



Designed for Change. Built for You.

Welcome to a Modern Utility

Designed for a safe and secure future

March 12-14, 2023

ORACLE

Designed For Change. Built For You.

Oracle Cloud HCM

Guy Waterman

Global Strategy Lead, Cloud HCM Product Strategy
Oracle Applications Development

March 13, 2023

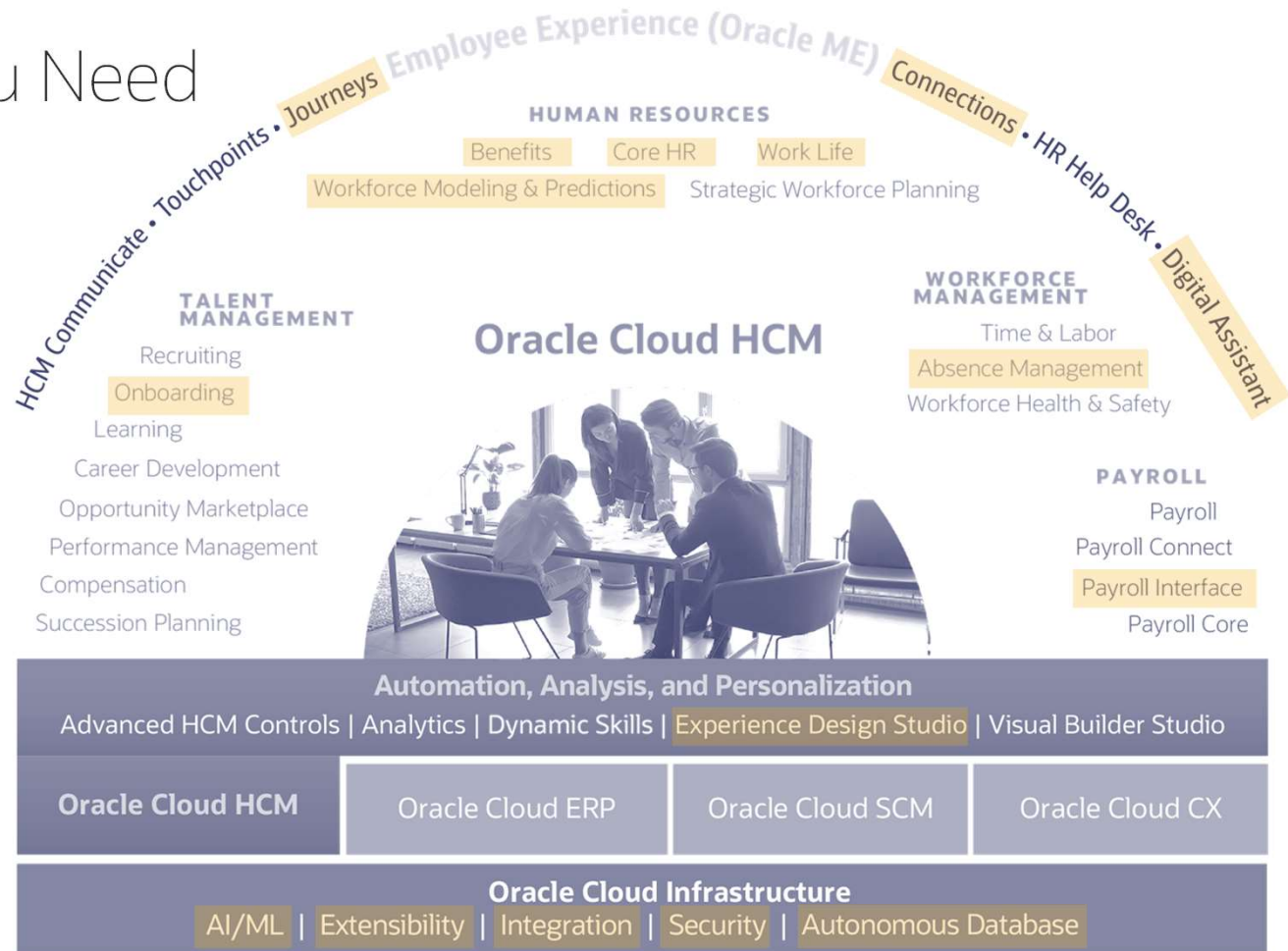


Safe harbor statement

The following is intended to outline our general product direction. It is intended for information purposes only and may not be incorporated into any contract. It is not a commitment to deliver any material, code, or functionality, and should not be relied upon in making purchasing decisions. The development, release, timing, and pricing of any features or functionality described for Oracle's products may change and remains at the sole discretion of Oracle Corporation.

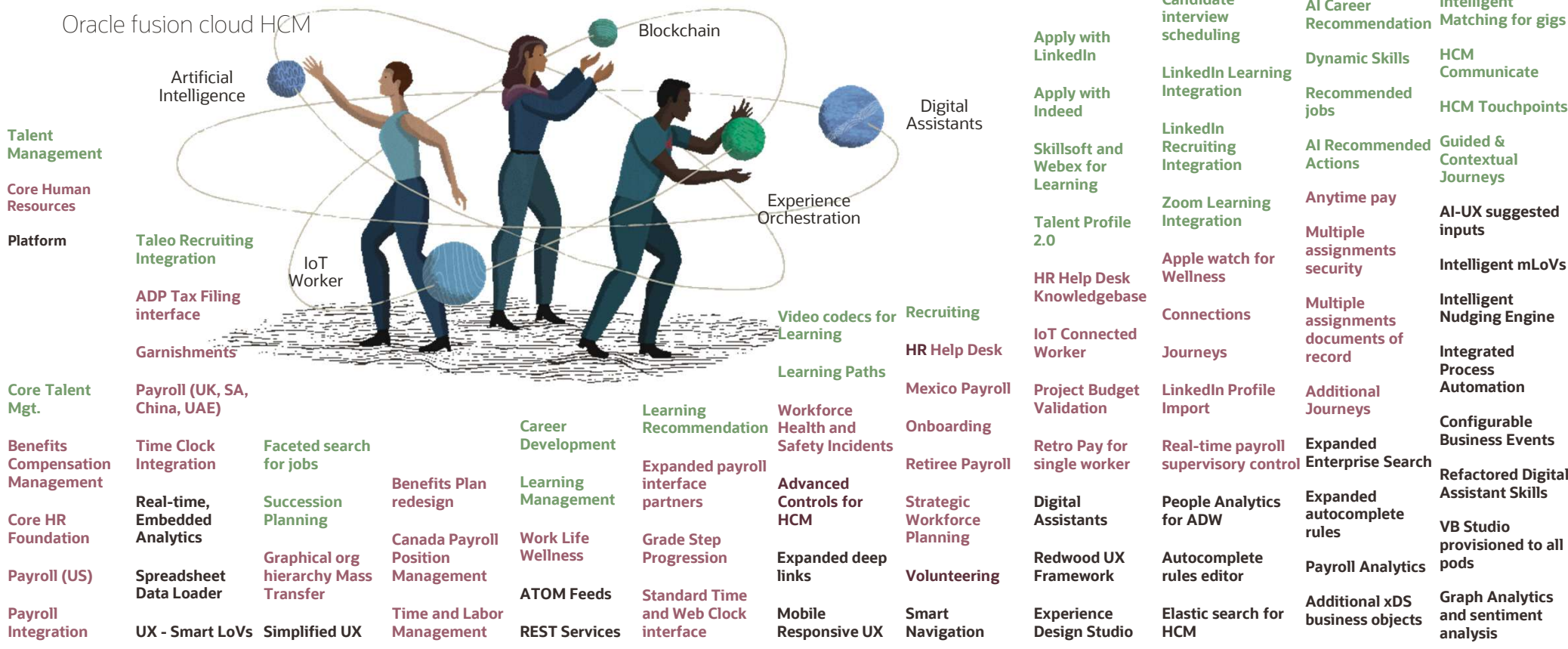
Everything you Need

Oracle fusion cloud HCM



Innovation that Matters

Oracle fusion cloud HCM



2011

2023



AI/ML Everywhere

Common Technology

Sales

- Smart Talking Points
- TAM Expansion
- Account Prioritization
- Account Enrichment
- Account Data Diagnostic
- Signal Alerts
- Ideal Customer Profile Modeling
- Win Probability / Opportunity Scoring
- Next Best Action
- Deal Acceleration
- Digital Sales Assistant
- Virtual Service Assistant
- Next Best Product Recommendations
- Next Best Offer
- Intelligent Territory Search

Marketing

- Intelligent Switch
- Look-a-like Modeling for Advertising
- Marketing Data Identity Resolution
- Web Real-Time Intelligent Targeting
- Marketing Campaign Performance Prediction
- RFM Scoring
- Lead Enrichment in Eloqua

Financials

- Expenses Digital Assistant
- Intelligent Document Recognition
- Intelligent Code Combination Defaulting
- Supplier Spend Intelligence
 - Smart Supplier Profile
 - Supplier Categorization
 - Supplier Spend Currency Conversion
- Supplier Spend Advanced Insights
- Intelligent Payment Discounts
- Automated Expense Approvals
- Automated Expense Audit
- Fraud Detection
- Intelligent Process Automation
- Intelligent Performance Management
- Invoice Factoring Via Blockchain

Supply Chain

- Predict Demand
- Identify "At-Risk" Deliveries
- Anomaly Detection
- Maintenance Prediction and Planning
- Predict Operations Yield & Throughput
- Predict Product Quality, Scrap, & Returns

HR

- Recruiting
 - Skills Advisor for Job Requisitions
 - Hiring Accelerator: Time to Hire
 - Best Candidates
 - Similar Candidates
 - Skills Advisor for Candidates
 - Recommend Jobs
 - Similar Jobs
 - Candidate to Job Matching
 - Candidate Tiering
 - Stack Rank Applicants
 - Smart Candidate Re-Ranking
 - Likelihood of offer acceptance*
- Dynamic Skills
 - Employee skills center
 - Manager Team skills center
 - Best Careers
 - Best Successors
- Predicted Employee Attrition
- Gig Recommendations
- Touchpoints Nudging
- Intelligent Employee Assistant
- Workforce Requirements/Strategic Workforce Planning
- Advanced HCM Controls

PPM

- PPM Digital Assistant
- Next Generation Project Planning Interface
- Increase Project Staffing Efficiency with AI

Platform

- AI-enabled Cloud observability, management, and updates
- Oracle Search
- Suggested recommendations
- Security recommendations and profile analysis (sensitive data audits)
- UX field suggested/default inputs
- Auto-Approvals
- Digital Assistant – Answers and NLP
- Analytics
 - Data discovery
 - Duplicate Data identification
 - Explain ability of analysis
 - NLP/NLU/NLG



Designed For Change. Built For You.

Committed to Your Success

Oracle fusion cloud HCM



<https://www.oracle.com/human-capital-management/hr-heroes/>

Designed For Change. Built For You.

Opportunity in complex times

Aging workforces, competition for talent, and guiding careers in the direction of your strategic needs. Those who can attract, grow, and keep the best workers will be viewed as “the place to be.”



What are YOUR top HR challenges in 2023?



Develop extraordinary employee engagement



Attract, develop, engage & retain the right talent for biz agility and resilience



Employee attraction, engagement, growth and retention



Unify operations and HCM for full project-centric HR lifecycle



Prepare for mergers, acquisitions, and growth with one global ERP



Recognize M&A value faster;
Quickly assimilate acquisitions and corporate re-orgs



Labor shortages, costs, and workforce pressures



Manage workforce efficiently;
Improve employee experience to attract, retain, and engage talent



Absorbing and navigating disruption with agility



Modernize Operations;
Quickly assimilate acquisitions and corporate re-orgs

1



Grow the Best

Better visibility to the needs now and into the future.

2



Attract the Best

When internal resources cannot meet the needs fast enough.

3



Keep the Best






Create excellent experiences – empower management with timely recommendations.

Utilities In Focus

Challenges in the Utilities industry are unique and require capabilities tailored to meet them.

Designed For Change. Built For You.

Workforce challenges:

-  Attracting and hiring quality candidates
-  Delivering a global skills center specific skills expanding the current framework
-  Career Mobility, preparing workers for their next role while they are still performing their current job
-  Advanced scheduling and time clock functions
-  Labor Cost Distribution

Empowering a Deskless Workforce

Today's workforce is not just mobile, we are all increasingly on the move. We are more a hybrid workforce that requires new tools to address the way that we work.

Designed For Change. Built For You.

Planned investments:



Safety First – Health & Safety, and IoT connected worker solutions



Empowerment – Line managers view worker's availability and plan weekly team/shift assignments



Community – quickly connect with each other throughout the day using conversational assistants that work where you work



Appreciation – recognizing and rewarding workers through active check-ins that create coaching opportunities and encourage career growth



Opportunity – intentionally develop skills via gigs to propel careers in worker's desired direction

Cloud HCM in Action

Intuitive, Intelligent, Personalized

- Find anything with Oracle Search
- AI Suggestions and recommendations
- Conversational Digital Assistant
- Personalized Journeys and experiences
- Touchpoints connects you with your team
- Works where you are

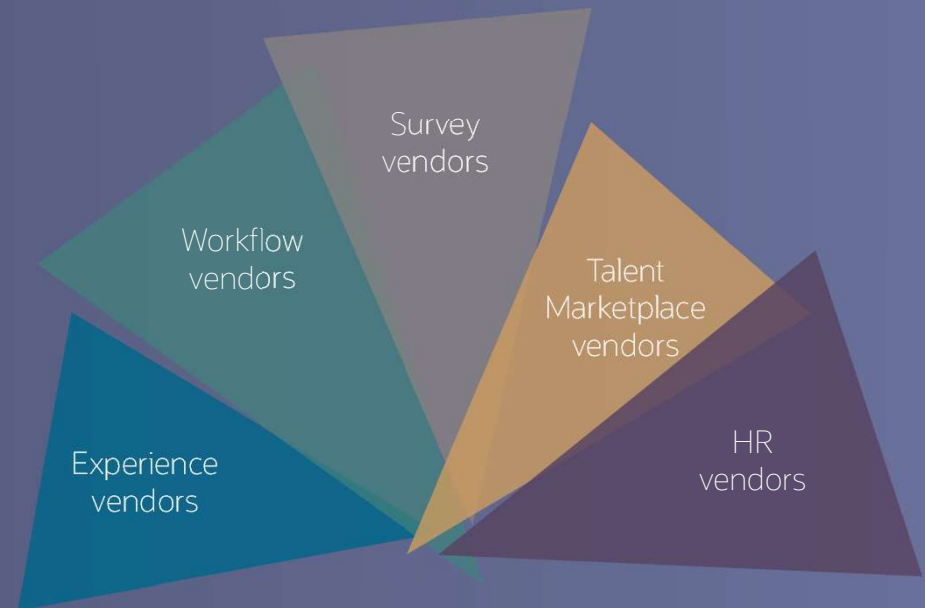
How are we different?

UNIFIED, COMPLETE & COMPREHENSIVE



VS

INCOMPLETE AND DISCONNECTED



Unlock the potential and performance of your organization

- ✓ Attracting top talent in the latest “new normal”
- ✓ Creating hyper-personalized employee experiences at scale
- ✓ Reskilling, upskilling and putting talent intelligence to work
- ✓ Cultivating “human” leadership for a people-first culture
- ✓ Absorbing and navigating disruption with agility

Thank you

Designed
For Change.

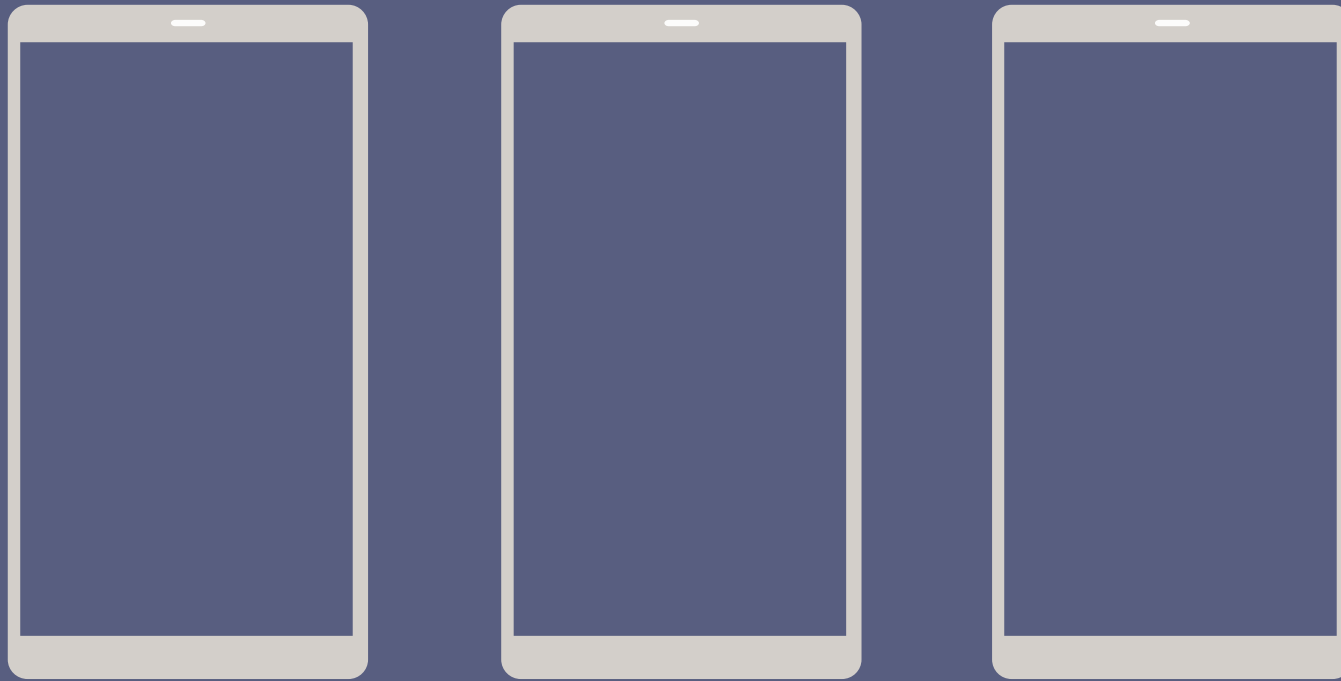
Built For You.



Title + Phone, Tablet picture insertion



Title + 3 Phones picture insertion



Title + Tablet, Monitor picture insertion



Device Shells

Designed For Change. Built For You.



Device Shells

Designed For Change. Built For You.



Icons

Arrows



Business



Code



Buildings



Icons

Computers



Communication



Date & Time



People

