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Oracle HCM Cloud

Product Strategy Update and Roadmap

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Safe Harbor Statement

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Program Agenda

- 1 ➤ What a Couple of Years!
- 2 ➤ Social
- 3 ➤ Product Depth
- 4 ➤ Unification & Integration
- 5 ➤ Insight
- 6 ➤ What's Next?

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What Challenges do HR Leaders Face in 2014 and Beyond?



30-40
(million)

Projected **shortage of college-educated** workers by 2020.¹

63%

Of CEO'S are concerned about **availability of key skills.**²

70%

Of U.S. **workers are not engaged nor inspired** by their work.³

Sources: (1) McKinsey & Company - The world at work: Jobs, pay, and skills for 3.5 billion people. (2) PWC 17th Annual Global CEO Survey (2014). (3) Gallup, "The State of the American Workplace: Employee Engagement Insights for U.S. Business Leaders," 2013

The Multi-Generational Workforce

50%

Of the workforce will be millennials in 2020

60%

Of the millennials leave a job in under 3 years

56%

Of people would chose flexibility over more pay

72

Is the new age of retirement

The multi-generational workforce is here to stay!



Sources: SHRM, 2013; Tammy Erikson, 2009; Forbes, 2013

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The Impact of Modern Technology in Today's Workplace

61%

Of companies report employees **using mobile devices** at work

2x

Usage of Mobile-enabled HR processes is expected To **double** in the next year

58%

Cited **improved collaboration**

Sources: Sierra-Cedar 2014-15 HR Systems Survey

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Today's **Service Centric** Economy...



...is the **New Service Standard** for HR



Oracle's Beliefs for Modern HR Systems



Talent Centric

Find, grow, and retain the best people



Social

Integrate social capabilities to enable collaboration throughout the organization



Insightful

Provide complete workforce insights for every stakeholder

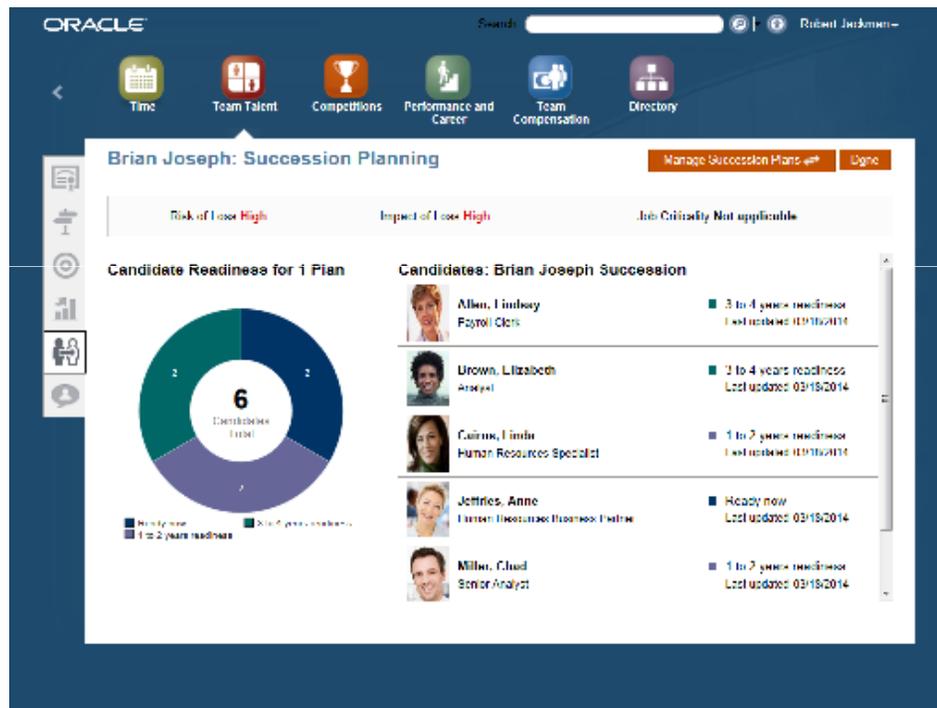


Mobile

Make it easy for everyone to use on every device

Talent Centric

Find, grow, and retain the best



Find and quickly onboard great hires via social recruiting tools

Manage employee career objectives and development to keep them engaged

Easily identify top talent and those at risk of attrition

Ensure your best talent is in line for future leadership and critical roles

Social

Encourage employee collaboration with integrated social capabilities



Connect employees through an integrated **social network**

Easily network, learn, and **get work done**

Modern unified **employee profiles** with social data

Incorporate **social feedback** into employee performance reviews

Insightful

Complete workforce insights for every stakeholder



Over 900+ out of the box
pre-built real-time KPIs

Role-based **dashboards**
with embedded **insights**

PWC Saratoga validated **predictive analytics** and what-if modeling

HR Performance
Benchmarking with **big data**

Mobile

Easy for everyone to use on every device



Role based user experiences
optimized for modern mobile devices

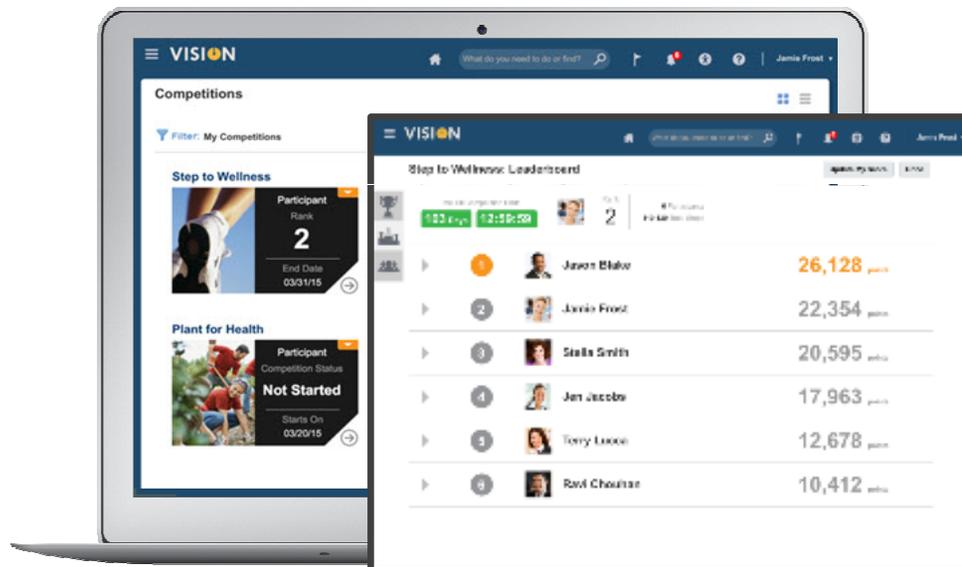
Intuitive user experience that
requires zero training

Easily access reports and insights
from anywhere

Complete key tasks on the go

Work Life

Drive higher employee productivity and engagement



Run **contests** so that employees can better complete work assignments

Use innovative game mechanics to help employees reach their **wellness goals**

Connects with a variety of consumer **wearable technology**

Monitor employee social media policy **compliance** and mitigate any risks

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Connecting people

Social in context

Connecting teams

Social-based solutions



Social

Why is a Collaborative Culture Important?

67%

of employees report an increase in work requiring active **collaboration**.

Source: Breakthrough Performance in the New Work Environment, CEB, 2013

Why Collaboration?



Ignites innovation



Improves engagement



Utilizes diverse strengths



Increases agility



Organizational
knowledge sharing

Social technologies
are enabling greater
collaboration
in and out of the
workplace.

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Oracle HCM Cloud Service



HR Operations



Employees



Executive



HR Information
Technology

Global Human
Resources

Talent
Management

Workforce
Rewards

Workforce
Management

Social

Globalizations and Statutory Localizations

Integrated Human Capital and Talent Management Foundation

Social Network

Mobile

Analytics, Dashboards
& Big Data

Integrations

Platform as a service and Infrastructure as a Service

Global Human Resources



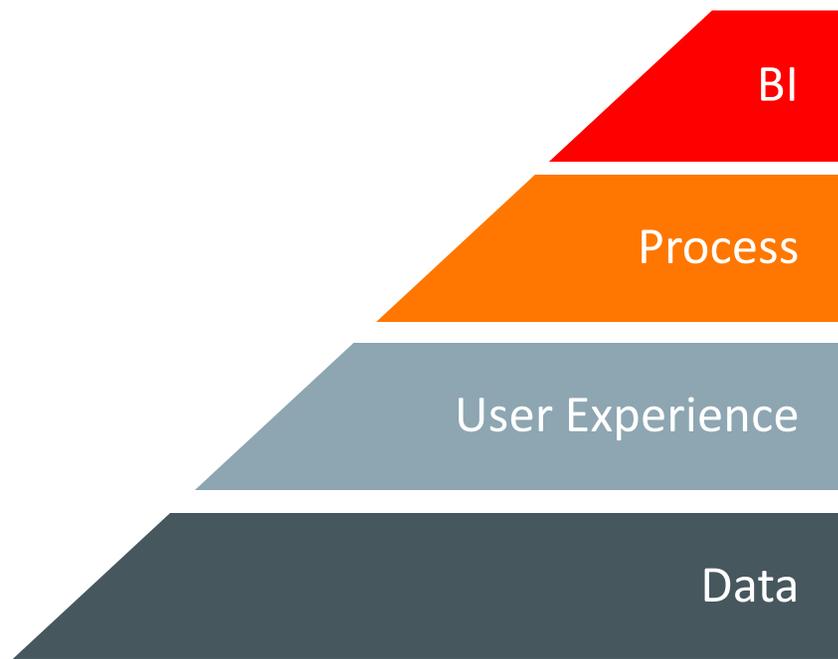
- Globalization: **44** Countries
 - Augment **17** deep localizations
 - **27** more country specific internationalizations (National Identifier, Address Format, etc.)
- Position Management
 - Position Hierarchies
 - Position Control
- Labor Relations
 - Collective Agreements Terms and Conditions Foundation
 - Seniority Rules processing

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One Cloud, One Solution



Reporting and analytics

End-to-end processes

Unified user experience

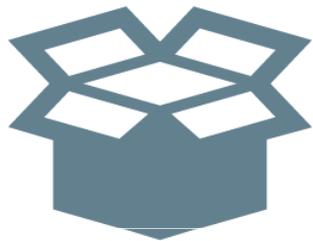
Federated profiles

Integration platform

Extensibility tools

Security role framework

HCM Connect



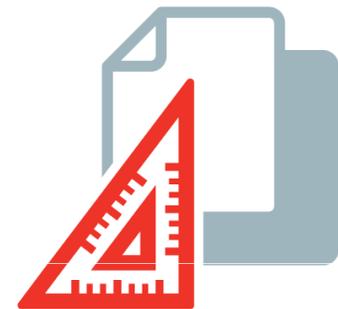
Packaged Integrations

- 3rd party services
- HCM Cloud to existing Core HCM
- Maintained by Oracle



Integration Templates

- Integration best practices
- Multiple processes
- Maintained by Oracle



Integration Platform

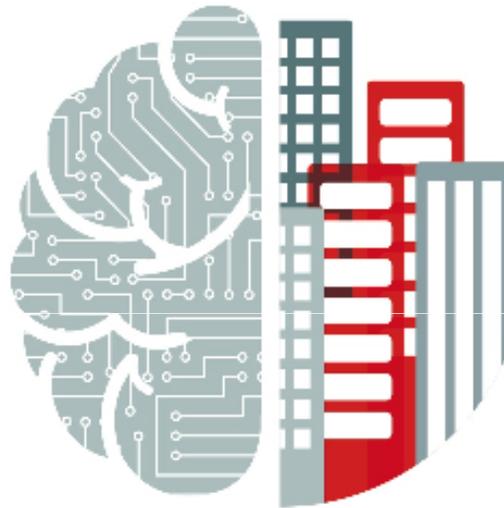
- Build your own
- Leverages Oracle technology
- Maintained by customer

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Better information
delivered

Supports all
delivery methods

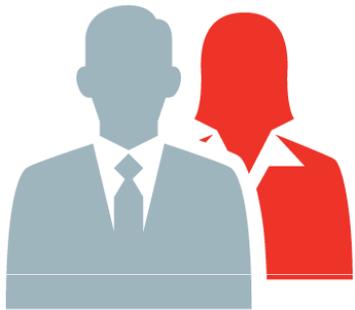


Predictive Insights

Big Data for HCM

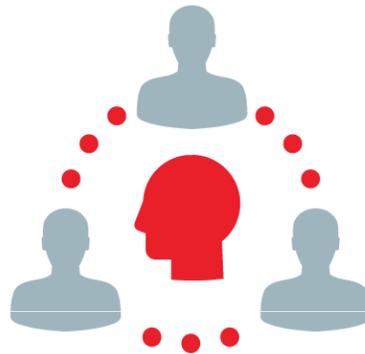
Business Insight

Actionable Insight for **Every Role**



Chief HR Officer (CHRO)

Hire, develop & retain the best talent and provide regulatory compliance



Line of Business Leader

Manage people, productivity, and plan for the future



HR Analyst

Provide HR leadership, meaningful HR insights, administer required processes

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Oracle's HCM Cloud Momentum



Doubled

Core HR Customers AND
Live Core HR Customers

+10000

New Talent Management
Customers

>50%

HCM Cloud Customers
new to Oracle HCM

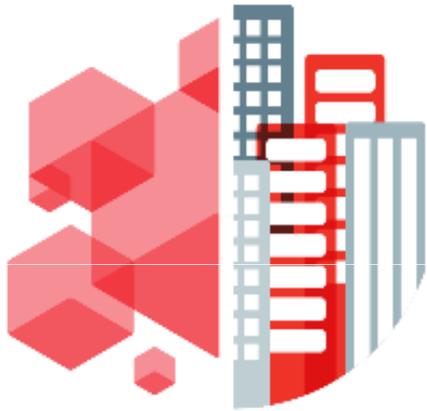
+250

New Learn Customers

>500

Global HR Cloud
Customers

Our Journey Together



You and Oracle



Shared Goals



Today and Beyond

Thank You

Hardware and Software Engineered to Work Together

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