

ORACLE

26D Release Update

ORACLE FUSION CLOUD HCM





Marcie Van Houten

SENIOR DIRECTOR, ORACLE CLOUD HCM CUSTOMER STRATEGY

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

Welcome to the Oracle Fusion Cloud HCM 26D Release Spotlight.

In this quarterly update, we'll highlight key improvements our teams have made across the HCM release.

Release 26D continues to bring intelligence and assistance closer to the everyday work of employees, managers, and HR teams. You'll see new and enhanced AI agents, focused workspaces, and process improvements designed to help people find answers, complete tasks, and make informed decisions with less navigation.

Today's Spotlight will give you a concise look at some of the release's most important capabilities and the value they can provide to your organization.

I'm pleased to welcome back Nancy Estell Zoder, Group Vice President of Cloud HCM Product Strategy to share some key updates before we move into the featured capabilities across Cloud HCM.



Nancy Estell Zoder

GROUP VICE PRESIDENT, ORACLE CLOUD HCM PRODUCT STRATEGY

Thanks Marcie!

Hi, I'm Nancy Estell Zoder. I lead the Oracle Cloud HCM Product Strategy.

Over the last decade, Oracle Cloud HCM has helped organizations digitize HR. The next era is about designing and orchestrating work, enabling the workforce, and ensuring operational compliance. That is the value of Oracle's agentic applications strategy.

Our differentiation starts with a simple idea. AI should work within the system of work and that includes data, workflows, controls, and decisions, not another disconnected layer for HR, operational leaders, managers, and employees to manage.

Fusion Claw extends that advantage. Customers begin with the outcome they need to achieve. A coordinated team of agents understands the worker, role, policy, workflow, and organizational context and recommends the next action; and, where appropriate, completes low-risk work within the right controls.

The 26D release makes this strategy tangible.

The impact reaches every stakeholder. Workers receive guidance in the flow of work. Managers and operational leaders get support in complex moments, and HR teams spend less time coordinating routine activity and more time driving workforce outcomes. IT and compliance leaders can now scale innovation with the security, auditability, and control expected of an enterprise system.

This is a new operating model for work: people and AI agents collaborating across HR, skills, communications, service, benefits, and controls, with trusted enterprise data at the center.

Oracle's strategy is clear: deliver agentic innovation that is useful, governed, and embedded in the work. With 26D, we are giving customers the capabilities to design, orchestrate, and govern work in support of their future of work.

Now, let's take a look at what's included in Oracle Fusion Cloud HCM Release 26D.



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 Core HR, Compensation, Benefits, and Employee Experience innovations in Release 26D. And stay tuned, as I have a special guest joining me today as well.

Core HR

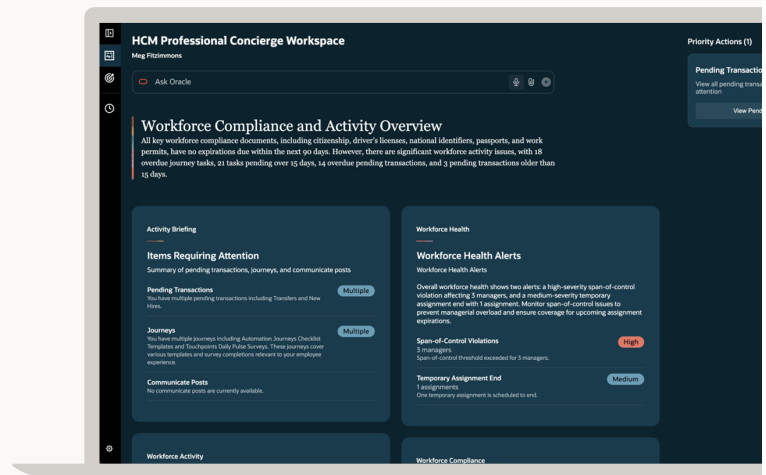


HCM Professional Concierge Workspace

A single workspace brings workforce insights and operational actions together

Employee lifecycle snapshots help specialists understand issues in context

Proactive signals help HR teams identify situations that may need attention



We will begin with Core HR. In 26D, new agentic workspaces and workflow assistance bring information and actions closer to HR specialists.

The HCM Professional Concierge Workspace brings workforce insights and operational actions into a single experience for HR professionals. It provides HR professionals one place to review workforce signals and continue into relevant action. It brings together in-app briefings, employee lifecycle snapshots, employee relations, and performance insights, and selected compliance or exit-risk signals.

Instead of assembling context from several pages and channels, a specialist can begin with a broader operational view. The workspace supports both proactive and reactive engagement including follow-up through email, where appropriate. And the workspace provides a starting point for day-to-day HR operations, connecting workforce signals with priority actions and help specialists address emerging situations and drive them towards resolution.

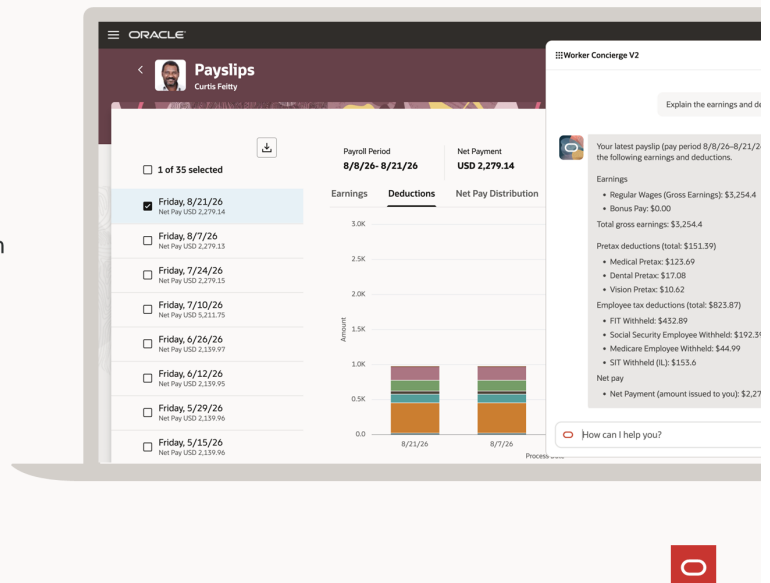
Workflow agents for HR support

Worker concierge guides HR users into relevant employee workflows

Person data assistant expands support for common employee information tasks

Document records assistance helps extract information and generate records

Together, the workflow agents shorten the path from a question to action



We're continuing to invest in our AI Agents.

The Worker Concierge uses a workflow architecture to preserve guided assistance and deep links while improving responsiveness.

Our Person Data Assistant enhancements extend conversational support for common employee information needs.

And our Document Records Management Assistant now extracts information from uploaded files, prepares the appropriate document records for review, and creates them after user confirmation.

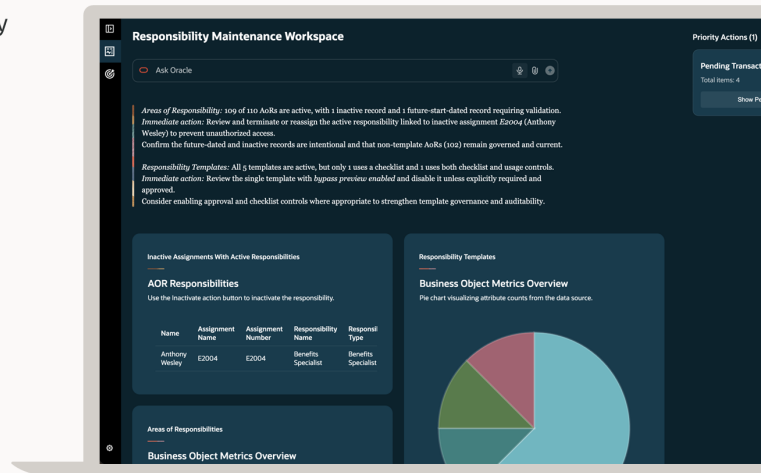
Together, these enhancements help HR teams resolve common requests more efficiently by combining conversational assistance with guided workflows and actions that move work forward.

Responsibility maintenance workspace

HR teams review and maintain areas of responsibility from one workspace

Guided actions reduce reliance on separate pages and technical data loads

Clearer ownership supports accurate routing across workforce processes



The Responsibility Maintenance Workspace gives HCM administrators an AI-assisted view of their organization's areas of responsibility, helping them quickly identify and resolve issues that can impact security and downstream HR processes.

The workspace brings key responsibility insights together in one place, including inactive assignments with active responsibilities, past-ended responsibilities, and duplicate responsibilities and templates.

Administrators can drill into the details behind these insights and take action directly from the workspace—for example, inactivating outdated responsibilities or reviewing duplicates that may need cleanup. By bringing visibility, analysis, and corrective actions together, Responsibility Maintenance Workspace helps administrators keep responsibility data accurate and aligned as the organization changes.

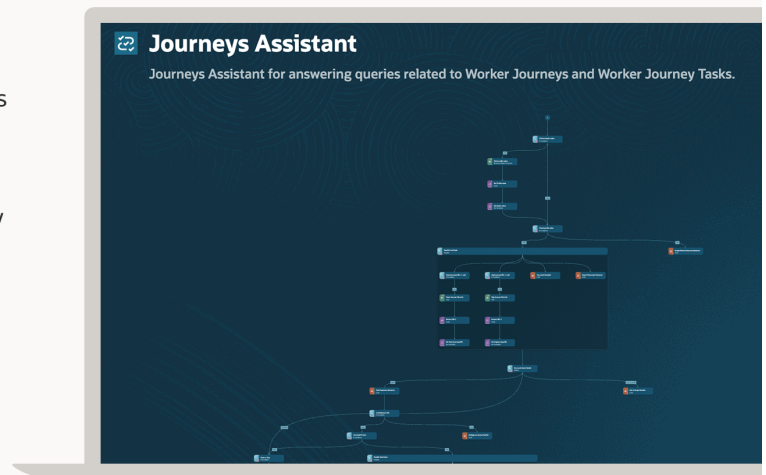
Journeys assistance and engagement

The journey assistant uses workflow orchestration for faster guided support

Extend journey engagement through SMS reminders

Performer groups assign journey tasks to groups of users on shared services teams

The combined experience supports guidance, timely reminders, and accurate routing



We have enhanced several parts of Journeys with the Journey Assistant Workflow Agent, SMS Nudges for Journey Reminders, and Performer Groups for Journey Tasks.

In 26D, the Journey Assistant moves to a workflow agent architecture, with guardrails and additional deep links that take users to relevant pages and actions.

SMS nudges extend journey reminders to people who may not be working in the application when attention is needed. Performer groups provide another way to assign journey tasks to groups of users – making this performer type perfect for tasks in a shared services organization.

These improvements make journeys easier to follow and help participants complete assigned activities with fewer delays.

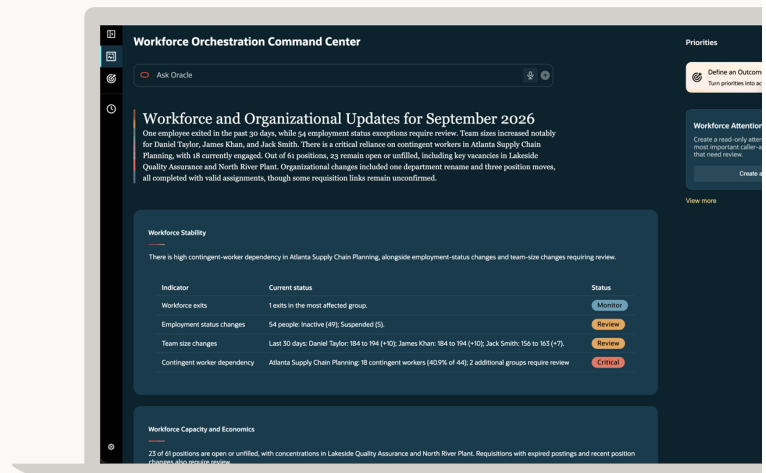
Workforce orchestration command center

Surface changing demand, capacity, and workforce risk signals

Model organizational changes and their workforce implications

Compare build, buy, borrow, redeploy, and structural options

Use Fusion Claw to recommend outcome-focused workforce pathways



I'm super excited to introduce this next feature in 26D, the Workforce Orchestration Command Center. It helps leaders turn continuous changes in business demand into workforce advantage. It connects workforce data, skills, capacity, cost, and organizational context so leaders can understand the impact before conditions become constraints.

Fusion Claw serves as the orchestration layer, modeling pathways to business outcomes and evaluating options such as redeployment, development, hiring, contingent labor, and organizational change. It helps leaders choose and coordinate the workforce response needed to keep the business moving.



To help unpack what’s different here, let’s spend some time with my colleague Jon MacGoy.

Brian: Jon, thanks for being here. For anyone who hasn’t had the chance to meet you before, would you mind giving a quick intro?

Jon: Absolutely. I’m Jon MacGoy, Vice President of HCM Product Management. My team is responsible for the delivery of AI, agentic applications, and the enterprise workflows that come together to help an organization make better decisions and turn them into effective business outcomes. That includes improving their current processes, solving existing business problems, as well as identifying future challenges and proposing suggested models to meet those challenges.

Brian: So, explain to me what’s different about this approach towards workforce modeling and why do organizations even need to care about modeling in the first place?

Jon: Traditional planning has always been periodic and static; it occurs every once in awhile. What’s different about our approach is that it’s a continuous connection, changing the business conditions to workflow decisions. And modeling organization change is key because of change in customer demands, or internal workforce structures, or sometimes worker’s skills. And organizations can quickly reshape capacity, and a businesses bottom line is affected. Modeling the impact helps leaders act before those gaps become business problems.

Brian: That makes sense to me. So, what makes Fusion Claw central to this capability?

Jon: Traditional workflow agents and Oracle agentic applications are excellent at executing defined workflows. What Fusion Claw adds is a deeper reasoning layer for the problems. It takes complex open-ended questions, it can connect signals from across the organization, it can model multiple workflow pathways, it can weigh the trade-offs and the constraints and recommend the responses most likely to achieve the desired outcome. Claw receives the information, spends time thinking about the problems, and then gives the user options to solve those problems.

Brian: So how does it work with Oracle’s agentic applications?

Jon: Oracle agentic applications include things such as business context, data, workflow, security, and actions needed to act. But Fusion Claw takes problems and it reasons through the problem. Together, they connect strategic workforce decisions into coordinated execution. Users ultimately take action based on the Claw provided playbooks.

Brian: Very nice. So, I can see how powerful Fusion Claw is. What does this enable business leaders to do?

Jon: Business leaders stay ahead of the continuous business change. There is no more reacting to those static problems. It gives leaders the competitive edge through faster, more informed, and proactive decision making.

Brian: Very nice. So, thank you so much, Jon, for joining me today to share your perspective on Fusion Claw and how it enables business leaders through Workforce orchestration Command Center.

Jon: Thanks for having me.

Isn’t Jon the best. Jon, thank you so much for taking the time to join me today and to share your perspective on Fusion Claw and in particular with Workforce Orchestration Command Center.

Compensation



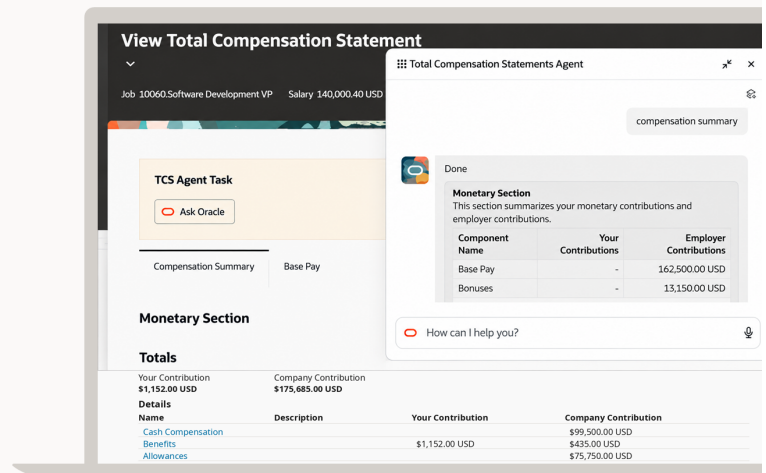
Compensation AI agents

Change salary answers policy questions and opens the relevant manager action

Personal contribution supports employee questions and contribution workflows

Total compensation statement uses authorized real-time compensation information

Each agent connects understanding with the appropriate compensation task



We've enhanced several of our Compensation AI Agents to make common compensation tasks easier and more convenient.

The Change Salary agent can answer policy-specific questions and then take managers directly into the Redwood salary action, helping them move from understanding to action while keeping the conversation in context.

The Personal Contribution agent gives employees more guidance around their contributions, including supported eligibility and assignment scenarios, and helps them continue into the appropriate contribution workflow.

Finally, the Total Compensation Statement agent uses authorized, real-time compensation information to help employees understand the published statement they're entitled to view.

Across all three, the experience is simpler yet more accurate: ask a question, get an answer grounded in the right process and data, and move more naturally into the task you need to complete.

Benefits

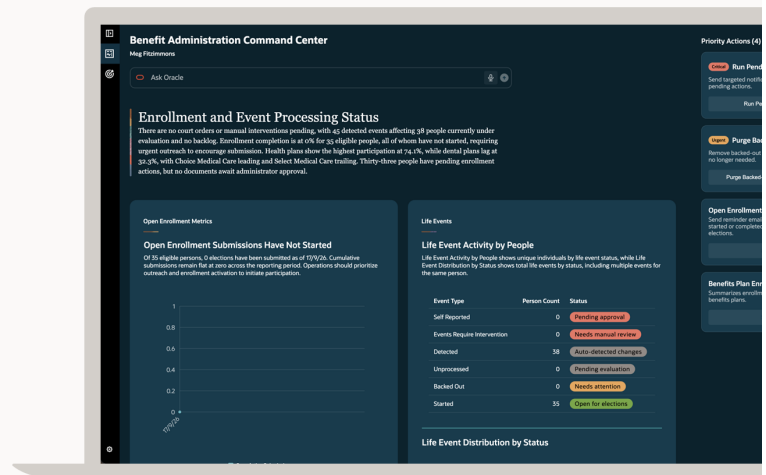


Benefits administrative command center

A conversational workspace surfaces benefits exceptions that require attention

Administrators can review guidance and act without moving across multiple modules

Consolidated workflows support faster resolution and more consistent administration



Next, we turn to Benefits. The Benefits Administration Command Center gives benefits administrators an AI-assisted workspace for managing benefits operations. Benefits administrators handle time-sensitive work across open enrollment, life events, pending actions, and compliance. The Command Center brings insights, analytics, investigation, and corrective actions together in a unified agentic workspace.

Administrators can identify trends and issues, focus on high-priority items, investigate what requires attention, and take available actions without navigating between separate benefits administration pages. Priority Actions help move that insight into action, including sending communications, managing life events, closing optional pending action items, and submitting applicable processes.

This helps benefits teams focus their attention where it is needed most and address benefits administration issues more efficiently.

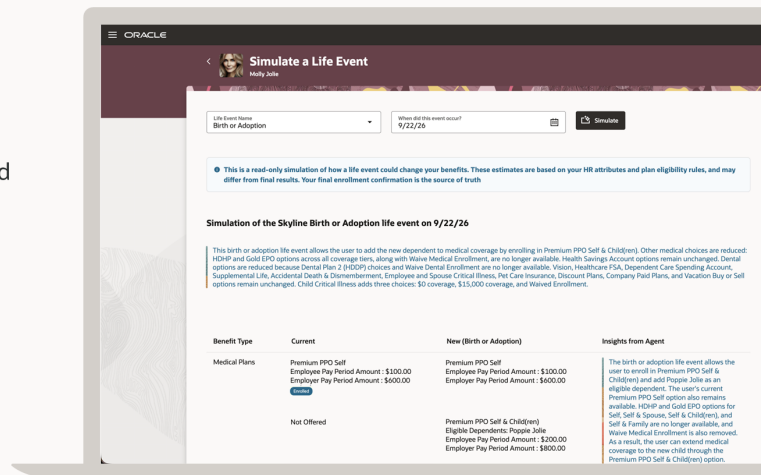
AI-enabled 'what-if' simulations

Administrators can examine a life event before changing an employee record

Simulation clarifies likely enrollment effects and rule outcomes

Earlier insight supports more confident guidance and fewer avoidable corrections

AI summaries highlight key enrollment changes across plan types



We're enhancing What-if Life Event Simulation for Administrators with AI-generated summaries that make simulation results easier to understand. Administrators can already simulate a life event on a selected date without making changes to an employee's benefits, comparing current and new enrollment opportunities across plan types. Now, AI Summary brings those results together by summarizing changes within each plan type and providing an overall view across the simulation.

Administrators can more quickly understand changes to plans, options, rates, dependents, and beneficiaries and use that context when evaluating a proposed change or responding to an employee question. This makes complex simulation results easier to interpret and helps administrators make more informed benefits decisions before changes are made.

Thanks for joining me for the updates in these areas for 26D.



Jane Veader

DIRECTOR, ORACLE CLOUD RECRUITING PRODUCT STRATEGY

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

Let's dive into the exciting new features in 26D.

Recruiting

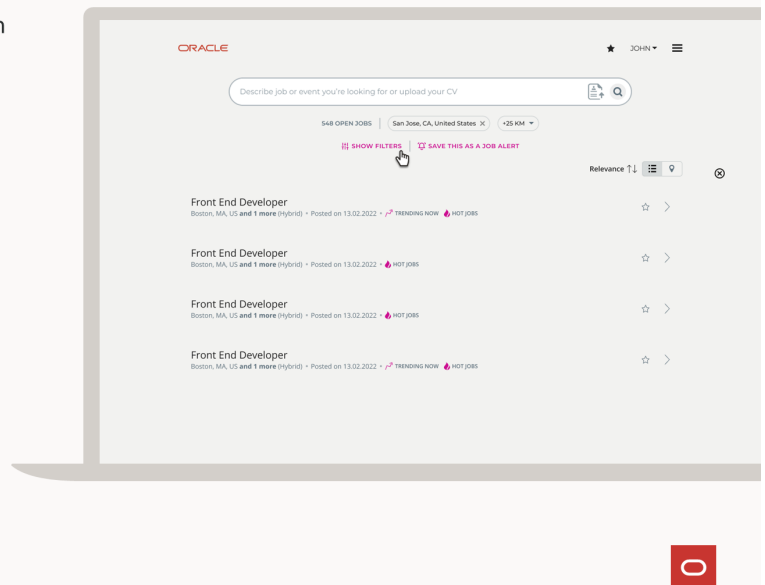


Agent-targeted job alerts for candidates

Allow candidates to create job alerts based on search criteria, including the new smart search

Agentic assistance improves recommendations based on candidate interests

Relevant alerts help candidates discover opportunities as they become available



In this release we've greatly enhanced the flexibility of Job Alerts by transitioning the automation to AI agents. Job alerts help Candidates opt in and receive recommendations for jobs designed to reflect their interests, helping them stay aware of relevant opportunities as new roles become available.

In combination with the new Smart Search from 26C, candidates no longer need to select filters or know how departments are structured. Candidates can use their resume or a narrative description of their interests and use that search criteria as the basis for job alerts.

Help candidates identify job application gaps

Provide candidates with a review of their application information before submission

Candidates receive feedback about how they compare to job requirements, including incomplete or unclear information

Suggestions help candidates present their qualifications more effectively

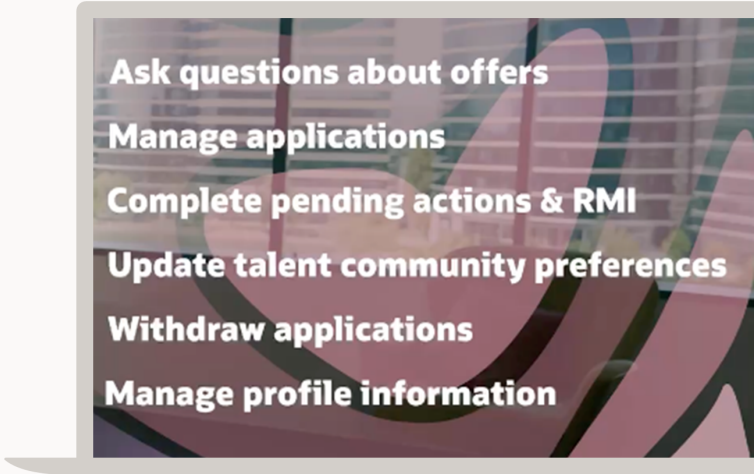
The screenshot shows a laptop screen displaying a job application review interface. The interface is split into two main panels. The left panel, titled 'Contact Information', contains a form with fields for 'Last Name', 'First Name', 'Middle Name', 'Email Address', and 'Phone Number'. Below these fields are checkboxes for 'Use for communication' and 'I agree to receive marketing communications'. The right panel, titled 'AI Assistant', contains a 'Review my application' button and a section titled 'Application health check'. This section lists several areas for improvement: 'SaaS Platform & Agile Methodologies', 'Strategic Roadmap Planning', 'International Product Launches', and 'PMP Certification'. Each item includes a brief description of the requirement and a suggestion for improvement. At the bottom of the laptop screen, there are three buttons: 'BACK', 'SUBMIT', and 'REVIEW APPLICATION'.

We've also added an agent that helps candidates submit better applications. Within the apply flow, Candidates now have the opportunity to get their application reviewed by the agent to offer feedback about job fit and any details that may be incomplete or could represent the candidate's qualifications more clearly. Candidates can use those suggestions to strengthen their application before sending it to the recruiting team.

This gives candidates timely guidance at an important moment and keeps the information and suggestions in context with the role and the candidate's profile, while helping organizations receive more complete and useful application information.

Career coach enhancements

Understand and ask questions about offers
Manage applications
Complete pending actions & RMI
Update Talent Community preferences
Withdraw applications & manage profile information



Ask questions about offers
Manage applications
Complete pending actions & RMI
Update talent community preferences
Withdraw applications
Manage profile information



While the application health check is available as a standalone agent, the Career Coach has also been enhanced in 26D to include support for Offer questions and interactions, as well as the complete self-service activities of a candidate.

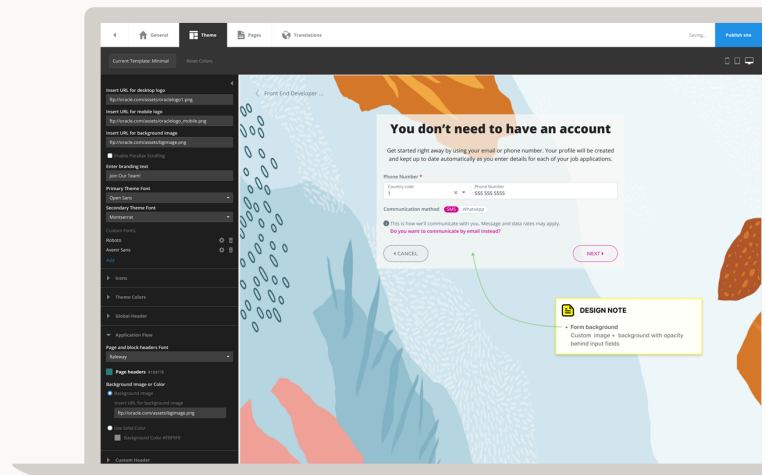
And with Recruiting Booster, the Career Coach supports autonomous conversations across multiple channels, so candidates can engage with the agent and take these actions over email, SMS, and WhatsApp.

Customize the candidate application experience

Career site designers can brand registration and application flow pages

Theme controls help the apply experience align with the broader career site

Greater configuration supports a more consistent candidate experience



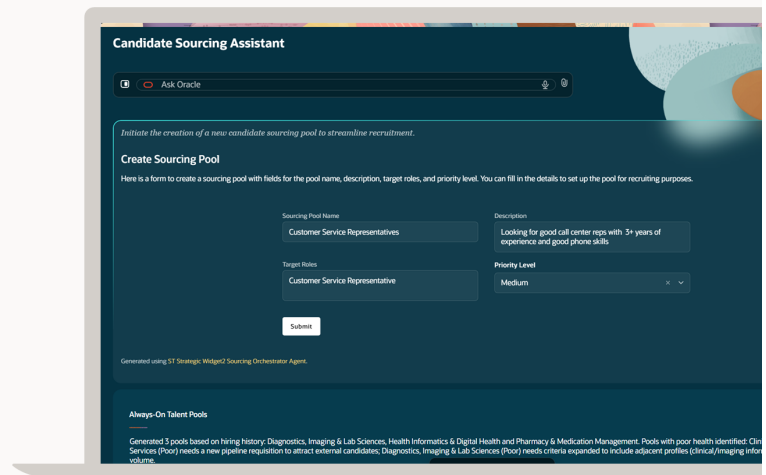
Oracle Recruiting has always delivered a comprehensive career site designer toolkit since launch, and now we've enhanced the site framework to apply custom branding to more site pages, including the registration and application pages. Organizations can apply branding and custom content to these pages to support a more visual and consistent experience as candidates move from job discovery into the apply flow.

Candidate sourcing workspace

Focused workspace to anticipate hiring needs and build candidate pipelines before requisitions open

Identify and engage prospective talent for current and future needs

Consolidated context anticipates sourcing work and extends users ability to execute



The screenshot displays the 'Candidate Sourcing Assistant' interface. At the top, there's a search bar with 'Ask Oracle' and a microphone icon. Below this, a heading reads 'Initiate the creation of a new candidate sourcing pool to streamline recruitment.' The main section is titled 'Create Sourcing Pool' and includes a sub-header: 'Here is a form to create a sourcing pool with fields for the pool name, description, target roles, and priority level. You can fill in the details to set up the pool for recruiting purposes.' The form contains four input fields: 'Sourcing Pool Name' (filled with 'Customer Service Representatives'), 'Description' (filled with 'Looking for good call center reps with 3+ years of experience and good phone skills'), 'Target Roles' (filled with 'Customer Service Representative'), and 'Priority Level' (a dropdown menu set to 'Medium'). A 'Submit' button is located below the form. At the bottom, a small text line states 'Generated using ST Strategic, Widgeo2 Sourcing Orchestrator Agent.' Below this, a section titled 'Always-On Talent Pools' contains a paragraph: 'Generated 5 pools based on hiring history: Diagnostics, Imaging & Lab Sciences, Health Informatics & Digital Health and Pharmacy & Medication Management. Pools with poor health identified: Clin Services (Poor) needs a new pipeline requisition to attract external candidates; Diagnostics, Imaging & Lab Sciences (Poor) needs criteria expanded to include adjacent profiles (clinical/imaging info volume).

The Candidate Sourcing Workspace provides a focused experience for finding and engaging prospective talent at the earliest stages of engagement. Sourcers get early business signals for future roles and are proactively served options to build and engage with talent pipelines. Agents extend the reach of the hiring team by initiating autonomous conversations and outreaches to targeted talent, and agents detect and curate follow ups so that sourcing teams can stay on top of active prospects.

Bringing information and actions into one experience makes sourcing more efficient and helps sourcing teams focus on building relationships with more prospective candidates.

Recruiting Booster

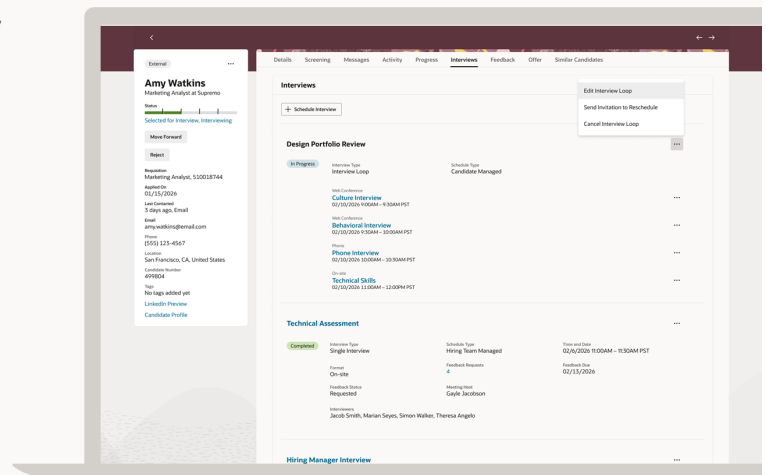


Create interview loops

Loop-style Interviews coordinates multiple interview events within one schedule

Configure unique feedback requests for each stage of interview

Allow candidates to schedule and reschedule the complete loop through career coach



New in Recruiting Booster, we have enhanced the interview experience to add Loop-style Interviews. Loop-style Interviews help teams coordinate a structured sequence of conversations as one complete interview “loop” and organize the feedback that follows.

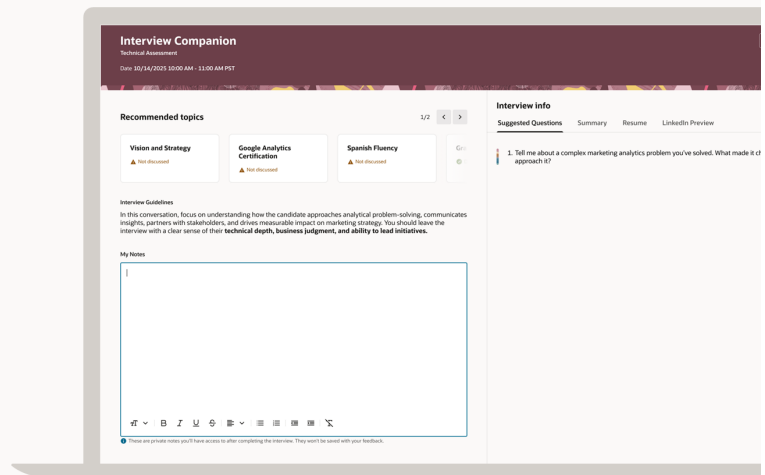
Each interview within the loop can have a unique team and feedback process, while candidates are able to schedule and reschedule the loop as one complete process.

Real-time topics and questions during Zoom interviews

Interview companion suggests relevant questions and topics based on the live Zoom transcript

Uses the requisition details and interview guidelines to suggest topics and relevant follow up questions

Live monitoring of what topics have and have not been discussed



Following the release of the Interview Companion in 26C, now the Interview Companion provides real-time assistance while the conversation is taking place, showing what topics have been discussed and suggesting topics and follow up questions. This helps interview teams stay focused on the candidate and the role and helps hiring teams collect better, more consistent information from the interview process.

Thanks for joining me today to learn more about what we delivered in 26D in Recruiting and Recruiting Booster.



Kautul Mehta

SENIOR DIRECTOR, ORACLE CLOUD TALENT DEVELOPMENT PRODUCT STRATEGY

Hi, I'm Kautul Mehta, Senior Director of Product Strategy for Oracle Learning and Development. I'll cover key 26D innovations across Learning and Development, Dynamic Skills, Talent Management, and Touchpoints.

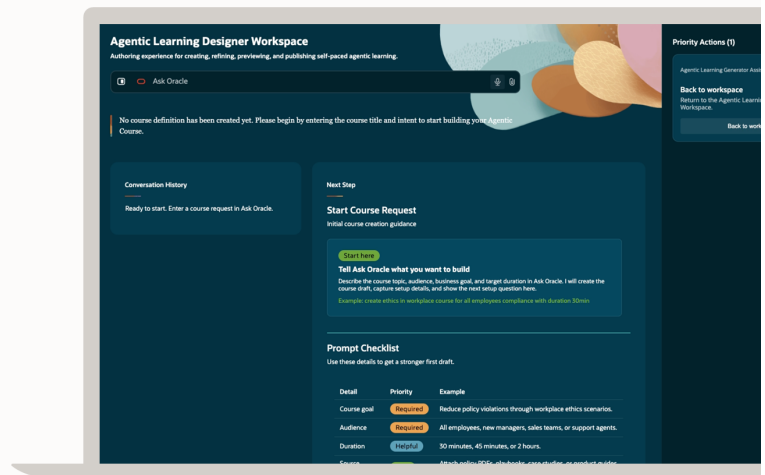
Talent Development



Agentic course authoring and delivery

Agentic course designer turns a course request and approved source materials into a self-paced agentic course

Agentic course player delivers the course: guided instruction, practice with feedback, knowledge checks one at a time



Let's look at Learning and Development.

For the first time, Oracle brings course authoring into the learning experience. A specialist can describe a course in Ask Oracle, attach source material, and generate modules, lessons, and assessments. They can refine the course conversationally, shorten a module, or strengthen a knowledge check, and publish it to the catalogue with a single click. This helps learning teams create content in hours or minutes instead of weeks or months, which matters as skills change faster.

The Agentic Course Player then personalizes delivery. It monitors learner progress, provides practice and feedback, moves quickly through material the learner already knows, and revisits concepts when needed. Learners can ask questions throughout, giving each person a more efficient path based on what they understand.

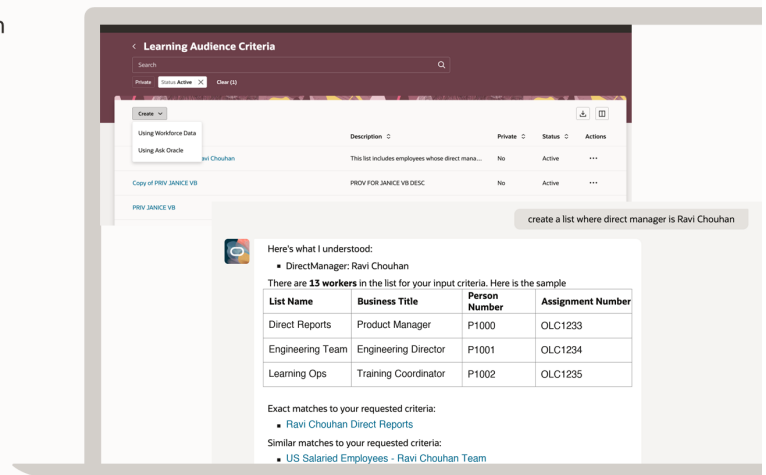
Agentic learning operations

Learning audience assistant: describe an audience in plain language, preview who matches, approve the criteria

Learning catalog management assistant: create questionnaire-based assessments and checklists from Ask Oracle or email

Learning item enrichment agent fills in skills, topics, objectives, and ideal-learner details across the catalog

Together, these agents simplify learning operations



For learning administrators, 26D adds AI assistance across several operations.

Learning Audience Assistant lets administrators describe the audience they need. It proposes criteria, shows matching workers, identifies similar existing audiences, and lets the administrator review and approve the result.

Learning Catalog Management Assistant, formerly Learning Creation Assistant, now creates questionnaire-based learning. From a questionnaire code or title, it determines whether an assessment or observation checklist is needed and builds the draft through Ask Oracle or email.

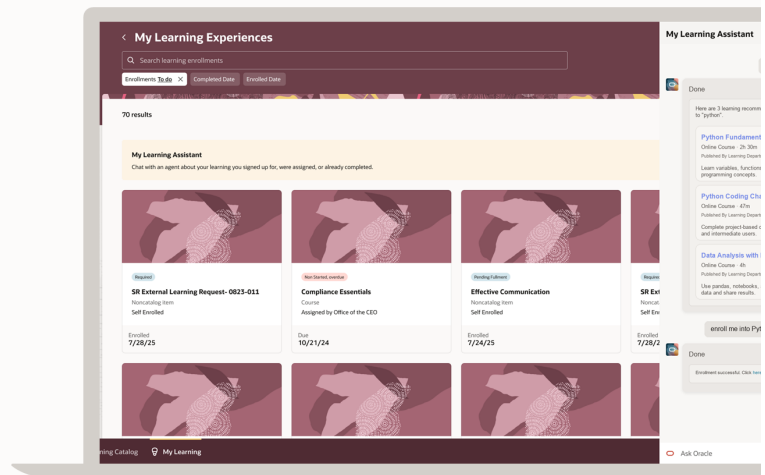
Learning Item Enrichment Agent generates the skills, topics, objectives, and ideal-learner details that makes content easier to discover. Across these capabilities, the agent creates the draft and the specialist reviews and approves it.

Enhanced learner experiences

Learning tutor is enhanced so that customers can use content intelligence to provide more relevant assistance in tutoring sessions

My learning assistant now handles status questions, recommendations, and enrollment in one conversation

Closed captions are now supported for videos in the redwood media player



Now let's turn to the learner experience.

Learning Tutor can use designated enterprise content to answer learners' questions in context.

My Learning Assistant brings overdue learning, recommendations, and enrollment into one conversation, with cards showing format, effort, and why each item was recommended.

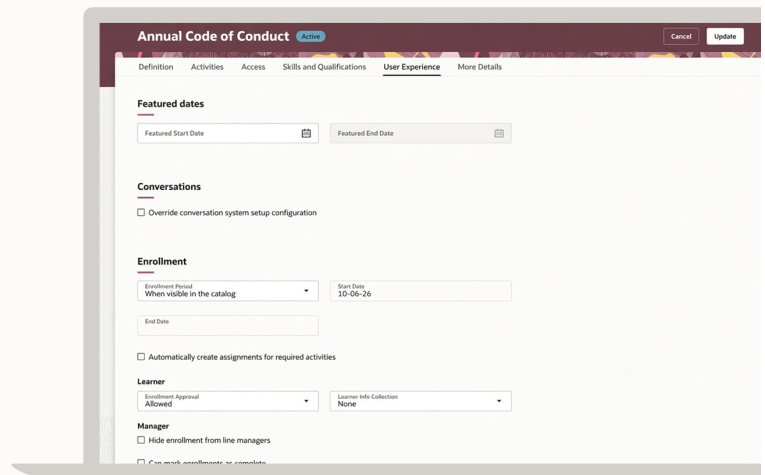
Self-paced videos in the Redwood Media Player also display a closed-caption button whenever captions are available.

Assignment renewals for learning paths

Learning path assignments now support recurring renewal requirements

Administrators manage repeated learning through the path rather than separate assignments

Renewal support for learning paths helps organizations maintain required learning over time



The screenshot displays the 'Annual Code of Conduct' configuration page, which is currently active. The page is divided into several sections: 'Featured dates' with fields for 'Featured Start Date' and 'Featured End Date'; 'Conversations' with a checkbox for 'Override conversation system setup configuration'; 'Enrollment' with a dropdown for 'Enrollment Period' (set to 'When visible in the catalog'), a 'Start Date' field (set to '10-06-26'), and an 'End Date' field; 'Learner' with a dropdown for 'Enrollment Approval' (set to 'Allowed') and a dropdown for 'Learner Info Collection' (set to 'None'); and 'Manager' with a checkbox for 'Hide enrollment from line managers'. There are also 'Cancel' and 'Update' buttons at the top right.

One final Learning update addresses a frequent compliance request: assignment renewals now extend to learning paths.

Administrators configure the renewal rule on the path or assignment profile. When the path renews, the learner receives a new assignment based on the path's current structure, not last year's version.

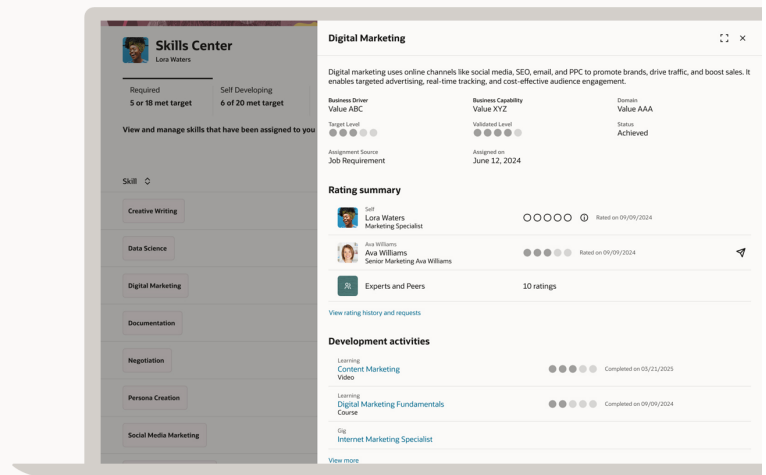
Only learning completed on or after the renewal assignment start date counts toward the renewed path.

Dynamic Skills & Talent Management



Dynamic Skills enhancement

Skill details with attainment evidence, ratings, endorsements, and development activity



Dynamic Skills adds a slide-out panel that shows employees, managers, and administrators how a skill was developed and validated.

Assignment details, ratings, endorsements, history, and development activity come together in one place, making proficiency easier to assess and supporting better development decisions.

Succession planning insights

Natural-language guidance helps HR explore and identify potential successors more quickly

Candidate recommendations combine skills, profile, assignment, location, and workforce context to improve fit assessment

Talent profile summaries bring relevant employee context directly into Talent Review

Together, these capabilities reduce preparation effort and support more informed succession discussions

Find successors using natural language

Full context to understand why candidates fit

Profile summaries in Talent Review



Next, we're making succession planning easier to prepare for and more informed.

Succession Planning Guide Agent lets HR specialists use natural language to explore potential successors across their area of responsibility.

Recommendations combine profile, assignment, location, workforce structure, and relevant skills to explain why someone may be a strong fit.

Talent Profile Summaries bring that employee context directly into Talent Review. Together, these capabilities reduce preparation effort, improve candidate comparisons, and let leaders focus on judgment and development decisions.

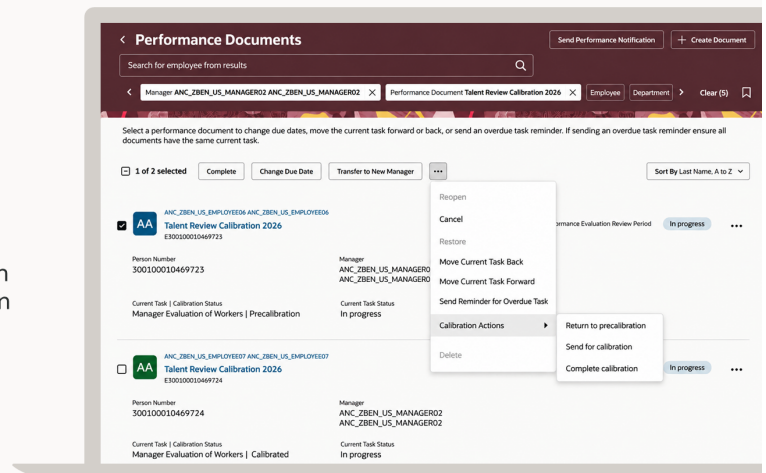
Talent Review to calibrate performance ratings

In-progress performance ratings can be calibrated collaboratively in Talent Review

Leaders compare ratings across the population to improve consistency and fairness

Calibrated ratings and comments flow back into performance documents, embedding the whole process in a single flow.

The connected process reduces manual coordination and creates a clearer path from calibration discussion to final evaluation



Talent Review now supports calibrating in-progress performance ratings.

Managers can send ratings into Talent Review, where leaders compare the population, adjust ratings, and capture calibration comments together.

When the review is complete, the calibrated ratings flow back into the performance document with clear visibility into what changed.

This creates a more consistent, collaborative process and a cleaner connection between talent discussions and performance outcomes.

Touchpoints



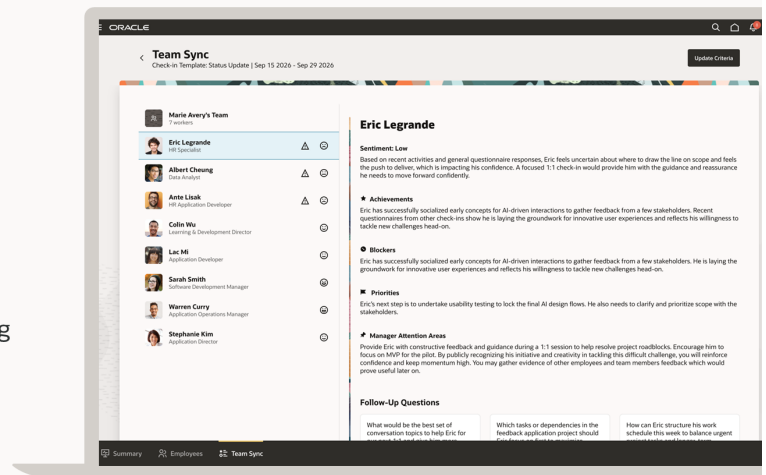
TeamSync conversation summaries

TeamSync summaries now use questionnaire responses and conversation summaries alongside existing check-in context

Suggested actions can use questionnaire and conversation context to make follow-up recommendations more relevant

AI assist for feedback can use questionnaire responses already captured during the check-in

More of the information already captured in Touchpoints is reused, reducing effort and improving follow-through



In 26D, Touchpoints makes greater use of information already captured during check-ins.

Team Sync combines questionnaire responses and conversation summaries with topics and notes, giving managers a grounded view across the team without revisiting every check-in.

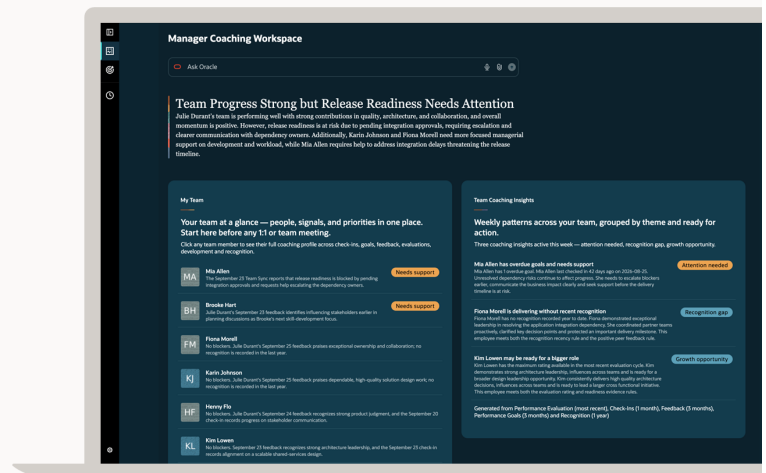
That same context can inform Suggested Actions and help AI Assist generate more relevant feedback. Information captured once can support the next conversation, recommendation, or follow-up, reducing review effort and helping managers turn check-ins into action.

Manager coaching agentic workspace

A focused workspace gives managers guidance within the coaching process

Relevant employee and conversation context supports better preparation

Managers can move from insight to an appropriate follow-up action



The Manager Coaching Agentic Workspace helps managers prepare for follow-up conversations involving performance, development, or team dynamics.

It brings relevant guidance and employee context into a focused experience, helping managers assess the situation and determine an appropriate next step without searching across several pages.

The workspace supports preparation without replacing the manager's judgment. By placing assistance closer to the coaching workflow, it extends Touchpoints from recording conversations to helping managers prepare for what comes next.

Thank you. That concludes the 26D updates across Learning and Development, Dynamic Skills, Talent Management, and Touchpoints.



Hi, I'm Sherri Bartels, Senior Director of Cloud HCM Strategy for Workforce Management. I'll share key 26D innovations across Workforce Management and Payroll.

Absence



Absence with project information

Project, task, and expenditure costing details can be associated with absence entries

Edits and reprocessing of absence entries will preserve project costing allocations

Absence entries with project costing allocations in time cards are planned to transfer to project costing in the next release

The screenshot displays the Oracle Time Card interface for Morgan Reed. It shows a summary of hours: Scheduled Hours (42.5), Reported Hours (32), and Absence Hours (8). Below this, there are tabs for 'Time Entry' and 'Calculated Time'. The 'Time Entry' tab is active, showing a table with project and task details for the period 2026/06/01 - 2026/06/07. The table includes columns for Project, Task, Time Type, Start, Stop, Quantity, and a 'Total Hours' row at the bottom.

2026/06/01 - 2026/06/07			Monday, June 01			Tuesday, June 02			Wedn
Project	Task	Time Type *	Start	Stop	Quantity	Start	Stop	Quantity	Star
1	26A-AUT-CO-CONTRACT-2	2.2	Vacation US	9:00 AM	5:00 PM	8.00			
2	26A-AUT-CO-CONTRACT-2	2.2	Regular			9:00 AM	5:00 PM	8.00	9:00
3									
4									
5									
Total Hours					8.00 hours			8.00 hours	

With this Absence Management enhancement, Employees can record an absence through a time card and include the relevant project, task, and expenditure costing details.

Those details are retained through any necessary edits and reprocessing, supporting more accurate allocation of project-charged absence time.

Workforce Scheduling



Scheduling decision support improvements

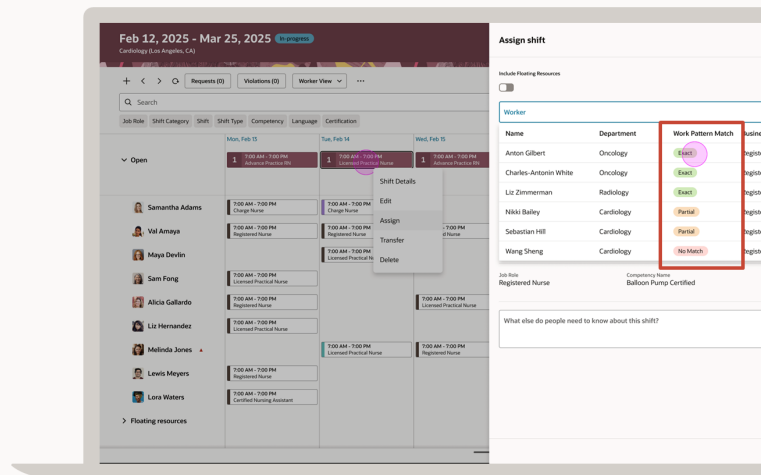
AI agent helps managers and administrators assign work pattern templates in bulk and make mass changes more easily

Recommendation scores help managers compare workers for an open shift

Minimum staffing requirements can be defined for workload demand and enforced during schedule generation and all scheduling transactions

Prepopulated self-scheduling gives workers a useful starting point and saves time

Together, the features support decisions across the scheduling cycle



Next, four enhancements help managers and workers make faster, better informed scheduling decisions.

An AI agent helps managers find workers, review current work pattern template assignments, and assign new templates with effective dates across eligible workers. This reduces manual effort and improves assignment accuracy.

Work pattern match uses recommendation scores to compare qualified workers for open shifts based on organizational priorities.

Minimum staffing requirements can be enforced during schedule generation and scheduling transactions to reduce coverage gaps and compliance risk.

Prepopulated self-scheduling gives workers a practical starting point reducing last-minute adjustments and manager intervention.

Time and Labor

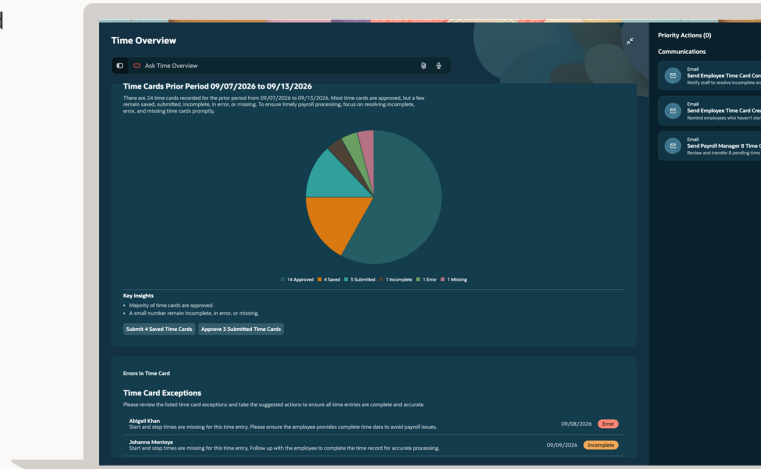


Time analyst and time assistant enhancements

Managers and time administrators receive expanded AI assistance for analysis of time cards

Conversational guidance helps users understand relevant time information more quickly

Faster access to relevant time data supports timely review and approval of workforce time and helps reduce pay errors



AI Time Analyst and Time Assistant now expands conversational guidance for Time Administrators, and managers as they create, manage, and approve time cards from team time cards or the Workforce Operations Command Center.

Users can ask questions and review contextual information across reports, time records, and policies before taking action. This reduces back-and-forth, and supports more accurate decisions, helps prevent pay errors, and shortens the time to pay process.

That concludes the workforce management and payroll updates in 26D.

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/



We have even more innovations to share in 26D that we were unable to highlight within this Spotlight.

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

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Thank you for your time today. We look forward to seeing you again next quarter, when we'll shine the spotlight on Oracle Fusion Cloud HCM Release 27A.