26A Release Update

ORACLE

ORACLE FUSION CLOUD HCM

Yvette Cameron
SENIOR VICE PRESIDENT, ORACLE CLOUD HCM STRATEGY & MARKETING

Hi, my name is Yvette Cameron, Senior Vice President of Cloud HCM Product Strategy and Marketing at Oracle.

Welcome to this Spotlight of Release 26A for Oracle Fusion Cloud HCM.

Welcome to the ERA of Agentic AI

Now there's no doubt that we're entering a new era—an ERA of Agentic AI. An era where AI doesn't just create content, but where AI takes action on our behalf.

Generative AI has helped us work faster and smarter.

But Agentic AI takes it further—it understands the intentions and goals of individuals. It learns from context, and it takes action to get real work done.

Oracle AI for HCM
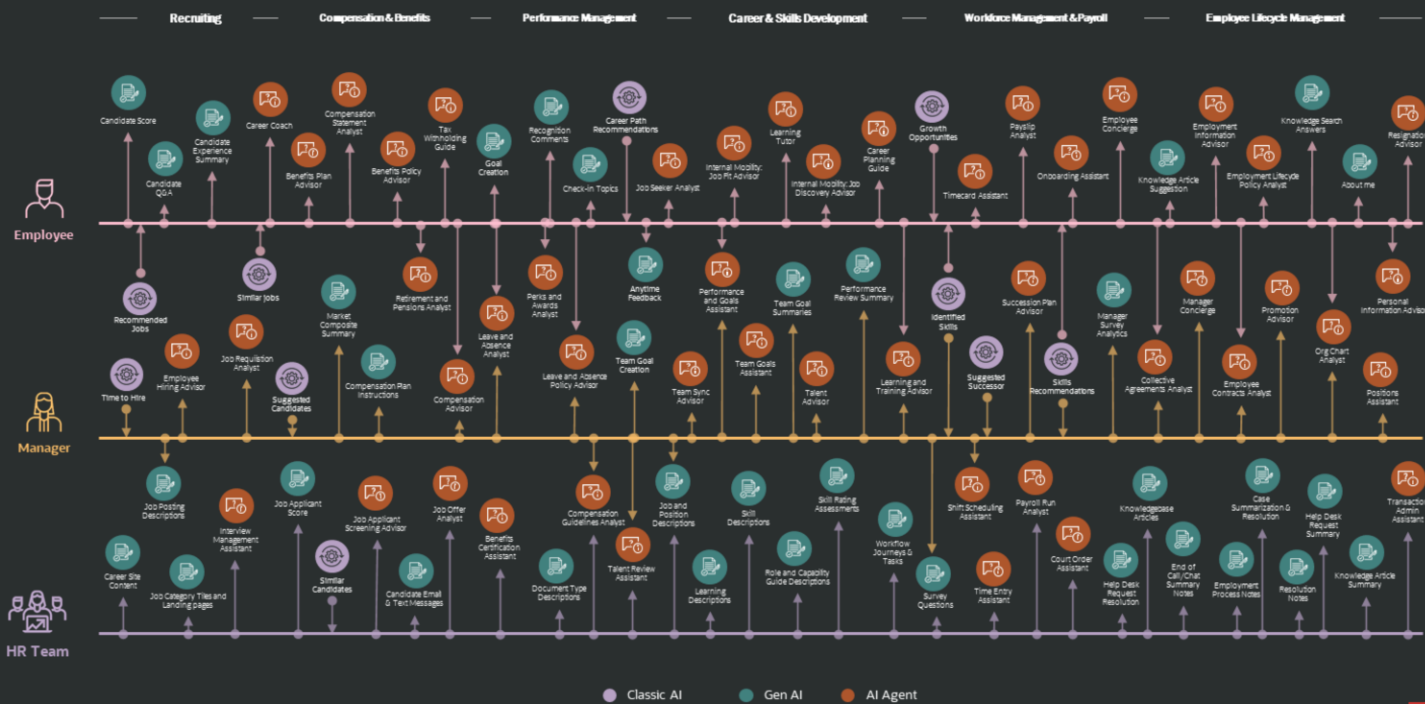
We've been progressing our AI capabilities quite rapidly over recent years.

Today over 100 AI capabilities are seeded across the suite spanning classic, generative, and agentic AI.

Ready out of the box, these capabilities are supporting employees, managers, HR, and specialists across every part of the employee and business lifecycle.

These experiences are only accelerating as you'll see in this 26A Spotlight.

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2026 | **The year for operationalizing AI**

2026
Operationalizing AI
Integration, trust, security, scale

2025
From pilots to production
AI assistants and Q&A agents built into business processes

2023-24
Initial exploration

2022
ChatGPT launch

Adoption of AI has been growing. In fact, 60% of our customers are already using delivered generative and agentic AI within Cloud HCM.

But if 2025 was the year of moving from pilots to real production, 2026 is going to be the year that organizations operationalize AI.

2026 is going to be about broader adoption and realizing the ROI that everyone's been expecting from AI.

And in this Release 26A Spotlight you're going to see the many opportunities for your organization to move from pilots and limited use case adoption to full enterprise scale utilization and impact.

So, let's take a look.

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Nancy Estell Zoder
GROUP VICE PRESIDENT, ORACLE CLOUD HCM PRODUCT STRATEGY

Hi, I'm Nancy Estell Zoder, Group Vice President of Cloud HCM Strategy.

I am excited to share some of our recent innovations in Oracle Human Resources.

AI Agent: Certification agent

Real-time API integration with third-party vendors for automatic benefit plan certification status updates, eliminating manual file uploads

Reduce administrative effort and minimizes errors by automating status changes within Oracle Benefits

Support organizations with high volumes of certifications, improving compliance and employee experience

Establish a streamlined, configurable foundation for further automation in future phases

Streamline benefits administration

Enhance compliance

Deliver better employee experience

Let's get started with a couple of our new Benefits Agents.

Today's organizations are under increasing pressure to streamline benefits administration, enhance compliance, and deliver better employee experiences. And with Orace's new Certification Agent – we accomplish all three.
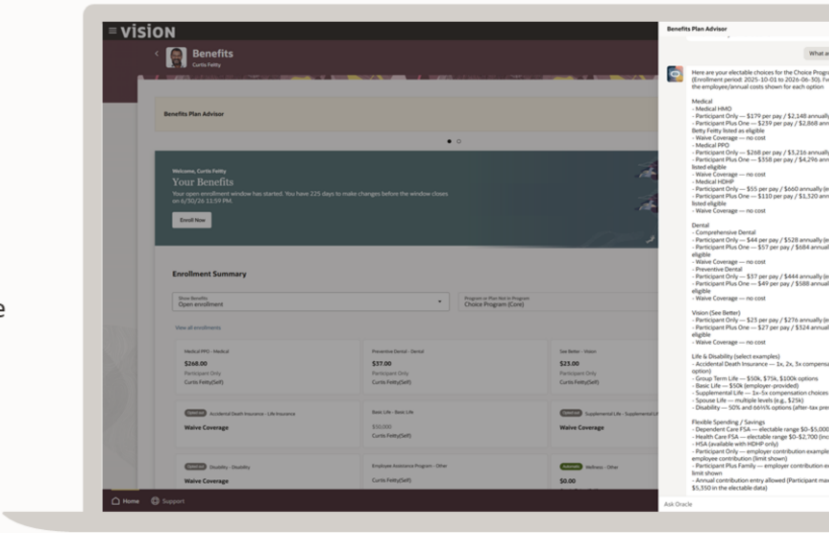
AI Agent: Plan fit agent

Match employees to optimal benefit plans using conversational AI based on unique needs and preferences

Capture employee requirements through natural language inputs such as budget, coverage type, and dependents

Present benefit plans as a "fit" for each user to ensure compliance and avoid prescriptive recommendations

Simplify benefits enrollment and reduce helpdesk queries with modern, user-friendly self-service guidance

Now, next, with Oracle's Plan Fit Agent, you can transform Benefits by leveraging conversational AI to deliver a personalized, user-friendly experience.

Now by simplifying benefits enrollment and guiding employees step-by-step, Plan Fit reduces confusion and streamlines the decision-making process. This not only enhances the employee experience but also decreases the volume of helpdesk queries, freeing HR teams to focus on strategic priorities.
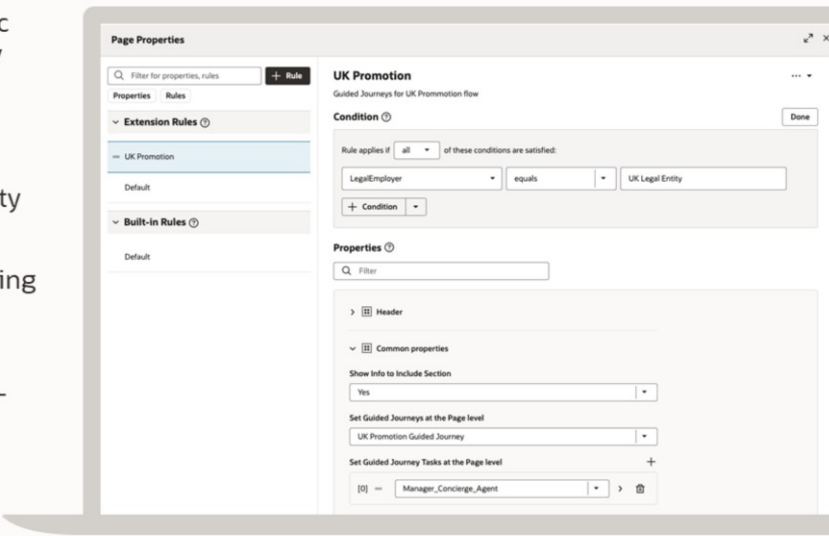
VB Express: Business rules for page properties

Tailor AI Agent access and guidance based on specific Business Unit attributes, ensuring relevance for every worker

Curate personalized experiences such as Dynamic Journeys, driving higher engagement and productivity

Support compliance and operational policies by aligning AI-driven interactions with organizational structure

Enhance employee satisfaction by delivering context-aware assistance that adapts to individual roles and business needs

We're most excited about how we are providing options to individualize and personalize the experience for the employee, manager and all users with AI Agent access.

Simplifying the configuration of business rules is key to maximizing the impact of your AI solutions. With Oracle's intuitive rules configuration, managers can effortlessly tailor AI Agent access and guidance based on specific Business Unit attributes, ensuring every worker receives support relevant to their unique context.

Ultimately, this attribute-based approach enhances employee satisfaction by delivering context-aware assistance that adapts to individual roles and needs, empowering your workforce and making daily interactions more intuitive for everyone.
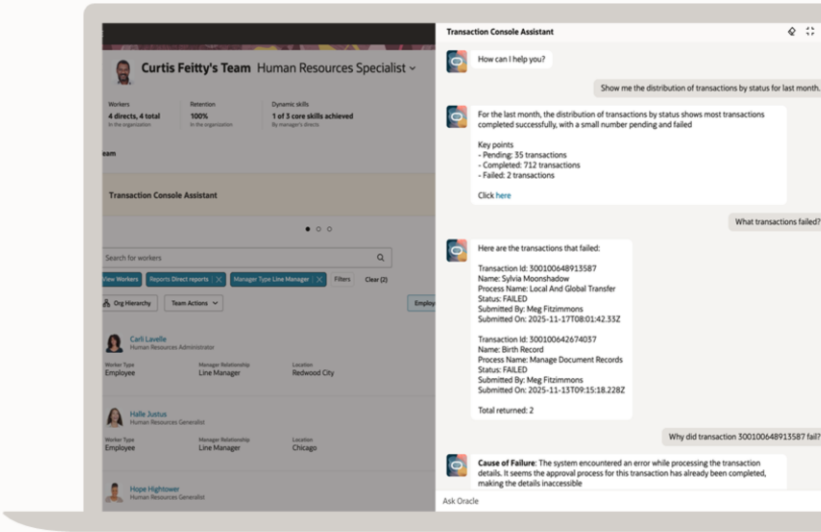
AI Agent: Transaction administration agent

Effortlessly create and maintain approval rules to streamline workflow governance and ensure compliance

Gain actionable insights by analyzing transaction trends for smarter decision-making and process optimization

Configure tasks quickly and intuitively to align Transaction Console workflows with your business needs

Simplify issue resolution and day-to-day administration, enabling efficient management of Transaction Console activities

And we continue to simplify the administrators experience with the Transaction Administration Agent.

This agent is designed to simplify and elevate your workflow management experience within the Transaction Console.

So from creating and maintaining approval rules to analyzing transaction trends to guided setup and issue resolution – the Transaction Admin Agent enables you to streamline workflow governance and ongoing compliance with organizational policies. By making rule management simple and accessible, you save time and reduce administrative complexity.
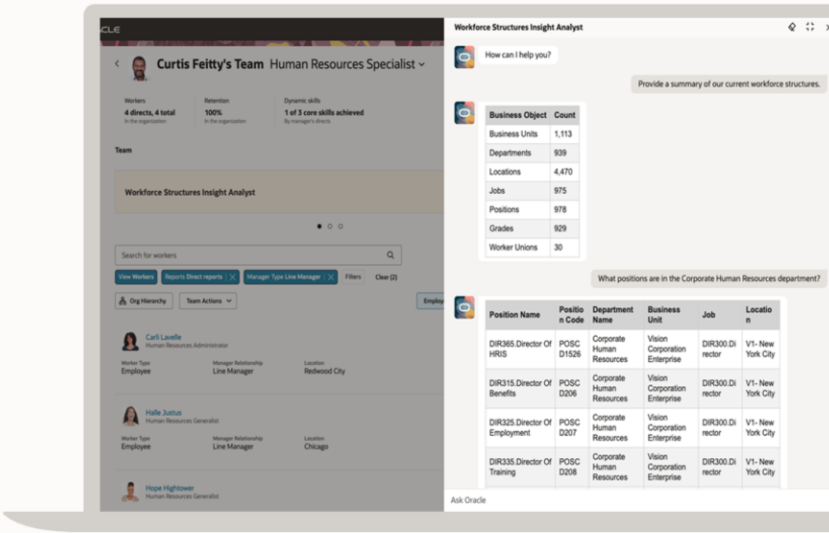
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AI Agent: Workforce structures insight analyst

Provide a personalized, visual overview of existing workforce structures

Enable dynamic filtering and on-demand breakdown of data

Offer visibility into the historical progression of workforce setup

Deliver insights into short-term shifts and long-term trends in workforce evolution

And continued support of the administrators experience – we are introducing the Workforce Structures Agent.

This agent provides a personalized, visual overview of your existing workforce structures, making complex organizational hierarchies easy to navigate and understand at-a-glance.

Dynamic filtering and on-demand breakdown capabilities as well as deeper analysis of the historical progression of your workforce setup will help you track organizational changes and understand how past moves shape your current structure.

With Oracle's Workforce Structures Agent, workforce structure administration becomes more visual, insightful, and responsive optimizing the administrative function.

AI Agent: Document records management assistant

AI-powered search reduces time spent locating files. Immediate access to HR, legal, and financial records from a single interface

Automate classification, retrieval, and routing. Frees employees from repetitive tasks, increasing focus on high-value work

Smart validation and context-aware prompts help prevent common mistakes. Ensures consistency and accuracy across documents
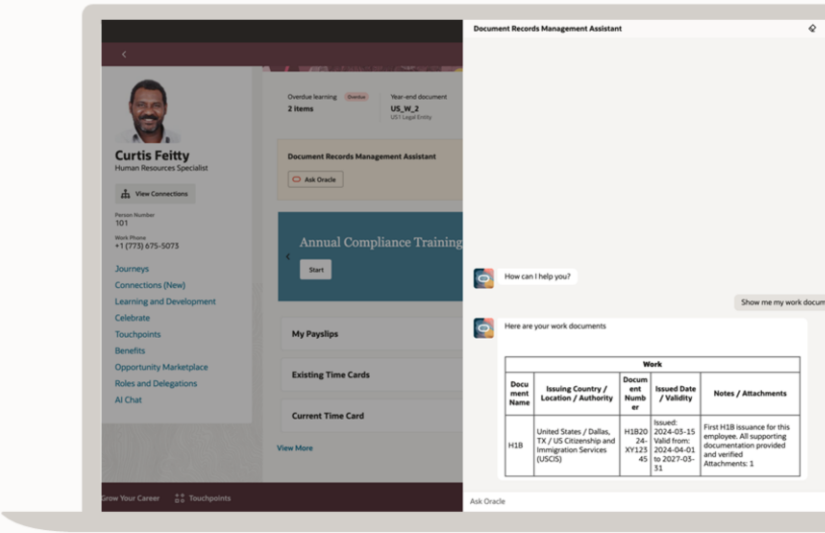
And for our last example in HR we have our Document of Record Agent, which is just the beginning of our Agentic Contracts investment.

With Oracle's Document of Record Agent, your managers will benefit from the direct access to the content stored in documents of record—empowering teams to work smarter and with greater confidence.

Now, this is just a sample of the innovation in Core HR 26A. Thanks for watching!

Innovation Update
NANCY ESTELL ZODER GROUP VICE PRESIDENT, ORACLE CLOUD HCM PRODUCT STRATEGY
MARCIE VAN HOUTEN, SENIOR DIRECTOR, ORACLE CLOUD HCM

Hi, I'm Marcie Van Houten, Senior Director for Cloud HCM Customer Strategy.

I'm here with Nancy to talk about all the innovations delivered in Cloud HCM 26A. Thanks for joining us.

So, Nancy, you just covered the innovations in Human Resources. What do you see as our key driver?

Thanks, Marcie.

The new rules for work powered by AI is what is driving our innovation. We are changing how work gets done for the administrator, but you can also see how we are providing that same assistance to the employee. Now in addition to what I shared earlier, we have many more agents including our new Promotion and Position Agent – and many more that you can review in our What's New documentation.

So, let's continue the trend with Employee Experience. You will see here how we continue to redefine how work gets done.

Brian Kleb
SENIOR MANAGER, ORACLE CLOUD HCM PRODUCT STRATEGY

Hi, my name is Brian Kleb, Senior Manager of Cloud HCM Product Strategy for Core HR and Employee Experience at Oracle.

I'm excited to share the Employee Experience innovations in Release 26A.
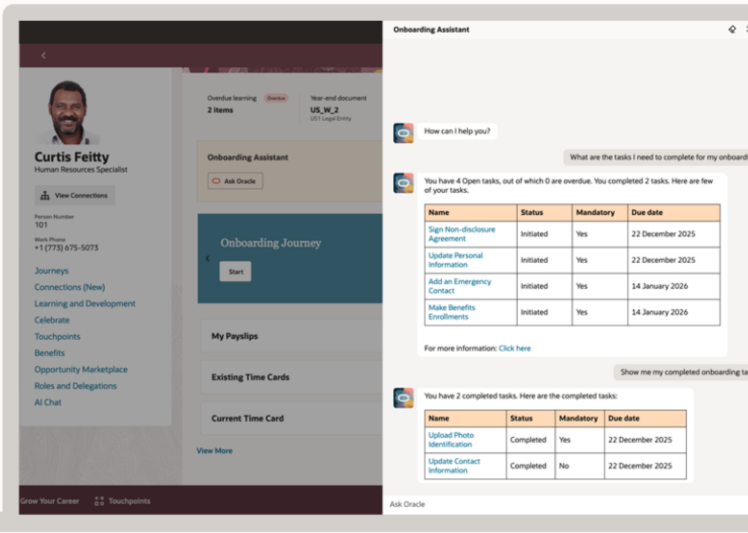
AI Agent: Onboarding assistant

Deliver a personalized, conversational onboarding experience, guiding users step-by-step through journeys, tasks, and resources to reduce confusion and boost confidence

Streamline access to onboarding content, enabling quick retrieval of key documents, policies, and task summaries through intuitive, AI-powered assistance

Automate guidance and support, minimizing HR workload while ensuring compliance and a consistently high-quality onboarding process for every user

Increase engagement, productivity, and system adoption by making onboarding fast, user-friendly, and tailored to each employee's needs—whether they're new hires or transitioning roles

Oracle's Onboarding Assistant transforms the way employees, managers, and HR teams experience onboarding. By delivering a personalized, conversational journey, this AI-powered agent walks users step-by-step through every onboarding task and resource.

The assistant streamlines access to all onboarding content, enabling users to quickly retrieve essential documents, policies, and task summaries with intuitive AI-powered support. No more searching or second-guessing—just instant, reliable information at your fingertips.

For HR teams, the Onboarding Assistant automates guidance and support interactions, minimizing manual workload while ensuring every process remains compliant and of the highest quality for every employee.
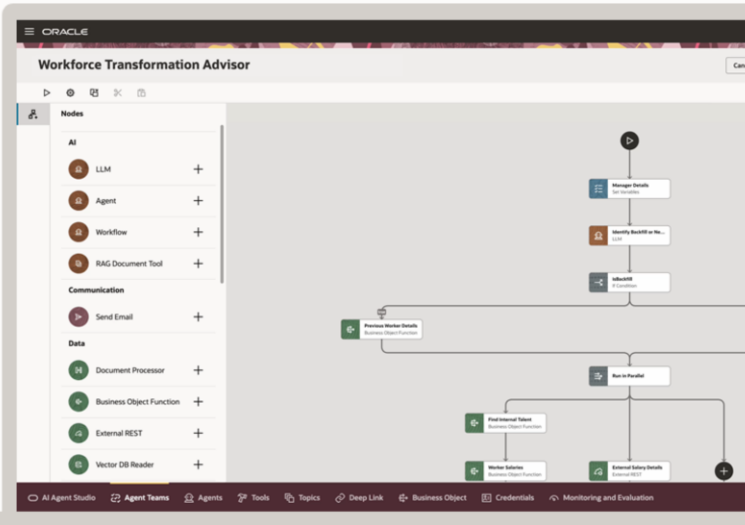
AI Agent: Workflow agents

Intelligent, adaptive automation that dynamically selects the next steps based on business goals, real-time context, and process state—enabling smarter, exception-ready workflows

Coordinate multiple agents, tools, and systems in parallel, driving richer cross-functional automation and faster, more reliable decision-making

Handle exceptions, implements self-correction and iterative refinement, and keeps workflows moving smoothly without manual intervention

Extend automation to complex, multi-step, and exception-heavy scenarios, greatly enhancing process resilience, scalability, and business efficiency across the enterprise

Oracle's Workflow Agents usher in a new era of automation, delivering intelligence and adaptability far beyond traditional step-by-step workflows. By dynamically selecting the next steps based on business goals, real-time context, and current process state, these agents enable smarter, exception-ready workflows that are responsive to the needs of your organization.

They efficiently coordinate multiple agents, tools, and systems in parallel, powering richer cross-functional automation and accelerating reliable decision-making throughout your operations. When human judgment or involvement is required, Workflow Agents keep your teams engaged by sending timely notifications and approvals directly to collaboration platforms such as Teams and Slack—ensuring that key stakeholders stay informed and can take action in real time.

Workflow Agents excel at handling exceptions and unexpected conditions—implementing self-correction, iterative refinement, and continuous progress. This ensures processes keep moving without manual intervention, even when things don't go as planned.

By extending automation to complex, multi-step, and exception-heavy scenarios, Oracle dramatically increases process resilience, scale, and business efficiency. The result is a more agile enterprise, ready to adapt to changing demands while maintaining the highest standards of reliability and value.
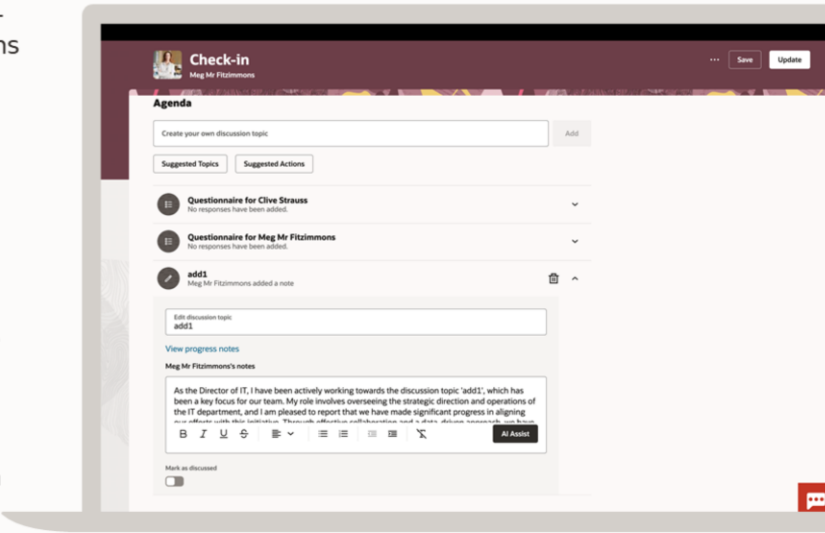
AI Assist: Check in notes

Accelerate and streamlines note-taking during check-ins by providing intelligent, context-aware suggestions for every topic, saving time for employees and managers

Ensure notes are well-structured, relevant, and appropriate in tone, enhancing clarity and professionalism in documentation

Support all check-in topics—including competencies, skills, goals, and feedback—by tailoring prompts and suggestions to specific needs and business context

Reduce the stress and uncertainty of writing check-in notes, empowering users to communicate insights more confidently and consistently

Oracle's AI Assist for Check-in Notes transforms the way employees and managers document their conversations. By providing intelligent, context-aware suggestions for every check-in topic.

AI Assist for Check-in supports all check-in topics, from competencies and skills to goals, feedback, and nudges. It delivers tailored prompts and suggestions based on the specific needs and business context of each discussion, drawing on available contextual information to make every note count.

Agentic check in with team sync

Expand managers' ability to engage with a broader team population, including direct, hierarchy and dotted-line reports, within Team Sync

Enable seamless team switching in Team Sync, supporting all manager types and organizational structures for more inclusive oversight

Introduce intelligent follow-up questions to facilitate deeper analysis and more productive conversations during check-ins and team meetings

Empower managers to gain better insights and identify the right actions by targeting diverse analysis angles and leveraging enhanced check-in facilitation tools
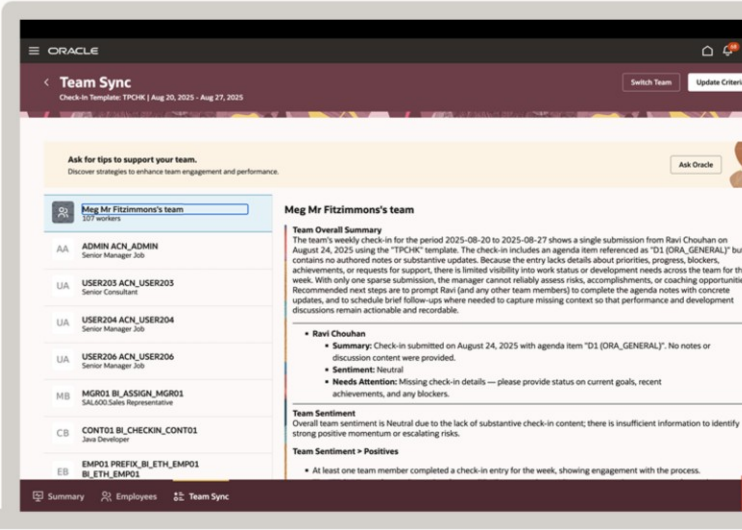
Oracle's latest enhancements with Team Sync empower managers to better oversee and develop their teams, no matter how complex their reporting lines. With expanded support for both direct and dotted-line reports in Team Sync, managers can now engage a broader range of employees in check-ins, ensuring everyone's work and potential are addressed.

These enhancements enable managers to cover a larger span of their population, perform richer analyses, and identify the next best steps for their team growth and success—all through a streamlined, user-friendly experience.

Recognitions and rewards

Make it easy for employees to view recent kudos, achievements, and awards directly from colleagues' profiles, increasing visibility of accomplishments

Allow instant creation of celebrations and awards within the Connections page, promoting peer-to-peer recognition in the flow of work

Consolidate celebrations and award activities into dedicated panels, streamlining access and participation in recognition programs

Expand the outreach and effectiveness of recognition initiatives, fostering a more positive, engaged, and appreciative workplace culture
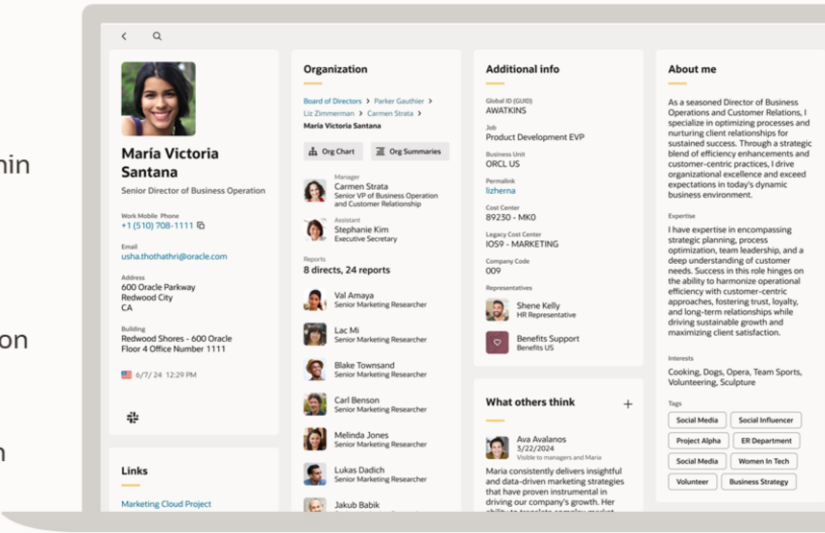
With Oracle's latest enhancements, recognizing and celebrating achievements is now simple, visible, and fully embedded in the flow of work. Employees can easily view recent kudos, awards, and accomplishments directly from their colleagues' profiles—making recognition more immediate and increasing the visibility of great work throughout the organization.

Connections now enables instant creation of celebrations and awards, so anyone can acknowledge a peer's contribution right where they already collaborate. This encourages more frequent and meaningful recognition which strengthens a culture of appreciation.

AI Agent: Case analyzer agent

Instantly generate a comprehensive, easy-to-navigate timeline of all case events and actions, helping case workers quickly understand case progress and history

Offer tailored, context-specific suggestions to guide case workers on the most effective next steps for each case stage

Analyze current case status and historical data to determine the likelihood of timely resolution, highlighting potential blockers and readiness indicators

Continuously monitor case progression to assess and alert case workers about risks of escalation, supporting proactive intervention
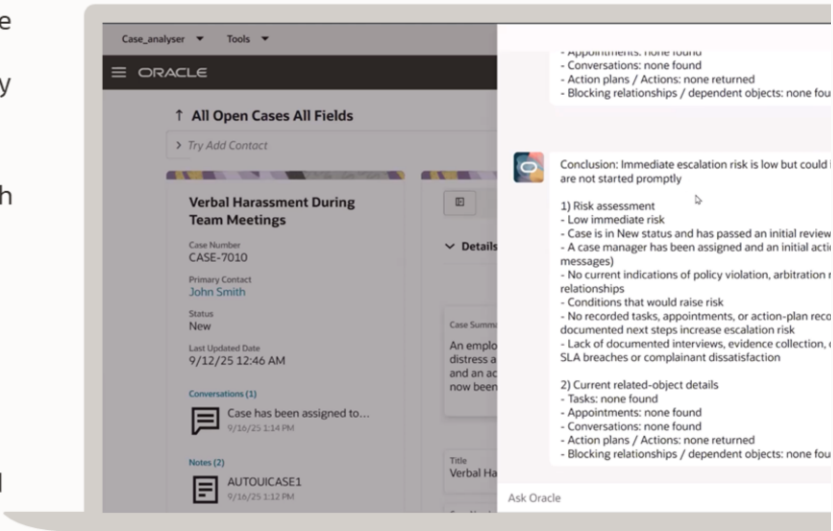
Now, imagine you're a case worker managing multiple complex cases, each with its own unique challenges and deadlines. The Case Analyzer is here to be your AI-powered partner throughout every stage of your work.

With the Case Analyzer, you spend less time searching for information and more time delivering results. It transforms complex case management into a streamlined, insight-driven experience.

This is just a scratching the surface of the innovation in Experience 26A. For more details, check out the What's New documentation. Thank you!

Innovation Update

Wow, Employee Experience is really getting redefined. Nancy – what do you think are the critical opportunities for our Cloud HCM customers?

We know that employee experience is not just about the digital experience and only Oracle provides a comprehensive view on how we can improve your workforce. From direct access to personalized guidance on how to be more effective to how to optimize your engagement with your team as a manager – we are redefining how work gets done with AI.

And workforce management takes it one step further for your shift and hourly workers. This means providing workers, supervisors and leaders on how to more accurately plan with the right resources.

Thanks Nancy. So, let's check out what is coming in Workforce Management as well as Global Payroll.

Sherri Bartels
SENIOR DIRECTOR, ORACLE CLOUD WORKFORCE MANAGEMENT PRODUCT STRATEGY

Hi, I'm Sherri Bartels, Senior Director, Cloud HCM Strategy for Workforce Management.

I'm excited to share both Workforce Management and Payroll innovation highlights for 26A.

HR assignment status update when absence is approved

Seamlessly link assignment action codes, action reason codes, and assignment statuses to absence types, enabling unified HR processing

Automatically update employee assignment status, ensuring real-time and accurate HR records

Eliminate manual steps and minimize errors

Streamline HR workflows for improved efficiency and better workforce management.
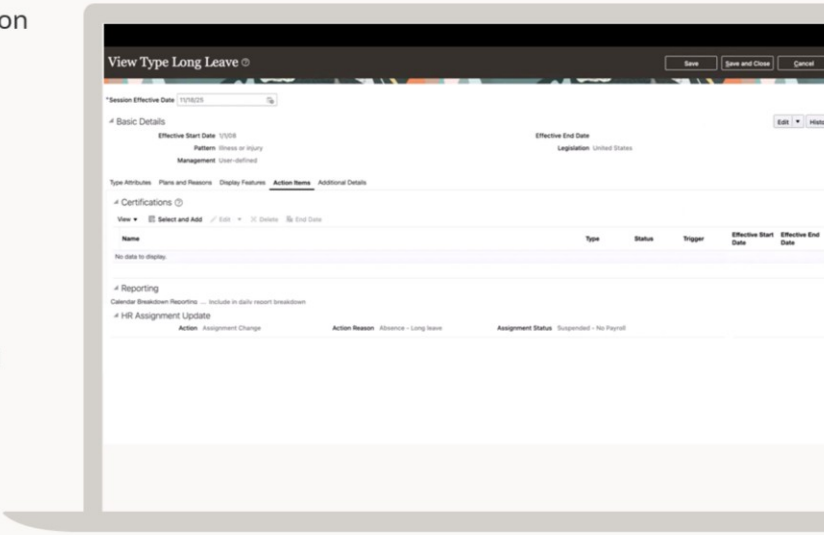
Managing employee leave can be a complex process, but this new feature makes it seamless and efficient by linking assignment action codes, action reason codes, and assignment statuses directly to absence types. HR teams can now achieve truly integrated processing for every leave scenario.

When a leave request is approved, the employee's assignment status is updated in real-time. This ensures your HR records are always accurate, up-to-date with a worker's status, so other processes downstream like scheduling know when someone is available to deploy or not.

By automating these connections, you reduce manual interventions and corrections. The streamlined process not only increases HR efficiency, but also provides better visibility and control over your workforce.

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Workload based on specific acuity levels

Enable customers to assign multiple "workload intensity" values to expected business volume data, allowing for more precise calculation of staffing needs

Support dynamically adjusting staffing requirements up or down based on intensity scores

Use the neutral term "Workload Intensity" to ensure applicability across all industries

Provides more accurate staffing predictions

Weekdays
ER Quarter 1 (Emergency, San Jose, CA)

Date Range 1-Jan-24 - 31-Jan-24   Days Mon, Tue, Wed, Thu, Fri   Maximum Capacity 65   Average Daily Volume 20

| + | Calculate | Reset |

	Job Configuration				Interval		Volumes	
Job	Other Qualifications	Calculation Type	Staffing Ratio	Minimum Staffing Level	Start	End	0	1
▾ RN		Ratio ▾	4:1	1	7:00 AM	7:00 PM	1	1
		Ratio ▾	4:1	1	7:00 PM	7:00 AM	1	1
▾ RN	Spanish	Ratio ▾	1:1	2	7:00 AM	7:00 PM	1	1
	Spanish	Ratio ▾	4:1	1	7:00 PM	7:00 AM	1	1
▾ Tech		Fixed ▾		1	7:00 AM	7:00 PM	1	1
		Fixed ▾		1	7:00 PM	7:00 AM	1	1
▾ Manager		None ▾			7:00 AM	3:00 PM	1	1
▾ CNA		None ▾			7:00 AM	7:00 PM	1	1

With Oracle's enhanced Workforce Scheduling feature, customers can now assign multiple "workload intensity" values to their volume data, enabling much more precise calculation of staffing requirements for each department.

This flexibility is especially valuable in industries like healthcare, where intensity—often referred to as acuity—can fluctuate throughout the day or week. By dynamically adjusting staffing levels up or down based on these intensity scores, organizations can ensure they have the right number of resources to meet actual demand.

To make the solution industry-agnostic, Oracle uses the term "Workload Intensity." This approach allows organizations across healthcare, retail, manufacturing, and other sectors to benefit from tailored staffing models that are more accurate from a labor demand forecasting prediction perspective. This in turn empowers organizations to increase efficiency and deliver better outcomes for both employees and customers or patients.

Auto-assign only open shifts

Enable schedule managers to optimize the assignment of open shifts, while preserving existing shift assignments

Allow parts of the schedule to stay fixed during optimization, while unassigned shifts are automatically filled

Provide a way for schedulers to make tailored assignments, while automating the rest with the best options

Streamline scheduling workflows, saving managers time and effort when there is an expected increase in demand
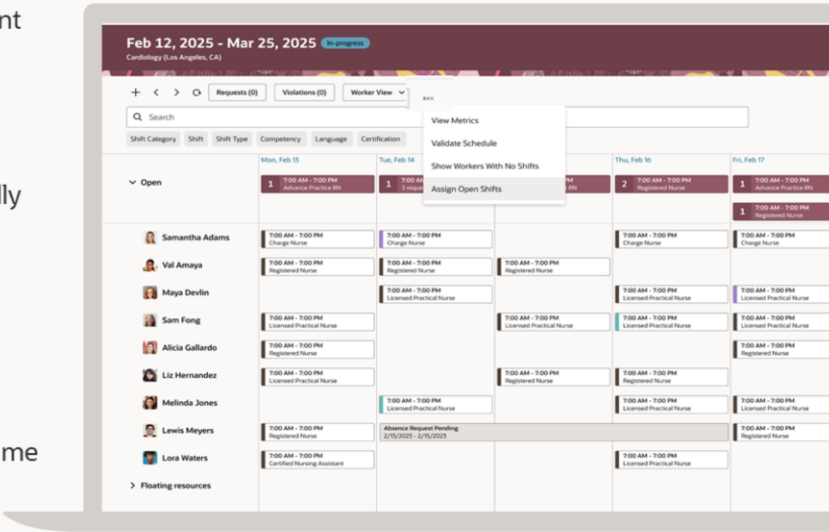
Efficiently managing workforce schedules is often a complex task, especially when balancing both planned and last-minute changes. Oracle's latest scheduling enhancement empowers scheduling managers with greater flexibility and control.

Now, managers can auto-assign only open shifts, while keeping previously assigned shifts intact. This provides optimal flexibility, ensuring that valuable employee preferences and existing assignments remain untouched.

This action is directly accessible right from the scheduling Gantt, giving managers a quick and intuitive way to optimize workforce coverage with minimal clicks.

This streamlined approach not only saves valuable time but also enables organizations to adapt to real time changing demands without disrupting current shift assignments. The result is more efficient scheduling, improved operational agility, and a better employee experience and manager experience.

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Workforce management activity center – time only

Provide WFM administrators with a single, personalized entry point, based on their roles to reduce complexity and streamline workflows

Centralize key activities such as approving, submitting, or reviewing team time cards and managing daily or weekly exceptions and tasks

Improve efficiency and usability for Time and Labor administration

Enhance flexibility and navigation with quick access to guided journeys, custom reports, and core functions like time entries, geofence exceptions, and change requests for proactive workforce management
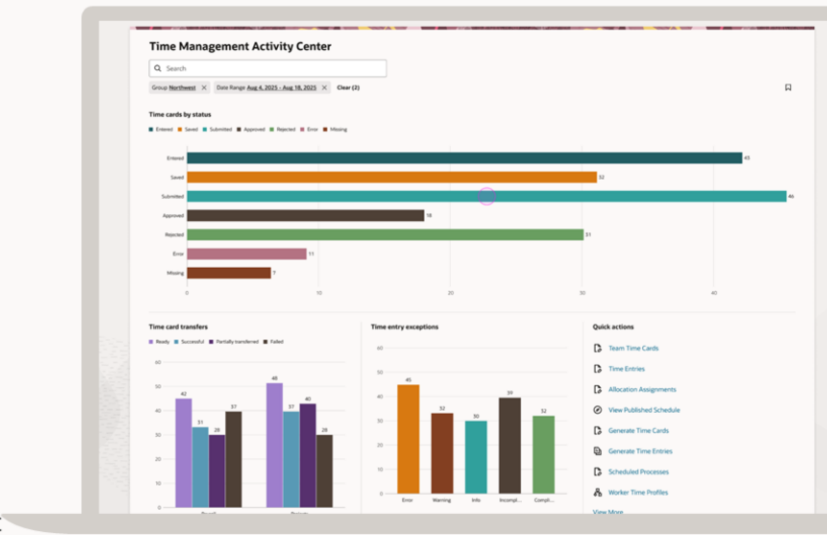
Workforce Management can quickly become overwhelming when administrators need to navigate multiple tools for daily operations. Oracle's Workforce Management Activity Center solves this by offering a single, personalized entry point for a workforce management administrator, showing only the tools, actions, and information that are relevant to each user's role. The targeted experience reduces complexity and helps streamline workflows from one intuitive dashboard.

Administrators benefit from enhanced flexibility with quick links to guided journeys, custom BI reports, and direct access to core functions like time entries, geofence and badge exceptions, and time change requests. This ensures more proactive, responsive, accurate and effective workforce management every day.

This is just some of what we have in Workforce Management.

AI Agent: Payslip agent

Automate routine payroll inquiries, allowing HR teams to focus on higher-value tasks and reducing administrative workload

Provide instant, 24/7 multilingual support, ensuring prompt and accurate responses to employees at any time

Minimize the need for manual inquiry handling, leading to significant cost savings for organizations

Deliver actionable insights through inquiry data, helping organizations refine payroll processes and enhance service quality
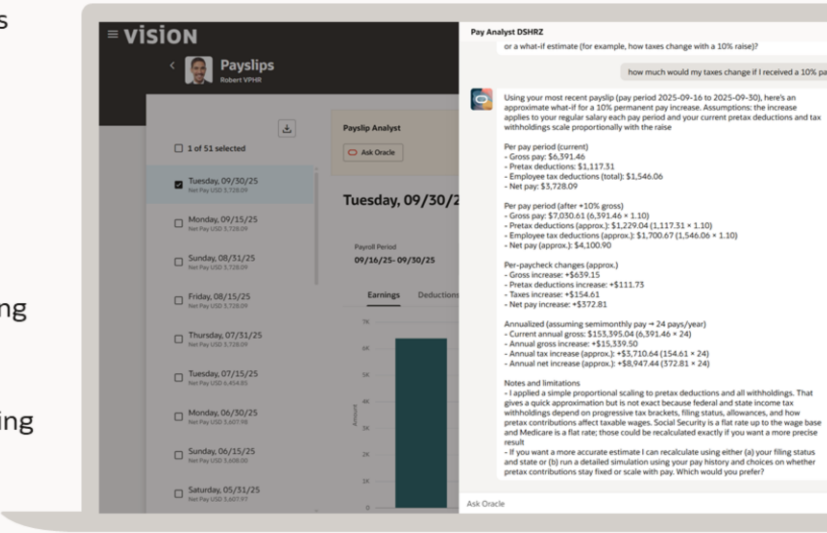
Next, let's focus on innovations in Oracle's Global Payroll.

With Payslip Agents, your employees receive instant, 24/7 multilingual support, ensuring they get prompt and accurate responses—anytime, anywhere.

This automation minimizes the need for manual inquiry handling, delivering significant cost savings for your organization. Additionally, Payslip Agents generate valuable, actionable insights from inquiry data, empowering you to refine payroll processes and continuously enhance the quality of service that's provided to your employees.

AI Agent: Court order agent

Automate the intake and processing of court-ordered income withholding orders, freeing HR and payroll teams from manual, repetitive tasks

Minimize errors and helps ensure consistent adherence to legal requirements, reducing compliance risks

Speed up response times for court order fulfillment, benefiting both employers and employees

Integrate seamlessly with Oracle Payroll, initially available in the United States, to address key customer needs

Managing court-ordered income withholding can be complex and time-consuming, but with Oracle's Court Order Agent, this process becomes seamless. By automating the intake and processing of these orders, the solution significantly reduces the administrative burden on HR and payroll teams, eliminating repetitive manual work.

Integrated directly with Oracle Payroll and initially available in the United States, the Court Order Agent is purpose-built to address the needs of US customers, streamlining workflows and enhancing operational efficiency. This agent will be available in additional countries in the future.

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France Payroll: End of contract calculation card

Ensure legal and operational integrity by automating compliance with France's strict end-of-contract rules

Deliver accurate, timely calculation and processing of all statutory allowances, minimizing financial risk

Reduce exposure to errors and compliance gaps, protecting organizations from potential penalties and reputational damage

Streamline offboarding processes with a centralized solution, lowering administrative effort and improving consistency across the business
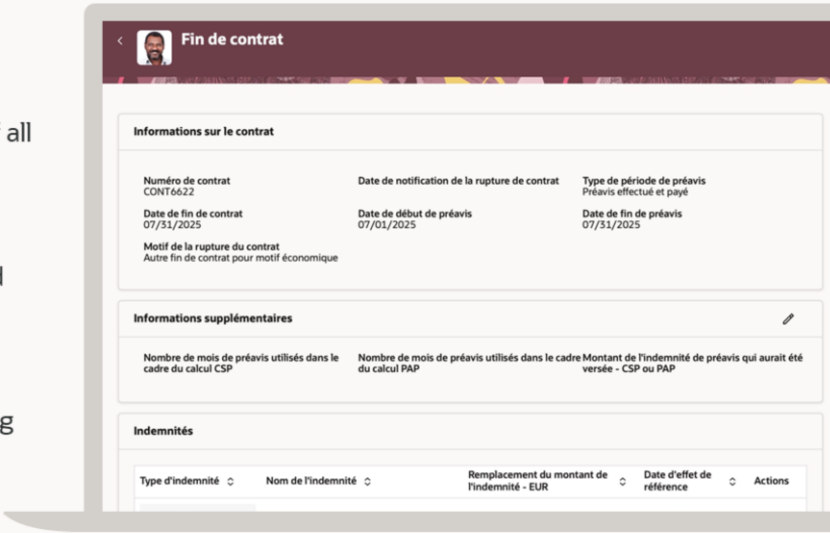
And we have expansive local investments. Let me provide you with just a couple of examples, starting with France.

France's labor code enforces strict, detailed requirements for ending employment contracts, making precise offboarding management essential.

This centralized solution streamlines the entire process, automates compliance, reduces error and manual workload, and ultimately speeds up final pay processing. Organizations benefit from reduced risk and lower operational costs, while improving data accuracy and transparency for both HR teams and employees.

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US OPTE

Deliver reliable, automated federal, state, and local payroll tax calculations in real time, reducing compliance risk and ensuring every paycheck is accurate

Remove the need for manual tax updates and third-party solutions, lowering operational risk and complexity

Effortlessly manage complex tax scenarios across multiple jurisdictions, supporting customers as their business needs and locations evolve

Automatically apply the latest tax regulations and legislative updates, allowing organizations to stay current without intervention
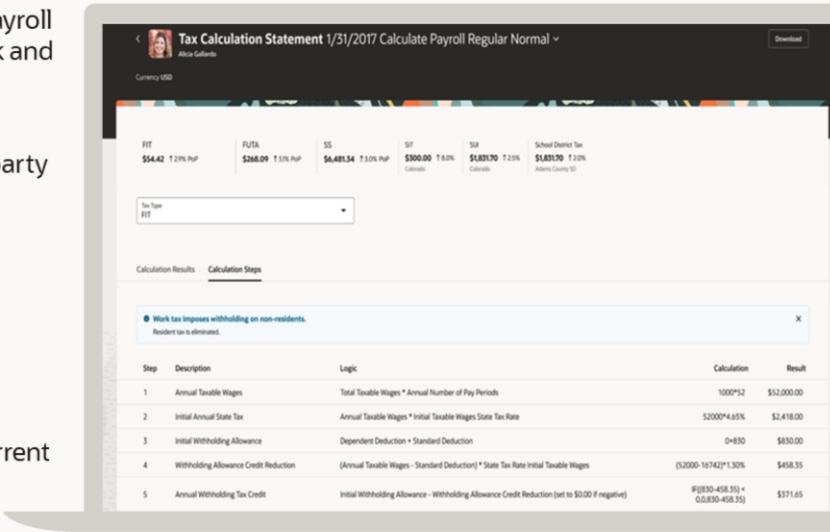
And in the United States, we know that managing payroll tax calculations in today's complex regulatory landscape can be challenging, but Oracle Payroll's Tax Engine (OPTE) makes it reliable and effortless. OPTE delivers real-time, automated calculations for federal, state, and local payroll taxes, helping ensure tax locations are correct based on the exact street address, eliminating inaccurate tax calculations and minimizing the risk of non-compliance.

For more details, please check out our what's new documentation. Thank you!

Innovation Update

Talent Management is the most mature space for AI adoption. We saw adoption in Recruiting and Performance processes first, so it is fair to say we are continuing to see the evolution of the talent experience with AI.

Nancy, how is talent evolving with these new rules of work?

We have the most opportunities here for better outcomes. From better succession readiness plans to optimized candidates, we are saving time and effort to ensure the strategic conversations are taking place to optimize, grow and ensure success of your workforce.

Now, lets check out what is coming in Talent Management.

Jane Veader
DIRECTOR, ORACLE CLOUD RECRUITING PRODUCT STRATEGY

Hi, I'm Jane Veader, Director Product Strategy for Oracle Recruiting and Communicate.

Let's look at a few key Recruiting features in this release.

AI Agent: Job applicant screening advisor agent for candidate authenticity

Evaluate candidate details for authenticity signals with the new dimension of the job applicant screening agent

Support customizing the agent to configure the parameters of the rubric and how authenticity is calculated

Provide an explanation of factors, summary of score, and recommended next steps
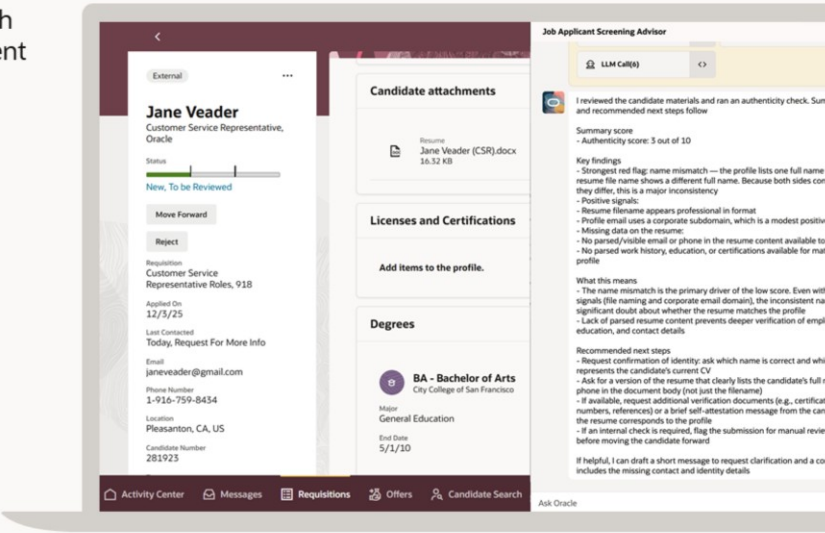
Following the launch of a Job Applicant Screening Advisor Agent in 25D, 26A adds a new member of this agent team that assesses candidates for authenticity.

When a user questions the authenticity of a candidate's profile, the agent analyses the candidate record and resume against multiple given and derived factors. It then provides a score from 0, likely inauthentic, to 10, most likely authentic, based on a customizable rubric within the agent.

Candidates can update existing job application data via RMI

Enable candidates to review and update their job application data, including file attachments, when permitted by recruiters

Allow recruiters to grant candidates permission to revise and submit updated information in active applications

Support customers seeking greater application flexibility and responsiveness for candidates during recruitment processes

Improve candidate experience and data accuracy by allowing real-time application updates and corrections
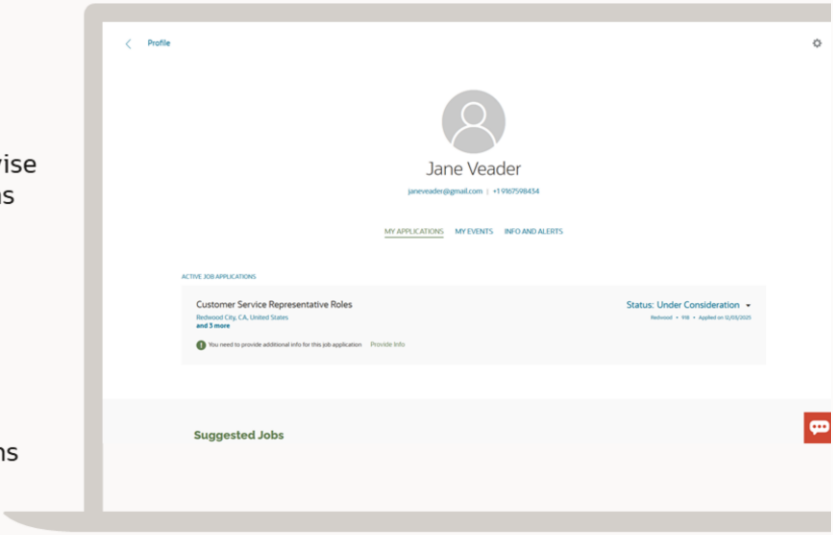
This release also delivers a popular enhancement request. Now applicants can revisit and update previously submitted information, including attachments, using request more information flows.

That's a wrap for Recruiting. Thanks for listening.

Aashir Shroff
VICE PRESIDENT, ORACLE CLOUD TALENT MANAGEMENT

Hi, I'm Aashir Shroff, Vice President of Product for Oracle Talent Management. I'm excited to walk you through what our team has built for 26A. So let's jump in.

AI Agent: Succession planning advisor agent for managers

Equip managers with instant insights into critical roles, at-risk employees, and succession plan gaps, enabling proactive business continuity planning

Provide on-demand visibility into succession coverage, candidate readiness, and individual plan health for informed talent decisions

Quickly access comprehensive details of any succession plan, enabling you to efficiently identify areas that may need review or updates

Streamline the succession planning process, making critical talent data easily accessible and actionable—enhancing confidence in leadership continuity strategies
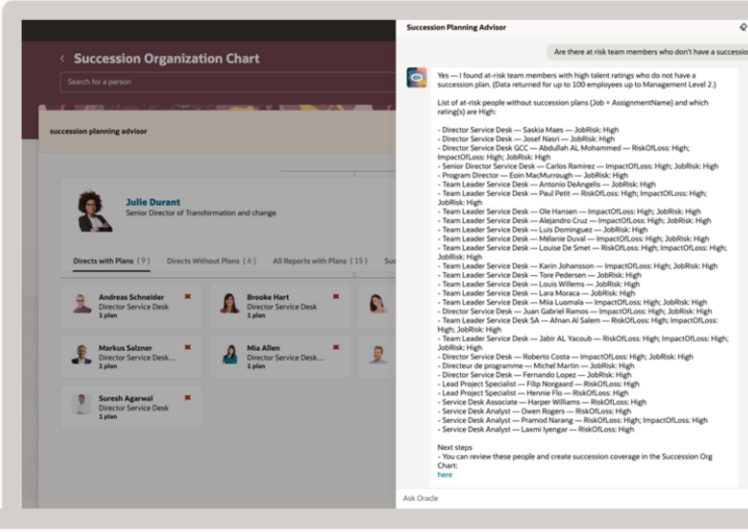
Let's start with Oracle's Succession Planning Advisor. Put the essentials right at a manager's fingertips. In seconds, you can see where your plans are solid, where the gaps are, and which candidates are actually ready to step up — no digging, no dashboards, just straight answers when you need them.

And because everything runs through a simple chat interface, you can move fast —check coverage, validate readiness, and take action on the spot. It's the kind of support that lets managers spend less time hunting for information and more time developing real talent.

And yes, we've backported this helpful AI agent to 25D so you can start using it even sooner.

We've strengthened the visual side too.

Readiness-based succession org chart

Provide at-a-glance view of succession readiness, reducing navigation and saving time for managers and HR leaders

Offer enhanced detail on each direct report's card, allowing quick insights into the health of current succession plans

Enable seamless transitions and drill-downs into child and parent cards, facilitating deeper analysis with minimal clicks

Centralize visibility of all direct reports, ensuring no potential successor or risk is overlooked in leadership planning
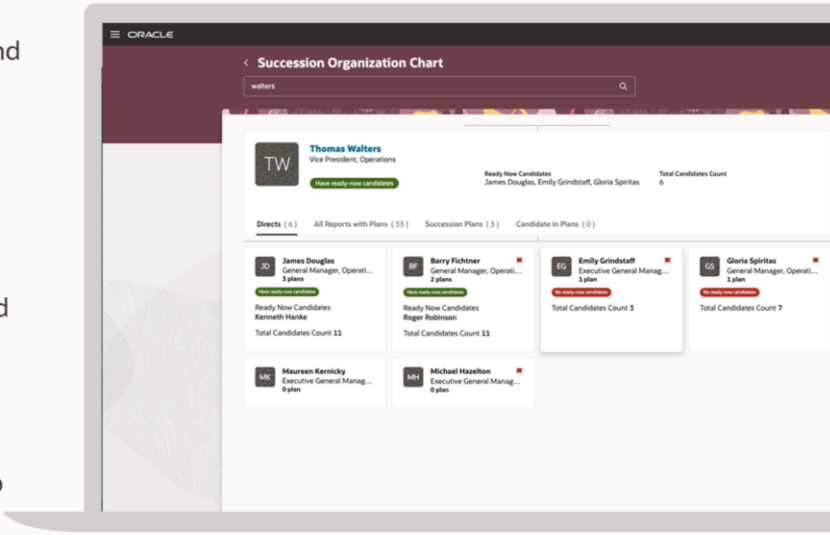
Our enhanced Succession Org Chart gives managers and HR leaders a clear, at-a-glance view of succession readiness and plan health — all in one place. It makes it easy to get the information you need, fast.

Each card now surfaces the details that matter, so you can quickly spot what stands out and know whether or not you need to dig deeper. With clear visibility into risk and leadership opportunities, succession planning becomes more practical, more proactive, and a whole lot easier.

It's a simple way to keep your organization strong and future-ready.

Now let's shift from long-term bench strength to day-to-day team alignment.

AI Agent: Team goals assistant agent

Give managers real-time visibility into their team's goals, supporting agile alignment with evolving business priorities

Enable easy monitoring of goal progress, allowing for timely support and course correction to drive team success

Simplify the creation and assignment of performance and development goals, boosting alignment, accountability, and growth across the team

Empower managers to keep teams focused and productive, ensuring objectives are consistently aligned with organizational strategy
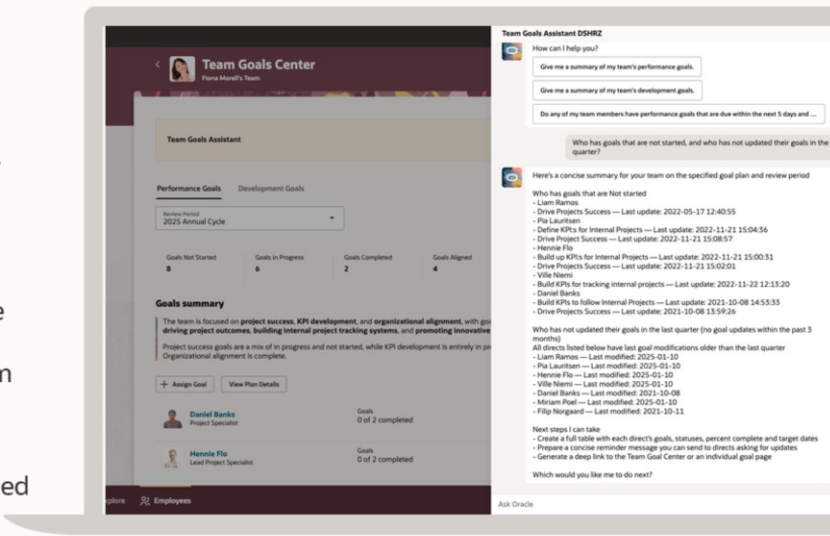
Great teams move fast when they're clear, aligned, and accountable.

Oracle's Team Goal Assistant gives managers a real-time pulse on what everyone is working on, so you stay ahead of shifting priorities without chasing updates.

You get instant visibility into progress, wins, and areas that need a lift. And when things change, you can assign new goals or reset direction in seconds.

It's designed to help teams stay on track, keep growing together, and with this agent backported to 25D, you'll be able to work on it even sooner.

And goals aren't just for managers. Employees need the same simplicity.

AI Agent: Employee goals assistant agent

Empower employees to quickly access a summary of their current goals and monitor progress, supporting proactive goal management

Simplify the process of creating new goals and updating existing ones, making goal setting and tracking intuitive and efficient

Enable employees to adapt their performance and development goals easily as priorities shift, promoting greater agility and engagement

Drive improved individual performance and stronger alignment with organizational objectives by putting goal management tools at employees' fingertips
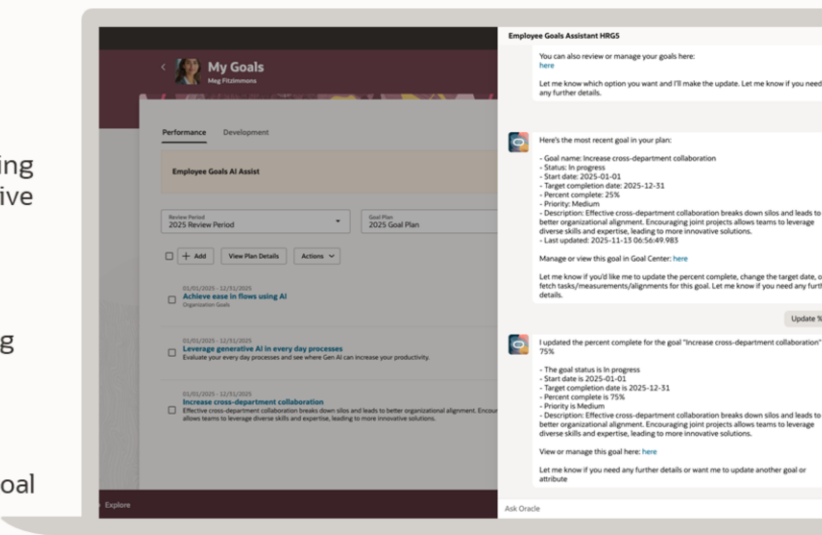
Oracle's Employee Goal Assistant makes goal management effortless.

Employees can create, update, and check their progress in a quick conversation—no more digging through menus or bouncing around between screens.

It keeps everyone informed and proactive about their development, making it easier for employee to keep things moving in the right direction.

And once goals are moving, the next question is: how's the team performing?

AI Agent: Team performance assistant agent for managers

Provide managers with instant answers to performance-related queries, enabling real-time insights into team member evaluations

Compare team members' performance over time, making it easier to spot high performers, identify trends, and address skill gaps

Give insight into competencies and goals that may need improvement, supporting data-driven decisions for targeted development and coaching

Empower managers to proactively optimize talent planning and team development, resulting in a more agile and high-performing workforce
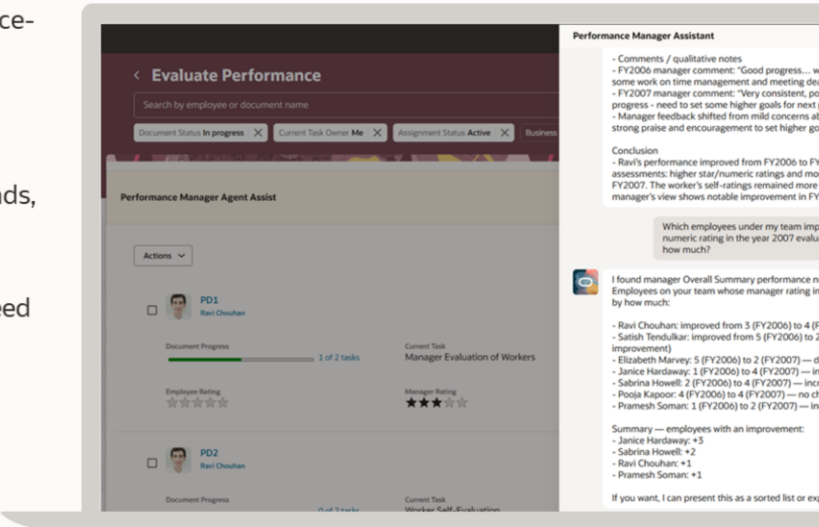
Oracle's Team Performance Assistant gives managers real-time, practical insight into how their teams are doing. So you can answer performance questions on the spot.

You can quickly see who's excelling, spot emerging trends, identify skills that need extra attention, and lets you focus your time on where it matters most.

With all the data surfaced through a simple, conversational interface, it's easier to support your team, make informed decisions, and coach better outcomes across the board.

And speaking of skills, we brought them directly into the performance process.
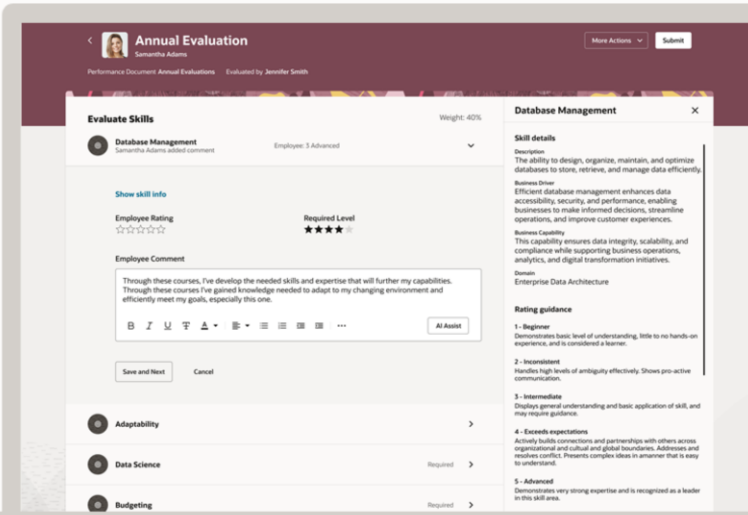
Dynamic skills in performance documents

Empower organizations to continuously assess and develop workforce skills directly within performance evaluations, keeping talent aligned with evolving business needs

Allow employees, managers, and participants to evaluate and comment on skills, as part of a focal evaluation or as a standalone skills assessment

Leverage AI Assist for skill commentary, facilitating richer insights and recommendations during the evaluation process

Enable rapid identification of skill gaps and targeted development opportunities, building an agile, future-ready workforce closely aligned with organizational objectives

Oracle keeps teams future-ready by bringing dynamic skills directly into performance documents with AI Assist.

Whether it's part of a focal review or a standalone skills assessment, managers can quickly evaluate and develop the capabilities that matter.

You get a clear view of strengths, gaps, make it easy to guide development, and keep your workforce agile and aligned with business needs.

And to wrap it up, we've made feedback even more clear and actionable.

AI feedback summary

Deliver a concise, AI-generated narrative summary of all Anytime and Requested Feedback, saving time and reducing information overload for both employees and managers

Distill key insights from broad feedback sources, making development trends, strengths, and areas for improvement easy to identify at a glance

Enhance self-awareness for employees and provides managers with a clear foundation for more meaningful performance conversations

Support continuous growth and development by enabling users to quickly act on relevant feedback and track progress over time
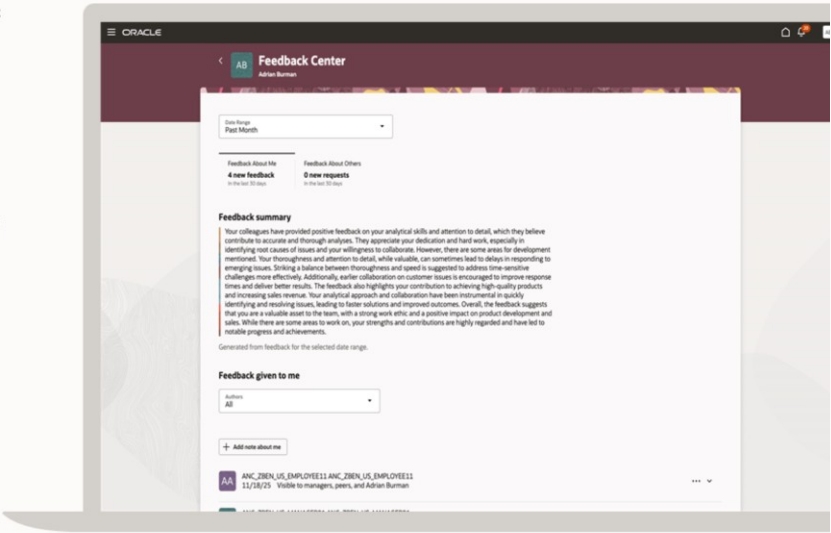
Oracle's AI-generated feedback summaries cuts through the noise by rolling up all feedback into one clear, concise view.

That means employees and managers can easily spot trends, strengths, and areas for improvement without sifting through endless data.

This streamlined approach boosts self-awareness, supports better performance conversation, and makes the act of feedback and tracking growth all year long.

This is just some of what I am excited about in Talent Management area for 26A and we will continue with Talent Development.

Redwood: Learning assignment flow

Provide a modern, intuitive interface with a single guided workflow, making learning assignment processes easier for administrators

Streamline and accelerates the assignment of learning activities, reducing administrative effort and potential for errors

Leverage Redwood design patterns to deliver a consistent, user-friendly experience across the learning platform

Enhance overall efficiency and effectiveness as part of the broader Redwood Learning Admin initiative, supporting better learning outcomes
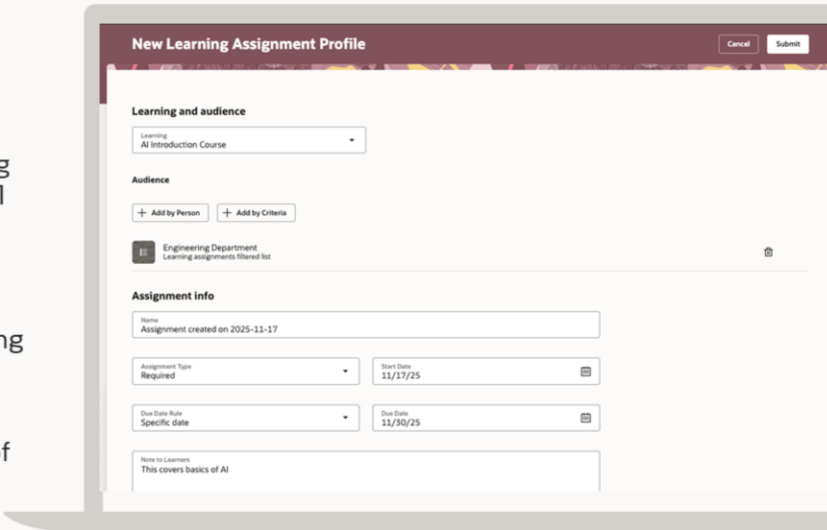
The 26A update demonstrates our continued investment in our experience for the Learner and Administrator. Let me share with you just a few of these investments. Let's start with an Administrator example first.

We have enhanced the Learning Assignment workflow to streamline and accelerate the assignment of learning activities, minimizing administrative effort while helping to prevent common errors that slow progress.

The result is a more efficient process and higher confidence that every learner is set up for success.
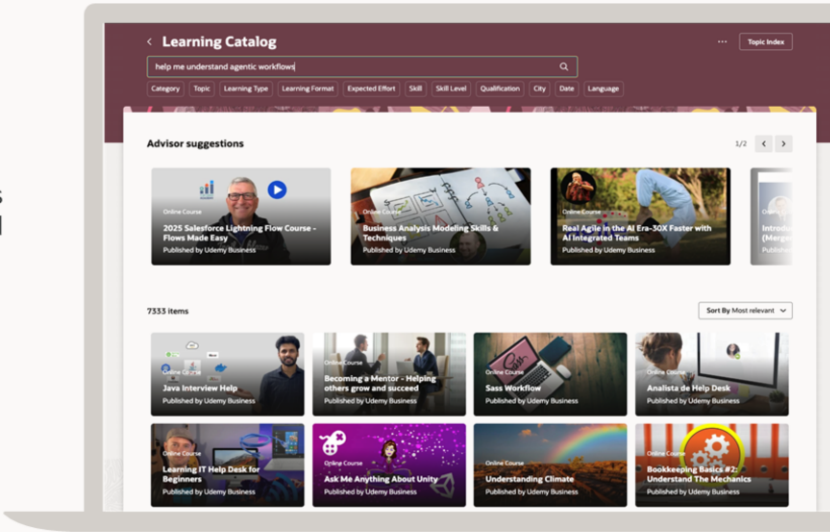
GenAI: Suggestions in learning catalog search

Deliver highly relevant and personalized learning recommendations by analyzing user profiles, learning history, and work experience alongside the organization's learning catalog

Use GenAI to explain why each learning suggestion is relevant, building user trust and supporting informed learning decisions

Enhance the learner experience by surfacing courses and content that best fit career goals, current roles, and evolving development needs

Increase engagement and outcomes by making it easier for employees to find the right learning opportunities through intelligent, context-aware search

And for the Learner Experience we have further personalized the experience. With the Generative AI suggestions in the Learning Catalog Search, we are now guiding the right learning opportunities to learners.

With this new agent, learners receive highly relevant and personalized course recommendations tailored to their unique profiles, work history, and learning journeys, matched against the organization's comprehensive learning catalog.
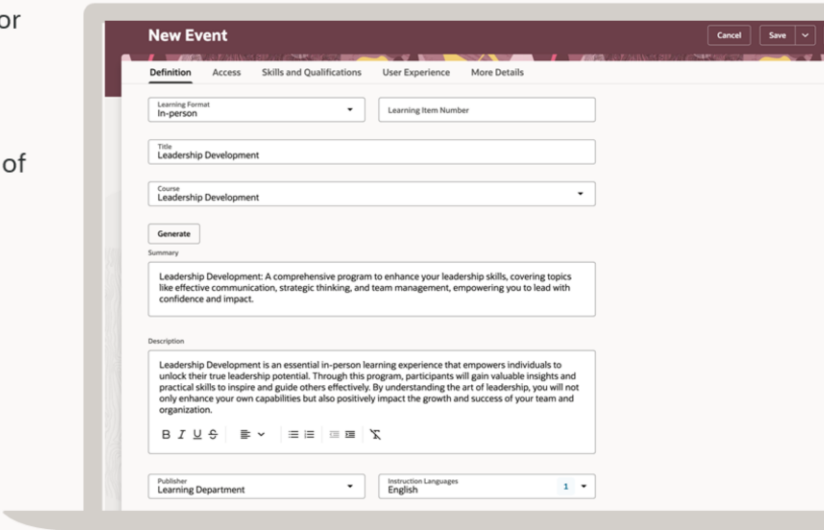
Redwood: Instructor led training events

Deliver a modern, consistent, and intuitive interface for both administrators and learners, streamlining the entire Instructor Led Training (ILT) event process

Simplify the creation, deployment, and management of ILT events, reducing administrative burden and potential errors

Enhance learner engagement and usability with improved navigation, registration, and event participation features

Support more effective training outcomes through a seamless experience that encourages higher participation and satisfaction

And for both the Administrator and the Learner – we have redesigned the Instructor Led Training Events. So with Oracle's redesigned Instructor Led Training Events, we bring a modern, unified interface to both administrators and learners, streamlining every part of the process.

With experience prioritized in 26A, we demonstrate how we are elevating how work gets done with AI.

Home with Ask Oracle

Provide a new starting point for Fusion user with the Redwood Appearance app

Optimize navigation for new and returning users to quickly find features and information

Guide users to efficiently learn available options and reach their desired destinations

Support tasks, notifications, and actions through Home with Ask Oracle for streamlines productivity
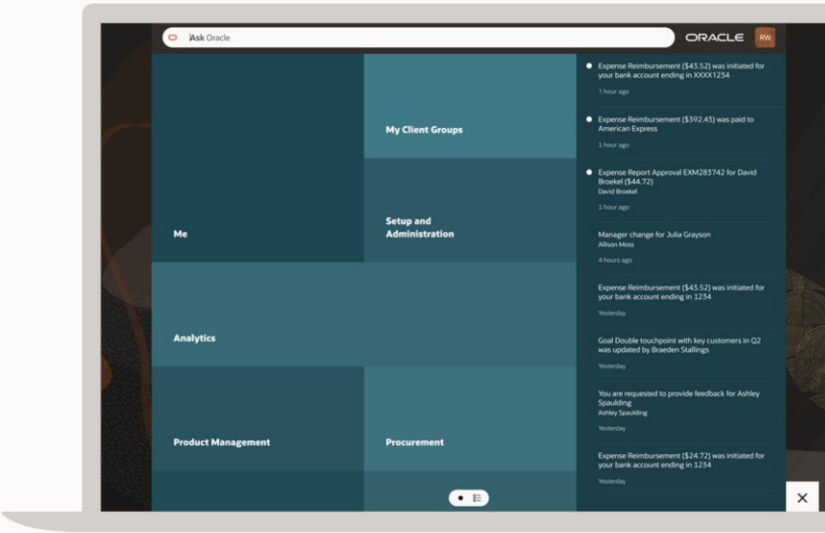
Before we wrap up this spotlight, I want to highlight an additional area of innovation, and that's the new Ask Oracle capabilities. You may have missed these advances that were delivered as part of release 25D as part of the Fusion Common updates.

But their impact on user experience is significant, and I wanted to highlight these investments that will continue throughout 26A and beyond.

We are excited to introduce our next step in the Redwood journey and a major evolution of how employees navigate Oracle Fusion Applications. This is the new Fusion Home Page with Ask Oracle.

We built the new home page for a simple reason: people want to get things done quickly, without hunting for the right page, menu, or action. So, we stripped away friction and rebuilt the home experience around how users actually work.

Ask Oracle gives every employee a clean, focused starting point.

New users get a simple Product Map. Returning users get smart Suggestions based on their previous activity.

Notifications have moved to where people will actually notice them, with quick actions built in. And our new Search experience understands natural language, so employees can find what they need using their own words, not having to guess labels.

Ask Oracle isn't just a new homepage, it's a simpler, faster, and more human way to start work in Fusion.

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Redwood: Harmonious cobranding

Enable customer identity by applying unique brand colors and appearance in Fusion Applications

Offer option for a diversity of colors or a single brand color to display consistently across all Redwood pages for a unified look

Allow for a brand's visual identity to be applied seamlessly across both desktop and mobile experiences

Provide theming of ADF pages automatically using Redwood to match chosen brand colors
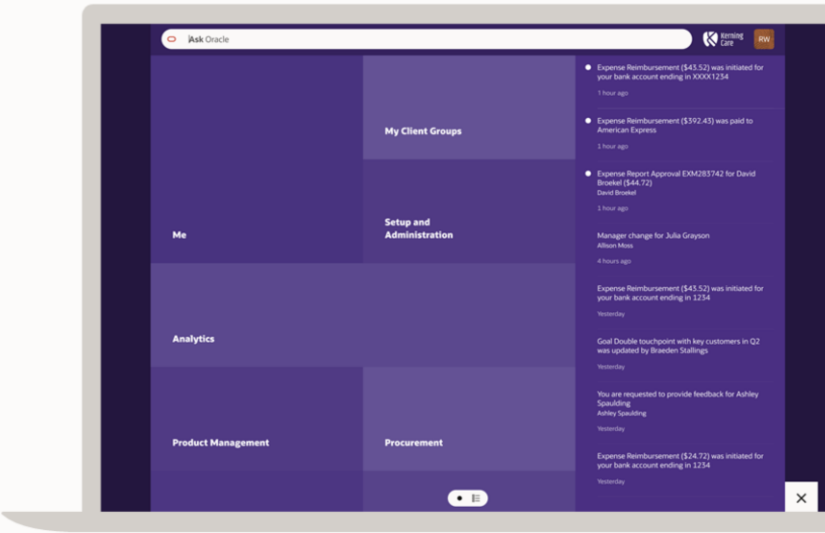
Another critical advancement in Redwood is our introduction of harmonious cobranding capabilities.

For years we've heard from our customers how important it is to be able to express their identity with diverse or singular branded colors, to apply thoughtful visual identity, and to extend their unique branding consistently throughout all Redwood and ADF pages.

With our latest releases, our Redwood Themes are accessible and feel more like our customers' brands throughout all their experiences.

ORACLE FUSION CLOUD HCM

Resources

Oracle Cloud Customer Connect
https://cloudcustomerconnect.oracle.com

Oracle Documentation
https://docs.oracle.com

Oracle Cloud Readiness Content
docs.oracle.com/en/cloud/saas/readiness/

Now we've covered a lot today, but there are many more innovations in 26A that we didn't have the time to highlight within this Spotlight.

For more information on all the features in Oracle Cloud HCM Release 26A, please use these links or scan the QR code.

ORACLE

At Oracle, we're committed to delivering innovation that matters, working closely with you, our customers, to ensure functionality, flexibility and extensibility that you need to stay future-ready and thrive in an era of Agentic AI.

Thank you for your time today. I look forward to seeing you again next quarter, when we'll shine the spotlight on Oracle Fusion Cloud HCM Release 26B.