

HCM Cloud Talent Management

Planning Your HCM Cloud Implementation

The next generation of HR management applications have arrived and organizations are provided with new opportunities to transform and improve their HR and talent management processes.

With Oracle HCM Cloud Talent Management applications, PeopleSoft customers now have access to the latest and most innovative technology solutions for modernizing their HR technology. Oracle's hybrid cloud deployment model enables PeopleSoft customers to leverage integrated talent management functionality with a lower total cost of ownership.

WorkStrategy can help you plan and build a tailored roadmap for implementing or integrating Oracle HCM Cloud modules with your existing PeopleSoft HCM database. Our HR technology specialists will assist with design and configuration, process improvement, implementation best practices, and change management.

- ▶ Talent Profiles
- ▶ Performance Management
- ▶ Goal Management
- ▶ Workforce Compensation
- ▶ Career Development
- ▶ Talent Review / Succession
- ▶ Recruiting
- ▶ Learning
- ▶ OTBI Analytics / Reporting
- ▶ Security

The screenshot displays two overlapping views of the Oracle HCM Cloud Talent Management interface. The background view is titled "Jackman Organization 2019 Talent Review Meeting" and shows a talent pyramid with three levels: Expert Talent (1/4.55%), Adaptable Talent (3/13.64%), and Top Talent (2/9.09%). The foreground view is titled "Simon Gilbert: 2018 Annual Evaluation" and shows a performance document for a 2018 Annual Cycle. It includes an overall summary with star ratings, performance goals such as "Bring Customer Satisfaction Levels to 90%" and "Complete Business Ethics Course", worker comments, and manager comments. The interface also shows a list of competencies and a sidebar with filters for performance levels (High, Medium, Low).

Implementation Methodology

Our HCM Cloud Talent Management integration approach is defined as a multi-phased project including analysis, design, prototypes, configuration, integration mapping, and acceptance testing.

Our staff will provide project oversight and change management guidance during the deployment of your HCM Cloud talent management modules.

As your plan for your integration between PeopleSoft HCM and Oracle HCM Cloud, our technical specialists will assist with source system synchronization, daily refresh processing, OTBI analytics, and reporting, security definition, and any necessary data integrity audits and remediation.

Our consultants will review each of your talent management processes - through demonstrations and prototyping sessions - to familiarize the team with its operation and system architecture. The talent management applications will be configured to meet your requirements using delivered tools for managing performance, talent reviews and succession planning, goals, career development, learning, and recruiting.

A partial list of configuration activities is listed below:

- ▶ Eligibility Profiles
- ▶ Performance Templates
- ▶ Goal Definition and Alignment
- ▶ Talent Content Library
- ▶ Talent Reviews and 9-Box
- ▶ Career Planning
- ▶ Diversity and Workforce Modeling
- ▶ Recruiting and OnBoarding
- ▶ Related Compensation Processes
- ▶ Hierarchy Definition
- ▶ Manager Alerts
- ▶ Trend Analysis and Insight
- ▶ Functional Setup Manager
- ▶ OTBI Analytics and Reports
- ▶ Approval Management
- ▶ User Roles and Data Security

- ▶ Project Planning
- ▶ Functional Design
- ▶ Data Mapping
- ▶ PeopleSoft Integration
- ▶ Data Conversion
- ▶ Configuration
- ▶ User Acceptance
- ▶ Production Readiness

About WorkStrategy

WorkStrategy HCM technology specialists provide strategic planning, project management, process improvement, and talent management services for Oracle PeopleSoft and HCM Cloud applications. Our consultants are regarded as leaders in the HR management field and possess a unique reputation for exceeding customer expectations.

Get There. With WorkStrategy HR Technology Solutions.