

LIVE

21/10/21

Evosys • Live

Advisory
Webinar

21D – Talent Management

Empowering you for the next update



ORACLE

Partner



Host: Hardik Patel
Operations Manager –
Managed Services

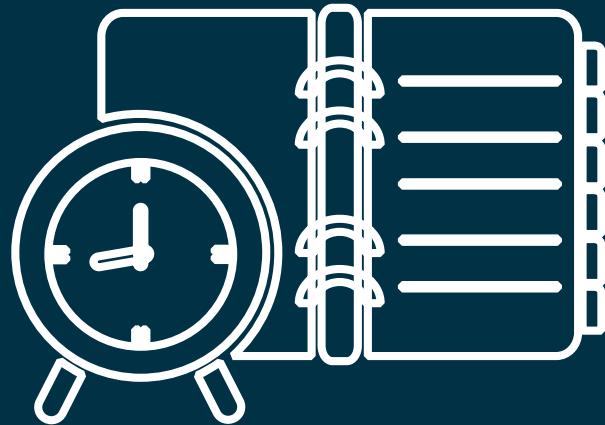
Speakers: Siddhartha Goutam
Consultant
Human Capital Management



Oracle's Global
Partner of Year
(2017, 2019)

Featured in Gartner
MQ for Oracle Cloud
(2019, 2020)

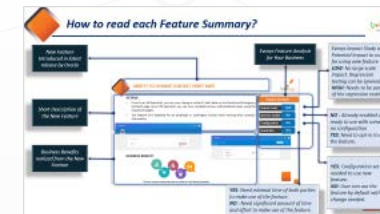
AGENDA



Our Approach to Oracle Update

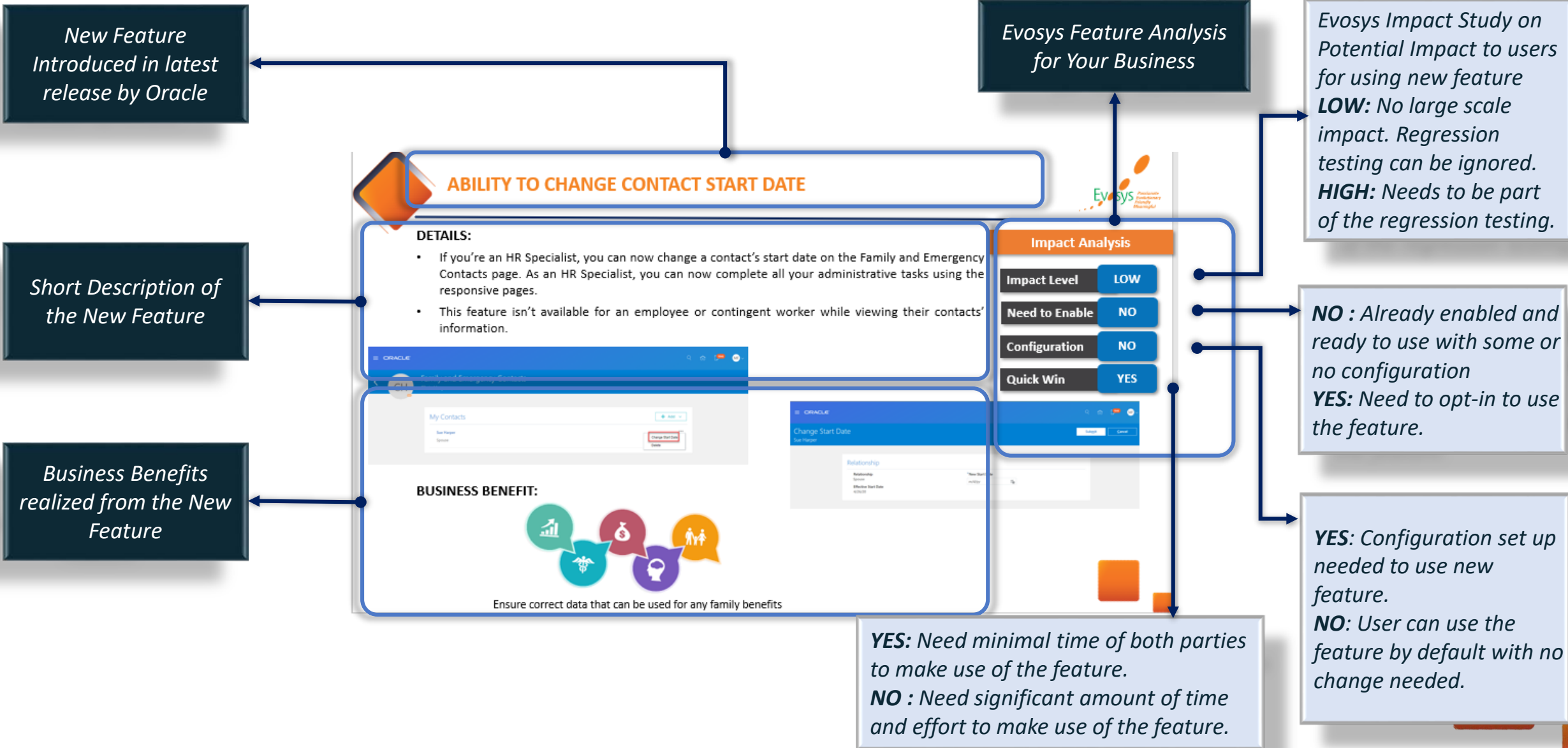
Our Analysis of Latest Release

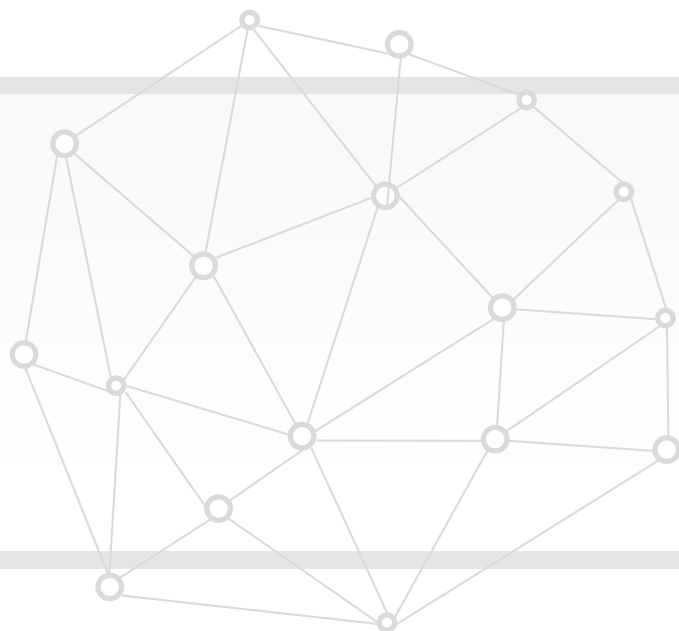
Closing
- Q&A





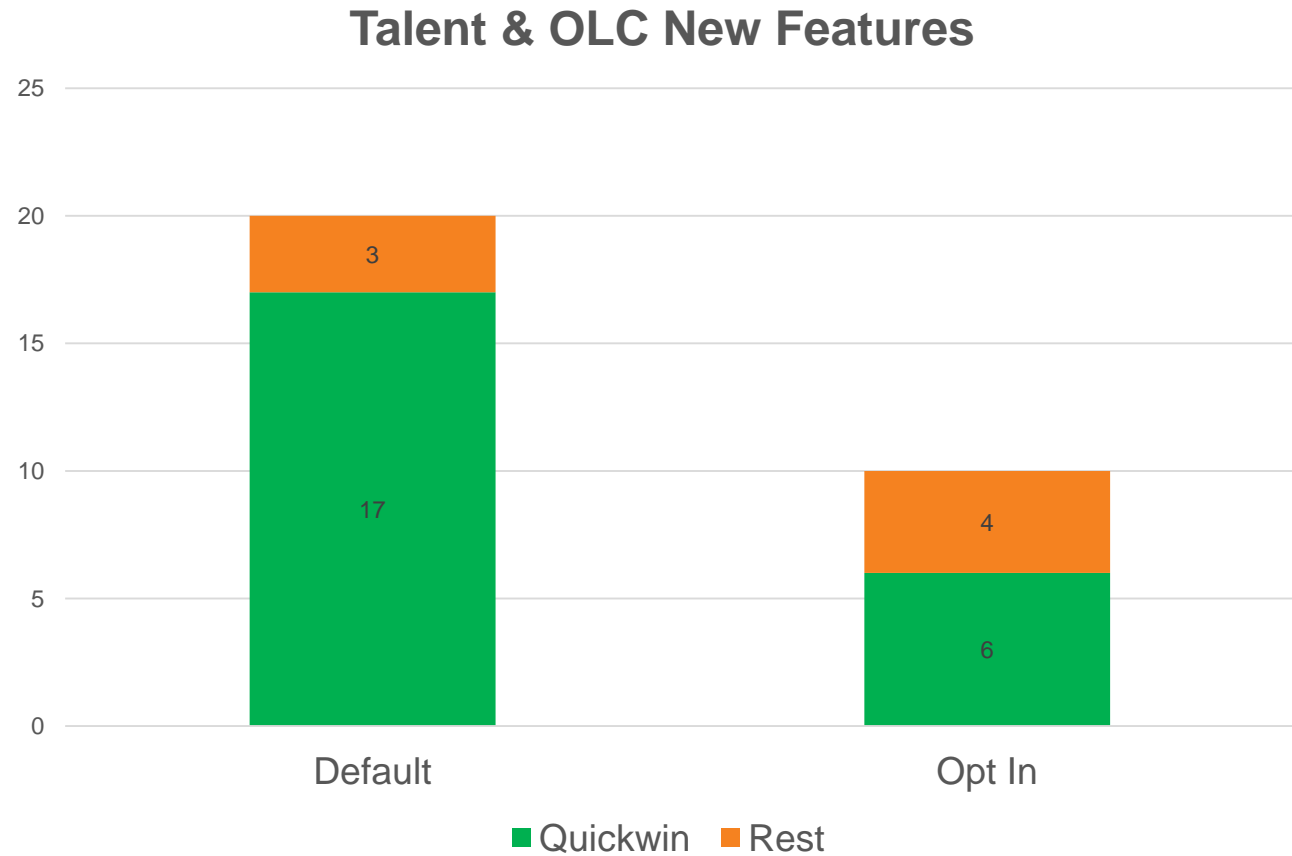
How to read each Feature Summary?



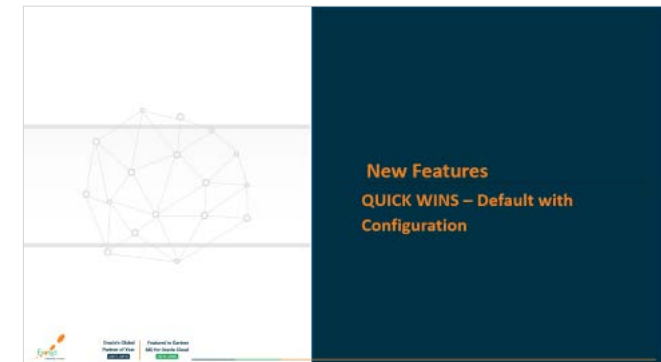
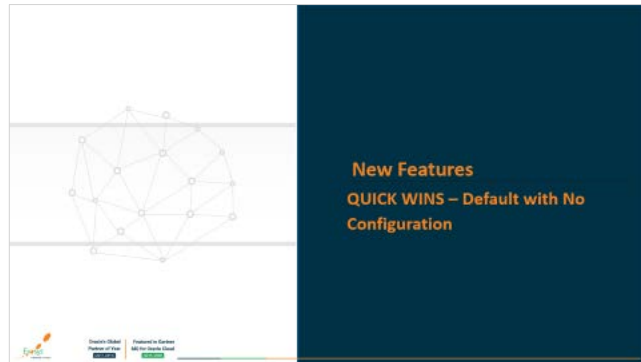


Our Analysis of Latest Release New Features

Evosys Analysis- Statistics

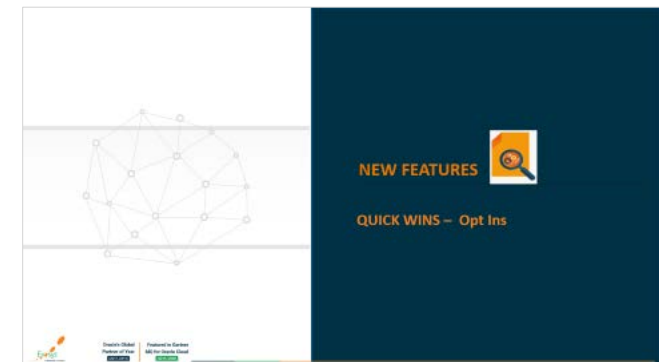


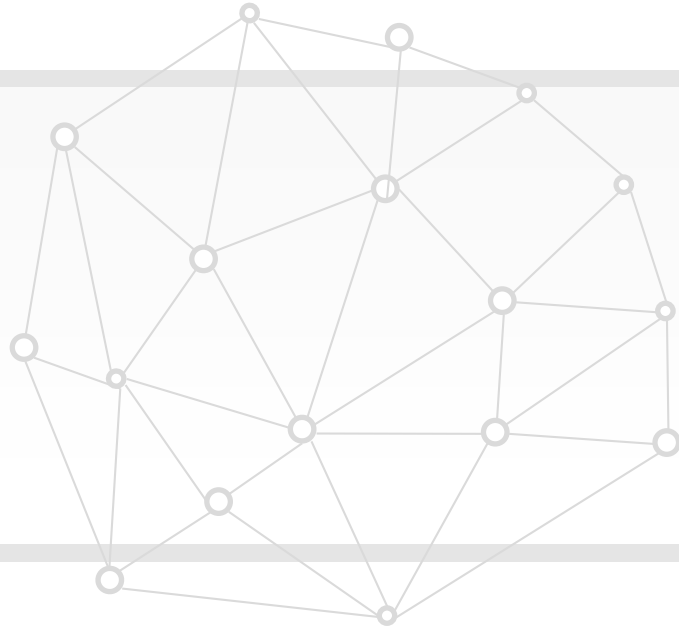
Evosys Analysis



Oracle's Global
Partner of Year
(2017, 2019)

Featured in Gartner
MQ for Oracle Cloud
(2019, 2020)





New Features

Quick wins – Default with no configuration

Select or remove multiple access groups for learning item

Details:

Select multiple global access groups at a time to add them to, or remove them from courses, offerings, and specializations. This enhancement makes it faster and easier for admins to manage the global access groups associated with learning items, because you can add or remove global access groups in a single step, rather than adding them one at a time as in previous releases

Select Global Access Group

CancelSubmit

Search

AdvancedSaved SearchSearch Global Access Group: ▾

** At least one is required

Match ☒ All ☐ Any

** Global Access Group Name

** Global Access Group Number

** Learner Self-Service View Mode

** Manager Initial Assignment Status

** Learner Initial Assignment Status

** Access Group Created On

mm/dd/yy

SearchResetSave...

Search Results

View ▾

Global Access Group Name	Global Access Group Number	Access Group Created On	Learner Self-Service View Mode	Manager Initial Assignment Status	Learner Initial Assignment Status
75_Global Access Group 1	OLC185246	07/27/21	Details View	Active	Active
75_Global Access Group 2	OLC185247	07/27/21	Details View	Active	Requested
75_Global Access Group 3	OLC185252	07/27/21	Summary View	Request Appr...	Requested
Do Not Use GAG 0205	OLC152018	02/05/20	Details View	Active	Active

Impact Analysis

Impact Level **Low**

Need to Enable **No**

Configuration **No**

Quick Win **Yes**

Business Benefit:



Improved management of diverse global groups of learners.

Translation support for elearning player

Details:

The Save and Close buttons on the player, the table of contents labels that aren't driven by the content, and any messages displayed to users are now shown in the logged-in user's set language preference.

Impact Analysis

Impact Level	Low
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Need to Enable	No
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Configuration	No
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Quick Win	Yes
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Business Benefit:



Helps learners having varied linguistics.

Additional design studio support for succession plan and talent pool pages

Details:

Additional attributes available for the Succession Plans action in Transaction Design Studio to personalize succession plan pages

Attribute	Section	Data Source	Make Required / Not required	Make Visible / Not visible	Comments
Add to Talent Pool	Available Attributes	Plan Info	No	Yes	Applies to the check boxes and Add to Talent Pool button for adding selected candidates as talent pool members
Created By	Available Attributes	Plan Info	No	Yes	
Creation Date	Available Attributes	Plan Info	No	Yes	
Estimated Remaining Months	Available Attributes	Plan Info	Yes	Yes	Applies only for Incumbent based succession plans
Impact of Loss	Available Attributes	Plan Info	Yes	Yes	Applies only for Incumbent based succession plans. Mandatory indication is shown only for users who can edit the impact of loss value.

Impact Analysis

Impact Level **Low**

Need to Enable **No**

Configuration **No**

Quick Win **Yes**

Business Benefit:



Enhance the configuration of succession plan and talent pool pages according to your organizational needs.

Reporting on talent review meeting notes

Details:

A new sub folder called Meeting Notes is available under Talent Review Meeting Details. This sub folder allows you to report on the meeting notes and other details such as author, version number, visibility details, and note text that has been entered for the respective meetings..

Business Benefit:



Enhance your reporting on Talent Review Meeting with the inclusion of meeting notes to the Workforce Talent Review - Talent Review Meeting Real Time subject area. Guide HR specialists through the administration pages for performance documents by providing some help.

Impact Analysis

Impact Level	Low
Need to Enable	No
Configuration	No
Quick Win	Yes

Notification for automatically populated matrix manager participants in performance documents

Details:

If matrix managers are automatically populated as participants in an employee's performance document, then they're now sent a notification when the performance document is created. Previously, the matrix manager participants only received a notification if a request was also sent from the Manage Participant Feedback page. .

Business Benefit:



Quickly access the performance document and start providing feedback immediately

Impact Analysis

Impact Level	Low
Need to Enable	No
Configuration	No
Quick Win	Yes

View more details for goals in check-ins

Details:

Enhance your experience when you view an employee's check-in and take advantage of these new features:

- View all the details for the goals included in the check-in, rather than just the basic details.
- Includes the notes added in other check-ins or ones added directly through the goal.
- Edit goals in the check-in.
- Trigger approvals (if enabled).
- Show approvals (if enabled).
- Select a goal plan before selecting a goal as a discussion topic.
- See the name of a check-in associated with a note on a goal.
- Find out if a goal note was created in a check-in when you view all the notes for an employee's development or performance goal in the Goal details page. You can tell if a note was created through the employee's Goal details page because it displays the text Goals. If it was created in a check-in, then the check-in name displays instead.

Impact Analysis

Impact Level	Low
Need to Enable	No
Configuration	No
Quick Win	Yes

Business Benefit:



View more than just the basic details about the goals included in a check-in.

Learning assignment withdrawal transactions in transaction console

Details:

Take note that Learning Assignment Withdrawal transactions now appear in the Transactions Summary section of the Transaction Console.

Learning administrators must now use the Bypass and Approve action instead of the withdraw action to withdraw learning assignments in Withdraw Pending Approval status.

The Withdraw action can still be used for learning assignments in other statuses such as Not Started or In Progress.

Learning administrators can also use the Bypass and Reject action to reject the withdrawal request, which will return the learning assignment to its previous Not Started or In Progress status.

Learning administrators can still use Manage Activities, and Mark Activities Complete mass action on assignments in Withdraw Pending Approval status.

Impact Analysis

Impact Level	Low
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Need to Enable	No
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Configuration	No
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Quick Win	Yes
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Business Benefit:



Enhanced transactional controls for learning requests

Enhancements to learning request approval workflow

Details:

Enhancements have been made to the approval history for admin, manager, and learner actions for learning requests. This change occurs when a learner submits a learning request, and it's routed for approval, but the approver has yet to take action on the approval request. If a learning administrator uses the Change Status > Bypass and Approve, or Bypass and Reject actions to either approve or reject a learning request on behalf of the approver, then:

- The learning request is updated based on whether the administrator's selected Bypass and Approve or Bypass and Reject.
- The approval task in the original approver's worklist is removed, because the administrator has handled the request for the approver.
- The learning request approval notifications contain the approval history, and are updated based on the administrator's actions.

Impact Analysis

Impact Level	Low
Need to Enable	No
Configuration	No
Quick Win	Yes

Business Benefit:

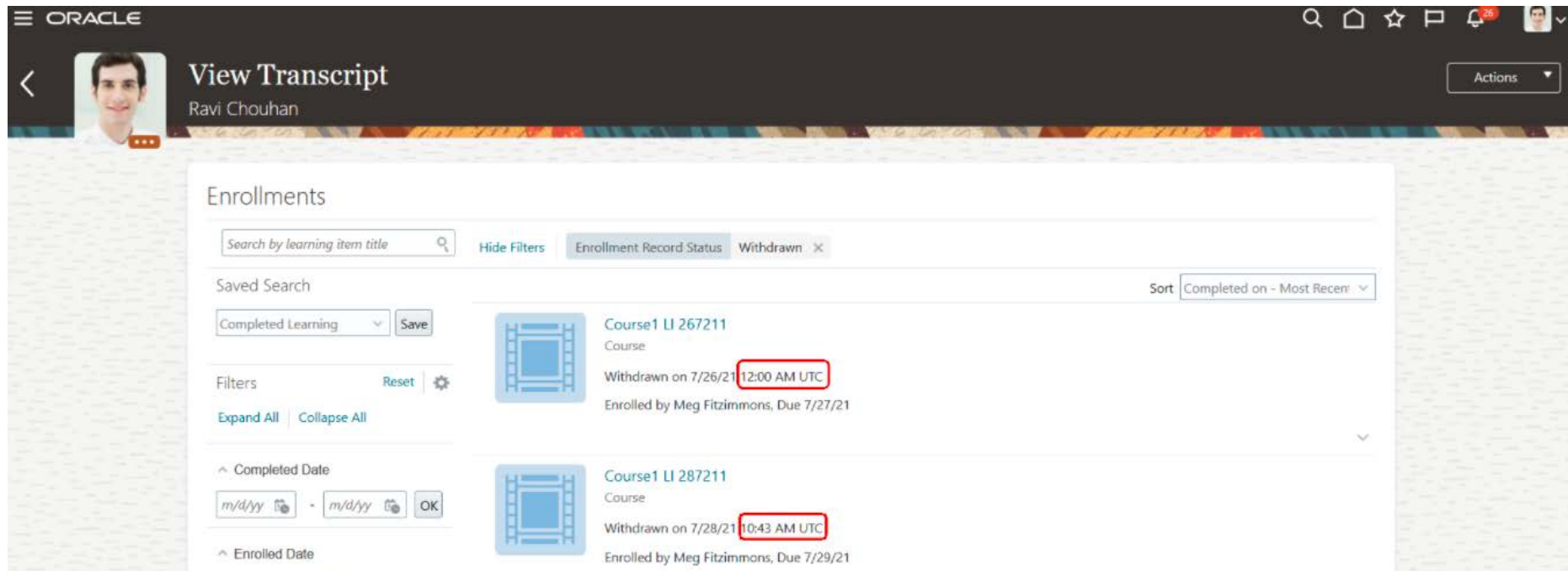


Increased traceability
and access control of
learning requests

Time of day displayed for withdrawal dates

Details:

Now the withdrawn date values shown in the learning self-service and the learning administration areas will now also display the time the learning item withdrawal occurred. The time will always be displayed in universal time (UTC). For example: 02/12/21 09:00 UTC. Previously, only the withdrawn date was shown.



Impact Analysis

Impact Level **Low**

Need to Enable **No**

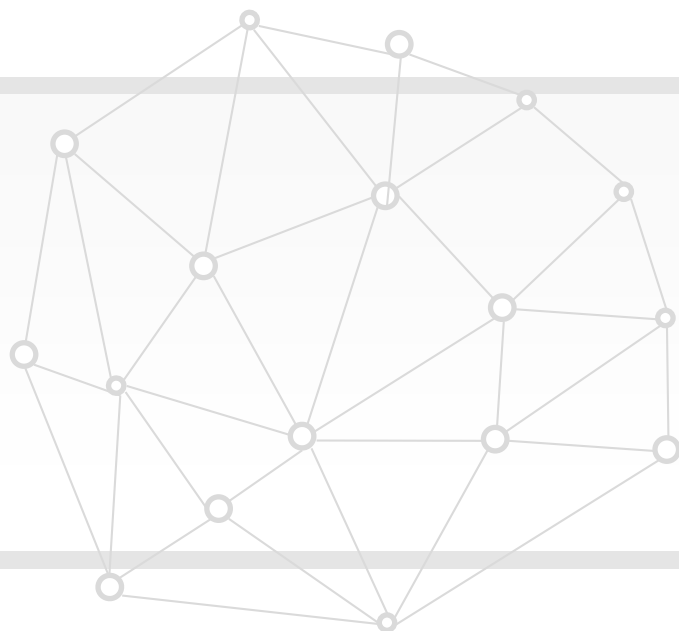
Configuration **No**

Quick Win **Yes**

Business Benefit:



Improved tracking of when a learning item was withdrawn.



New Features

Quick wins – Default with configuration

Provide feedback for other workers quick action and deep link

Details:

Workers can now easily provide anytime feedback for other workers by using the Provide Feedback quick action, which takes them directly to the feedback page where they can search for the feedback recipient and provide their feedback, all on one page

A screenshot of the 'Provide Feedback' form. It has a title bar with 'Provide Feedback' and 'Submit'/'Cancel' buttons. The form contains three sections: 'Whom is the feedback for?' with a search input field, 'Who can see my feedback?' with a dropdown menu, and 'What do you want to say?' with a large text area.

Impact Analysis

Impact Level	Low
Need to Enable	No
Configuration	Yes
Quick Win	Yes

Business Benefit:

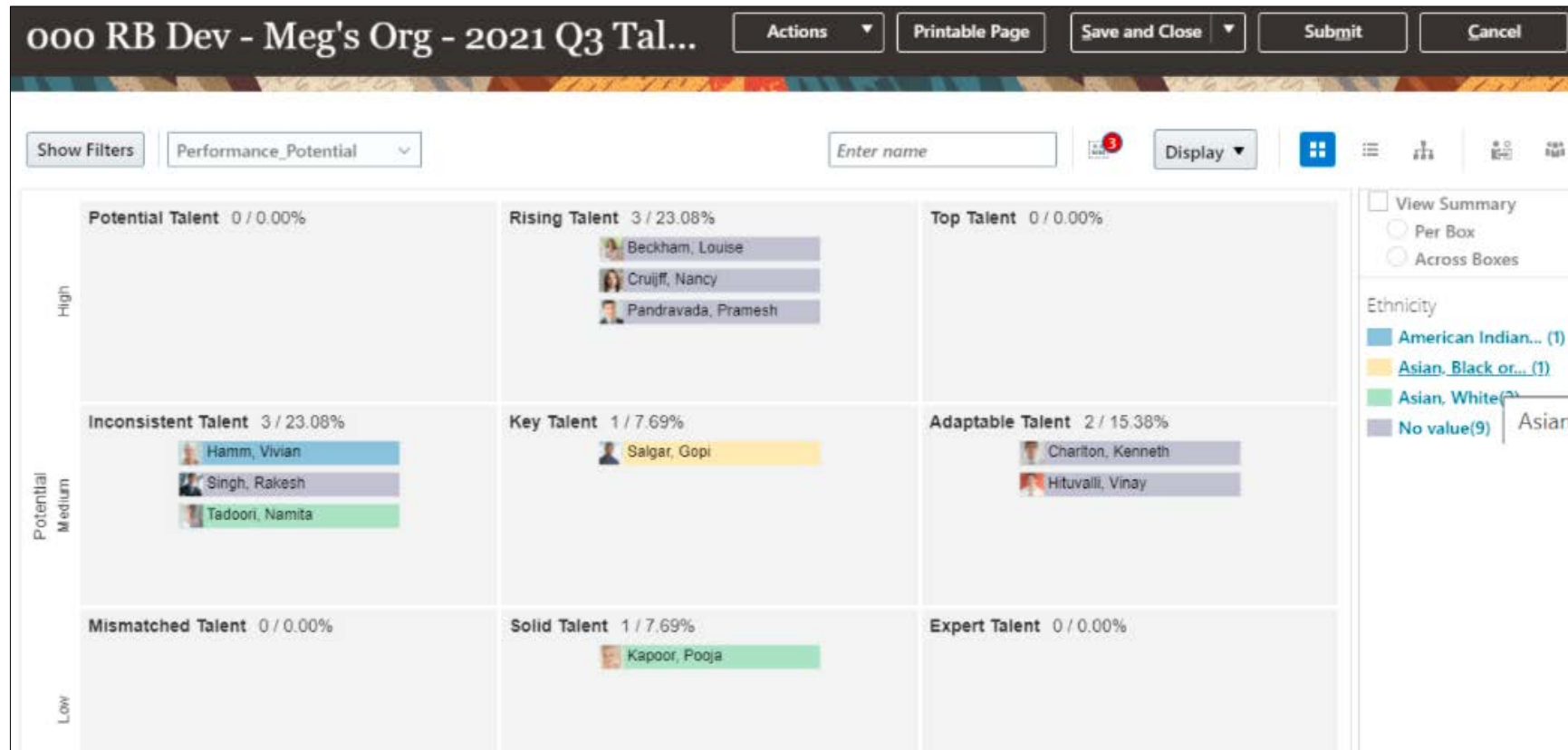


This may help clarify expectations, help people learn from mistakes and builds cooperation among workers

View all ethnicities of a worker on the dashboard

Details:

We can now see all the ethnicities of the review population, members of which has identified themselves with multiple ethnic races, on the Talent Review dashboard. When we select the Ethnicity display option, the ethnicities are concatenated and displayed as a string in the display legend.



Impact Analysis

Impact level Medium

Need to enable Yes

Configuration Yes

Quick win Yes

Business Benefit:

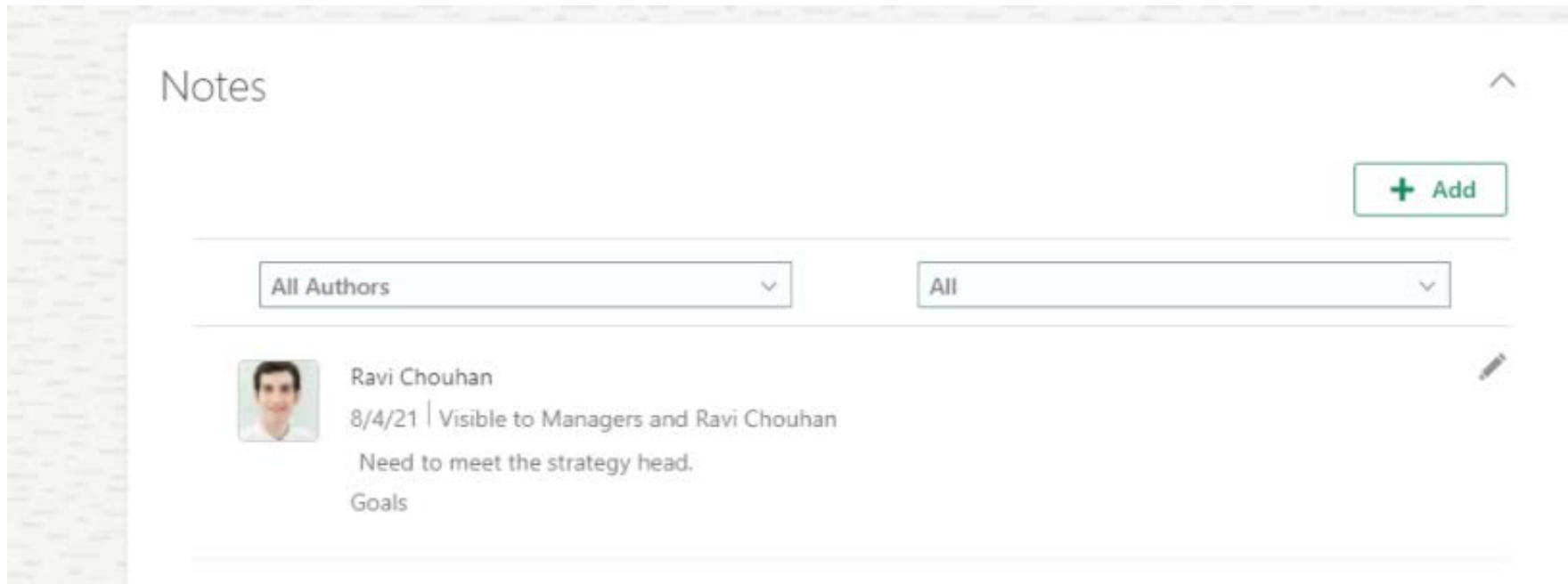


See more information about the members of the review population and enhance your talent review process

ADD CONTEXTUAL NOTES TO A DEVELOPMENT GOAL

Details:

We can add notes to our development goal or a goal of our team member to provide some additional information or comments about the goal.



Impact Analysis

Impact level Medium

Need to enable Yes

Configuration Yes

Quick win Yes

Business Benefit:

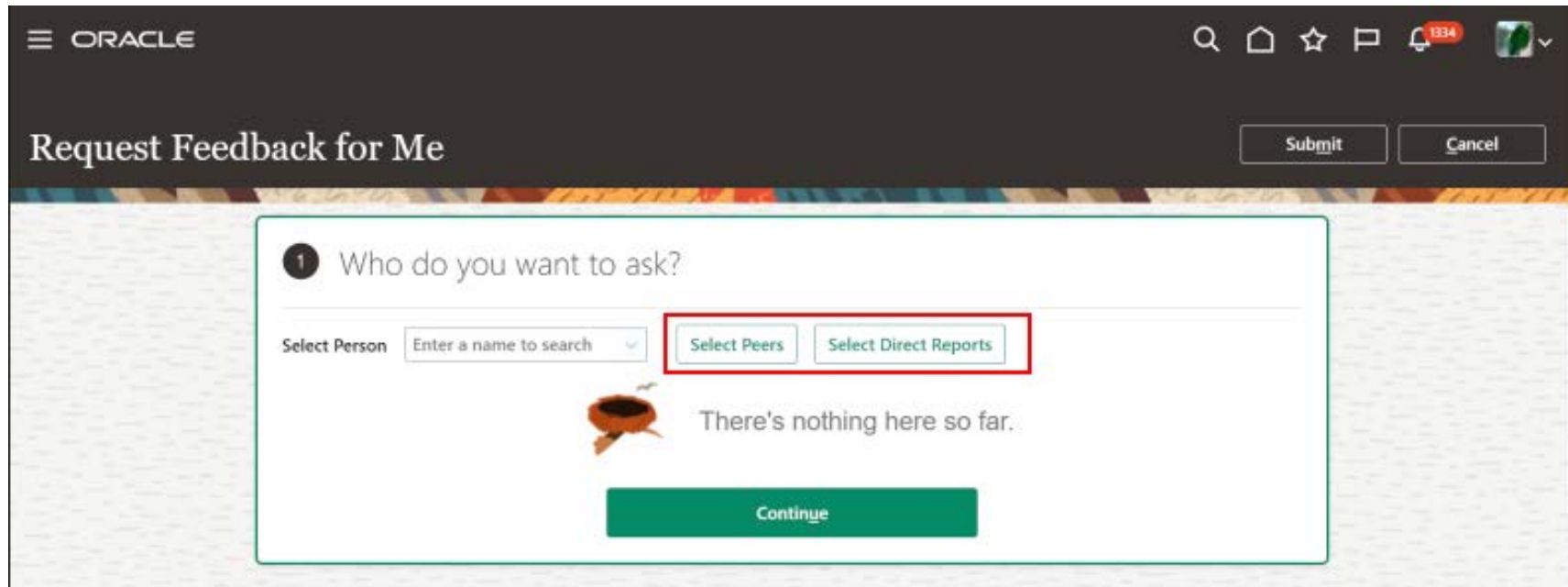


Allows user to add personalised insights onto the goals.

Request feedback from peers and direct reports

Details:

We can now easily request feedback from your peers and direct reports by selecting their names on the Request Feedback for Me page. When HR specialists and managers request feedback about a worker, they can select the worker's peers and direct reports, if available, as feedback providers.



Impact Analysis

Impact Level Low

Need to Enable Yes

Configuration Yes

Quick Win Yes

Business Benefit:



This enhancement helps you to quickly select peers or direct reports when requesting feedback.

Additional metrics for manage learners

Details:

View additional metric totals in the Learner Results area of the Learning Assignments pages for courses, offerings, and specializations, and external learning.

With this enhancement, the assignment metrics now include the count of assignments in:

- Bypass Completed - Course, specialization, or external non-catalog completions.
- Completed Pending Approval - External non-catalog completion requests submitted by self-service users that are pending approval.
- Completion Request Rejected - External non-catalog completion requests submitted by self-service users that have been rejected.
- No Offering Selected - Active course assignments where the learner does not yet have a primary selected offering they can begin.

<

Learning Assignments

Search Learners | Search Skipped Assignments

Search Learners

Advanced | Saved Search | Learning Item, Assignment S

Match ☒ All ☐ Any

** Name

** Initiative Name

** Person Keyword

** Learning Item Title

** Assignment Status

** At least one is required

Search | Reset | Save...

Learner Results

1

1,025

1

7

Completion Request Rejected

No Offering Selected

Completed Pending Approval

Bypass Completed

View

Format

Add Learners

Change Status

Edit Assignment

Manage Activities

More Actions

Mass Action

Name	Learning Item Title	Status	Assignment Type	Progress	Manager	Assignment Date	Completion Date	Recommendatic Category	Learning Item Type	Person Number
Partner of Year	MQ for Oracle Cloud									
(2017, 2019)	(2019, 2020)									

Impact Analysis

Impact Level Medium

Need to Enable Yes

Configuration Yes

Quick Win Yes

Business Benefit:



Increased efficiency in reporting metrics of learner.

Substitute performance document evaluators

Details:

HR specialists can perform the manager tasks in a performance document to evaluate an employee's performance document on the manager's behalf. The HR specialist can also perform the employee tasks in a performance document, if the employee doesn't have access to the application.

Although using this feature we can see the employee's goals included in the performance document, we might not be able to edit them unless security access is given. This feature allows to edit the employee's ratings and comments only.

Business Benefit:



Save time for managers and employees by allowing other users to carry out certain evaluation tasks on their behalf.

Impact Analysis	
Impact Level	Medium
Need to Enable	Yes
Configuration	Yes
Quick Win	Yes

Self-service learning catalog search usability improvement

Details:

Some new enhancements to self-service catalog searches on the My Learning page that improve learners' search experience:

- We can automatically append wildcard characters to the end of learners' catalog searches on the My Learning page.
- We can specify the minimum number of characters required for search (1-5) per language.

Impact Analysis

Impact Level	Low
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Need to Enable	Yes
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Configuration	Yes
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Quick Win	Yes
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Business Benefit:



Improved search efficiency across multiple titles of courses.

Display activity classroom title in self-service

Details:

Enable Classroom Title on the self-service catalog and enrollment details pages, when we add an Instructor-Led Training Activities to an Offering, using Transaction Design Studio (TDS). This enhancement lets us use the classroom title to display a room number, or some other specific location information that is not captured in a street address.

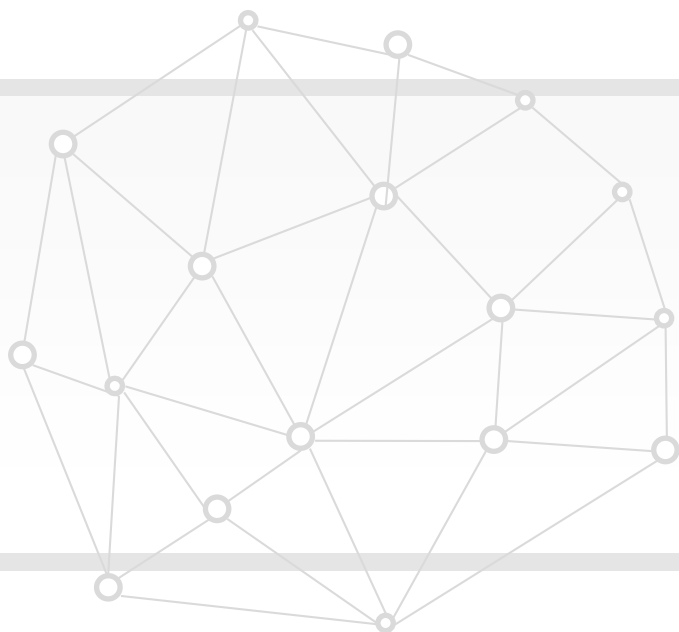
Business Benefit:



Enables to record detailed location information.

Impact Analysis

Impact Level	Low
Need to Enable	Yes
Configuration	Yes
Quick Win	Yes



NEW FEATURES



Quick win – Opt In

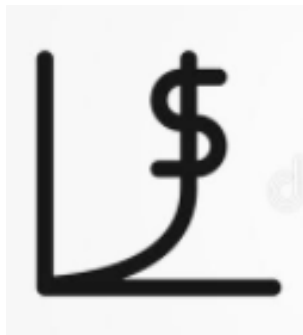
Career development approval transaction aging policy

Details:

Until now only completed development goal transactions were archived. But from this release, we can also archive draft development goal transactions and unapproved transactions that haven't been acted upon for a specific time period. The administrators need to specify the time period in days after which these transactions are archived using the `ORA_HRC_ARCH_DRFT_DEVELOPMENT_GOALS` profile option.

By default, the value is set to 180 days. But administrators can change it according to the organizational policy.

Business Benefit:



Enhance maintenance of development goals by archiving draft development goals and unapproved transactions

Impact Analysis

Impact level	Low
Need to enable	Yes
Configuration	Yes
Quick win	Yes

Goal management approval transaction aging policy

Details:

Until now only completed performance goal transactions were archived. But from this release, we can also archive draft performance goal transactions and unapproved transactions that haven't been acted upon for a specific time period. The administrators need to specify the time period in days after which these transactions are archived using the ORA_HRC_ARCH_DRFT_PERFORMANCE_GOALS profile option.

By default, the value is set to 180 days. But administrators can change it according to the organizational policy.

Business Benefit:



Enhance maintenance of performance goals by archiving goals that users haven't worked on. You can also improve the performance of Transaction Console by reducing the number of goals loaded.

Impact Analysis

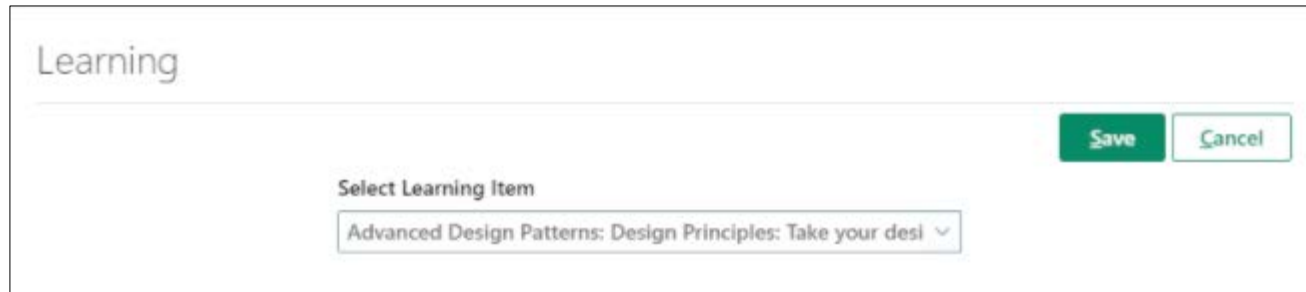
Impact Level	Low
Need to Enable	Yes
Configuration	Yes
Quick Win	Yes

Add Learning to a Development Goal When Approvals Are Enabled

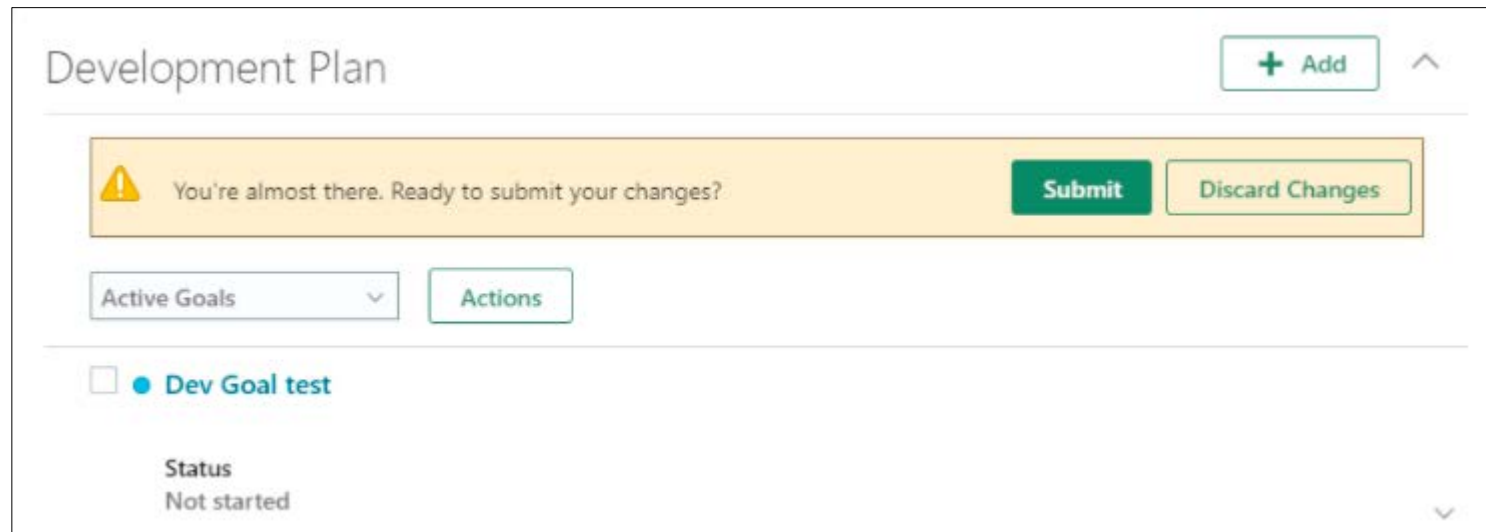
Details:

Approval flow is triggered when we add a learning item to a development goal or remove it from a development goal. This allows employees to seek approvals for their development goals with associated learning items.

1.



2.



Impact Analysis

Impact Level Low

Need to enable Yes

Configuration Yes

Quick win Yes

Business Benefit:



Enhances better tracking of goal progress.

Create generic surveys using questionnaires

Details:

We can now use questionnaires to create ad hoc, generic surveys that aren't linked to specific HCM product flows such as performance or recruiting.

The screenshot shows the 'Create Questionnaire Template: Basic Information' form in the Oracle interface. The form includes the following fields and options:

- Questionnaire Template ID:** 300300548012028
- Score Questionnaire:** ☐
- Name:** Customer Feedback Survey
- Owner:** Meg Fitzsimmons
- Description:** (Empty text area)
- *Subscriber:** General Surveys (highlighted with a red box)
- *Status:** Active
- In Use:** No
- *Privacy:** Public
- Instructions and Help Materials:** ☐ Allow changes to instructions

At the bottom, there is a rich text editor with a toolbar and a text area.

Impact Analysis

Impact level	Medium
Need to enable	Yes
Configuration	Yes
Quick win	Yes

Business Benefit:



Allows to create surveys for open-ended or abstract responses

Enhanced goal plan sort

Details:

We can now sort the goals in our goal plan also by priority and category. We can see the priority sort options only if the Priority attribute is enabled for goals.

SK Goal Plan

+ Add

Actions

Sort By

Display Sequence

Display Sequence

Last Updated - Latest to Oldest

Last Updated - Oldest to Latest

Goal Name - A to Z

Goal Name - Z to A

Goal Priority - High to Low

Goal Priority - Low to High

Goal Category - A to Z

Goal Category - Z to A

☐

SK Goal 1

Status
In progress

☐

SK Goal 2

Status
Not started

Impact Analysis

Impact Level Low

Need to Enable Yes

Configuration Yes

Quick Win Yes

Business Benefit:



Locate goals in a goal plan easily by using the additional sort options and manage your performance goals better.

New dimensions in learning records real time subject area

Details:

Use the additional columns that have been added to the Learning Records Subject Area under:

- Assigner Information/Assigner Person Details
- Assigned Learning Item Information
- Completion Details
- Offering Completion Details

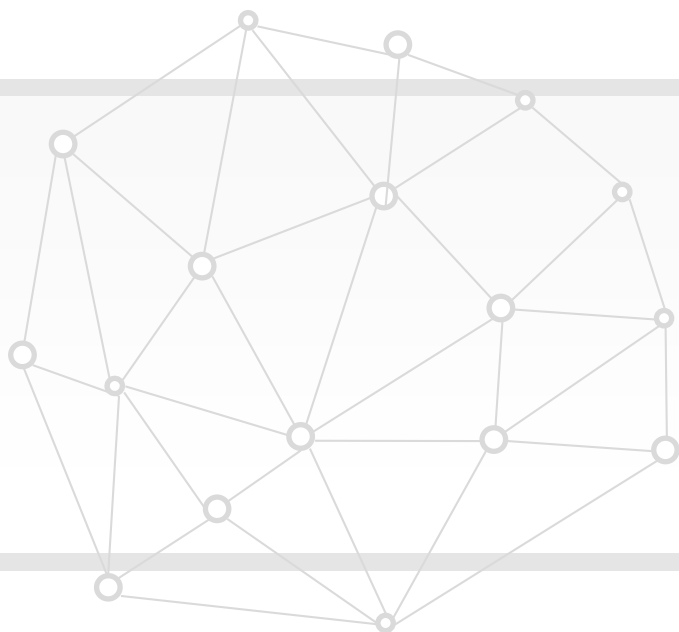
Business Benefit:



Leverage additional columns for a more detailed reporting

Impact Analysis

Impact Level	High
Need to Enable	Yes
Configuration	No
Quick Win	Yes



NEW FEATURES



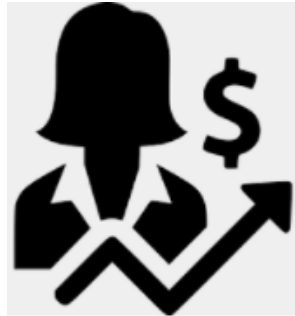
The Rest

Information banners on HR admin pages

Details:

Provides an extra bit of help for HR specialists by displaying an information banner on the administration pages for performance documents. The banner includes guidance on how to use the page to perform certain actions.

Business Benefit:



Guide HR specialists through the administration pages for performance documents by providing some help.

Impact Analysis

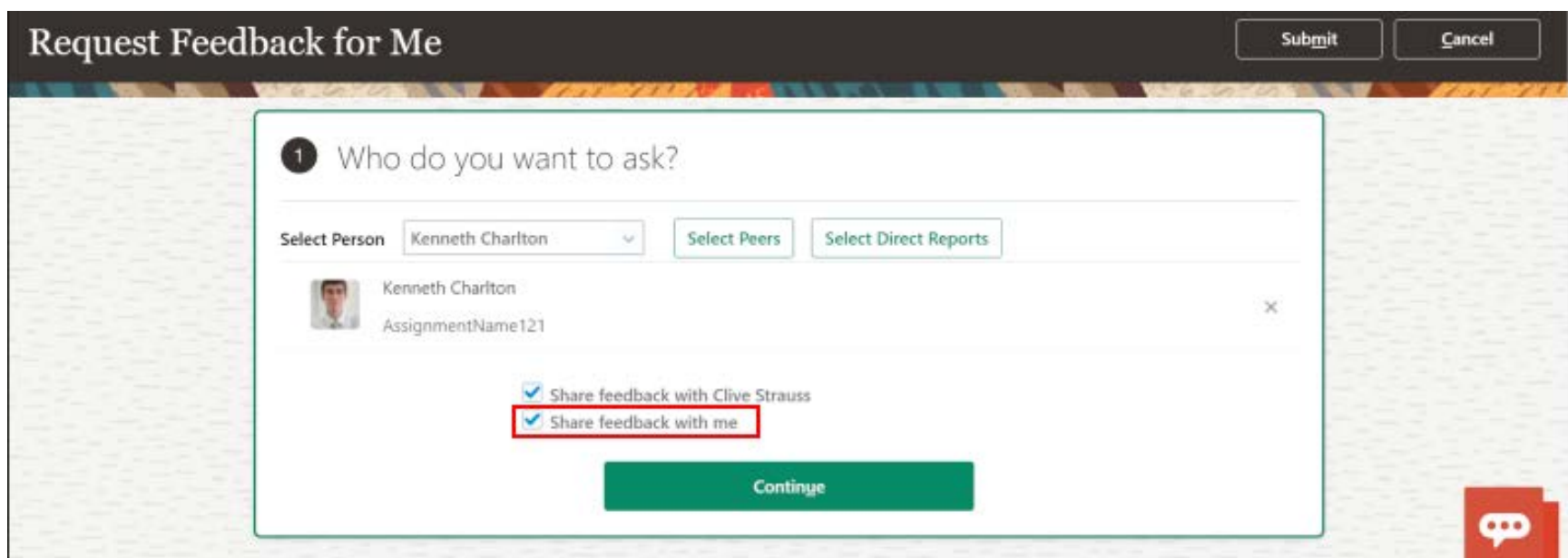
Impact Level	Low
Need to Enable	Yes
Configuration	Yes
Quick Win	No

Allow workers to choose to view requested feedback

Details:

When workers request feedback from others, they can now choose to view the feedback response or not. Prior to this release, the feedback response was visible to them by default. The Share feedback with me check box on the Request Feedback for Me page allows them to do this.

This enhancement is also available when requesting feedback on goal



Impact Analysis

Impact Level	Low
Need to Enable	Yes
Configuration	Yes
Quick Win	No

Business Benefit:



This option provides workers the flexibility to choose to view feedback responses on their Feedback spotlight page.

Skillsoft integration enhancements

Details:

Use the new enhancements for the Skillsoft Integration, which include performance improvements that make Skillsoft imports significantly faster than before.

On the Import External Content page, the Language drop-down list now displays all languages for which assets are available. The Import All button has been renamed to Import Entire Catalog. Clicking this imports the entire catalog for a provider.

Business Benefit:



Improved performance as Skillsoft courses are now loaded via the generic Load and Synchronize External Course Data process.

Impact Analysis

Impact Level	Low
Need to Enable	Yes
Configuration	No
Quick Win	No

Record external learning through mobile from any webpage

Details:

We can now use our iOS or Android mobile device's native share capability to record external learning, or register external learning into HCM Learning. The app automatically fills in the URL of the resource being shared, and if possible whatever other data it can parse (typically from a webpage). This gives users of the HCM Cloud Mobile app a quick way to launch the Record External Learning, or Register External Learning capabilities. Prior to this release we had to open the app for Fusion HCM, navigate to the pages to perform this action, and then manually type the information in.

Impact Analysis

Impact Level	Low
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Need to Enable	No
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Configuration	No
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Quick Win	No
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Business Benefit:



Removes the need for manual config to support external learning

Section-level save on succession plan and talent pool pages

Details:

From this release, when we edit a talent pool or a succession plan, we can save the changes in the sections of succession plan and talent pool pages immediately. Use the section-level Save buttons to do this.

Also to add development goals to a talent pool, from this release, you need to click the Add button in the Development Goals section of the talent pool.

We can then select the development goal to add from the list of values.

Candidates

Add to Talent Pool

Sort By Name

Delete

Save

Cancel

Name

Milind Richards

Job

10740.Applications Developer 4

In current job since

25/8/01

Status

Active

Impact Analysis

Impact Level	Low
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Need to Enable	No
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Configuration	No
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Quick Win	No
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Business Benefit:



Save your changes immediately while updating your succession plans and talent pools and avoid loss of data

Multi-threaded eligibility batch process

Details:

Quickly process an employee's eligibility for performance documents and check-ins using the multi-threaded Eligibility Batch Process. The process is enhanced with multi-threading capabilities to help organizations speed up the performance of their application. Although the new process is quicker, it now runs for one specific performance document at a time, rather than multiple performance documents.

Basic Options

Parameters

Batch Process Type

Assign Performance Docume

*Effective as of Date

Current Date

7/9/21

*Review Period

FY 2022 Review Period

*Performance Document Name

*Create Eligible Performance Document

No

Yes

*Purge Historic Performance Management Eligibility Status Data

No

Yes

Purge Data Older Than

1/10/21

Impact Analysis

Impact Level

Low

Need to Enable

No

Configuration

No

Quick Win

No

Business Benefit:



Easily find the performance document or check-in template to process using the new field, Review Period.

Send succession notifications based on data security

Details:

Succession plans identify workers who are ready now, or can develop the necessary skills, for jobs and positions that aren't currently vacant, insuring, a smooth transition and help you to manage candidate development.

From this release, the security access that succession plan owners have for plan candidates determines the notifications they get for assignment changes. Succession plan owners are notified about the assignment changes of a candidate only if they have access to the candidate whose assignment has changed.

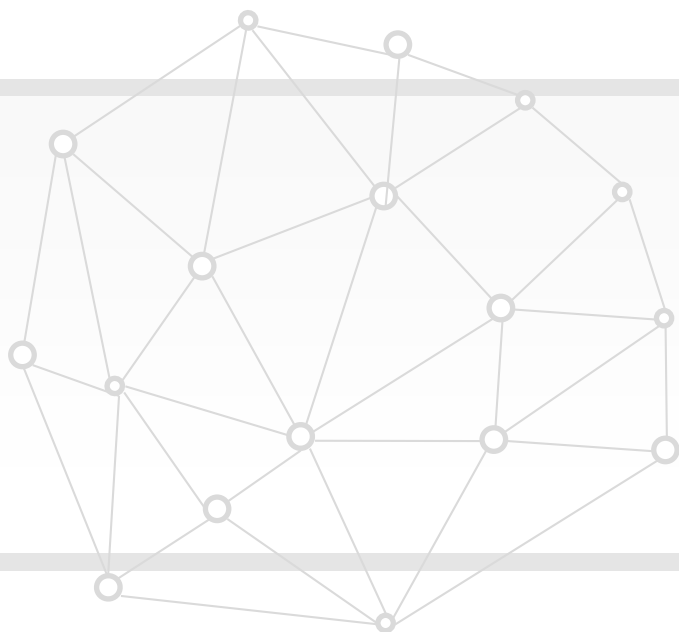
Business Benefit:



Limit the recipients of succession notifications by sending notifications about assignment changes of plan candidates only to the plan owners who have data security access to the candidates.

Impact Analysis

Impact level	Low
Need to enable	No
Configuration	No
Quick win	No



Closing

Q&A


Oracle's Global
Partner of Year
(2017, 2019)

Featured in Gartner
MQ for Oracle Cloud
(2019, 2020)

Closing Note

1. What happens next?
 1. Presentation
 2. Session Recording
2. Feedback Form
3. Speak with your Project Manager or business@evosysglobal.com
 1. for additional services around quarterly updates
 2. Learn more about Innovation
4. Next Sessions

19th October 2021
3:00 PM BST | 4:00 PM CEST |
10:00 AM EST




LIVE WEBINAR

Finance

Recording available

20th October 2021
3:00 PM BST | 4:00 PM CEST |
10:00 AM EST




LIVE WEBINAR

Global Human Resources

Recording available

21st October 2021
3:00 PM BST | 4:00 PM CEST |
10:00 AM EST




LIVE WEBINAR

Talent Management

Recording available

22nd October, 2021
3:00 PM BST | 4:00 PM CEST |
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