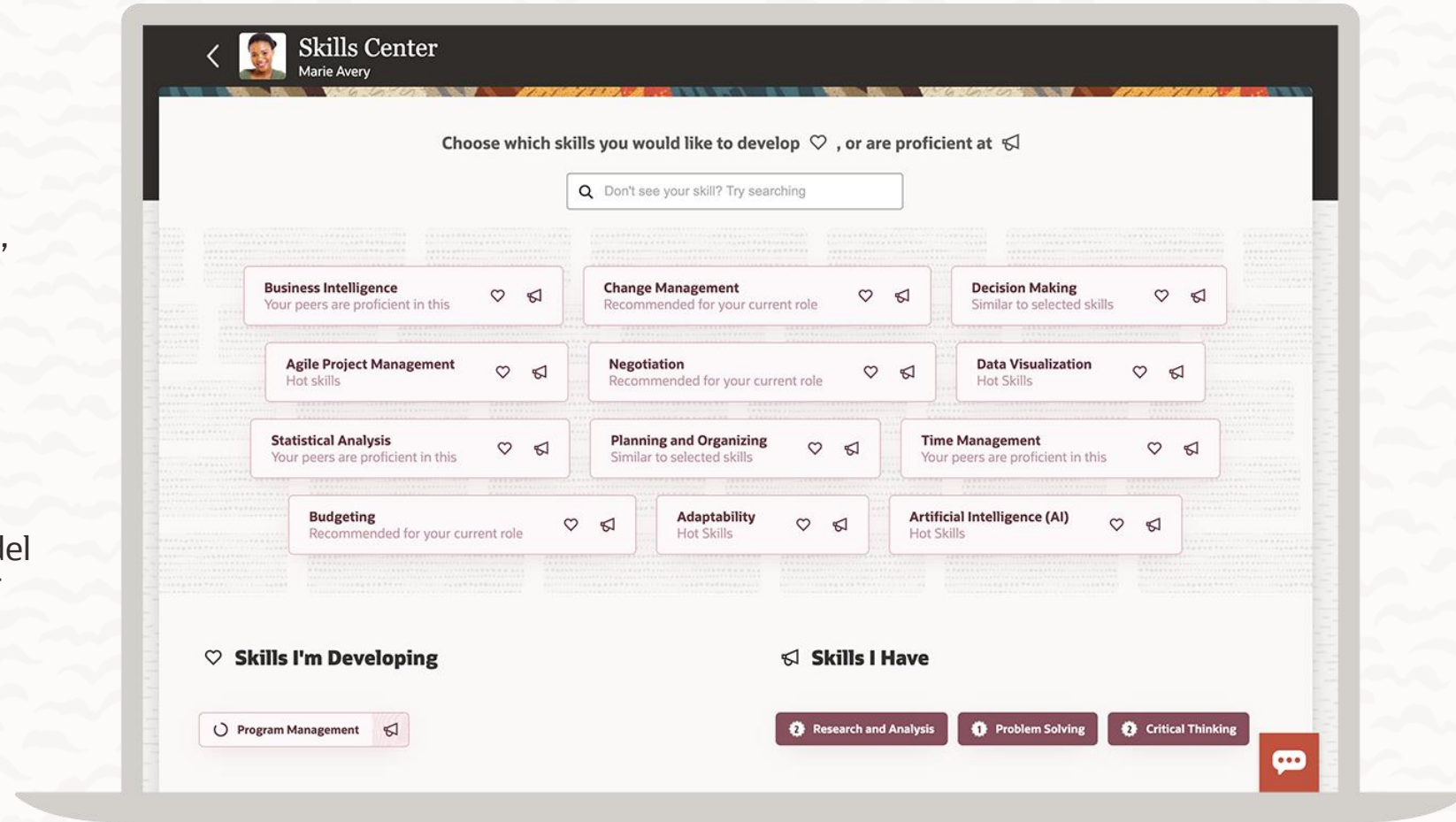
- Explore Growth Opportunities
- Promote internal Gigs
- Gain New Experiences, Build Skills
- Supports organizations in fulfilling short term needs
- Empowers employees
- Encourages to grow their skills and careers
- Tap into potential
- Supports the organization's goals to improve retention, celebrate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



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

