

# Mastek

Cloud Enhancement &  
Managed Services

Live Webinar

**Host:**

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CEMS Operations Manager

**Speaker:**

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Sr. Principal Specialist

Mastek™  
Trust. Value. Velocity

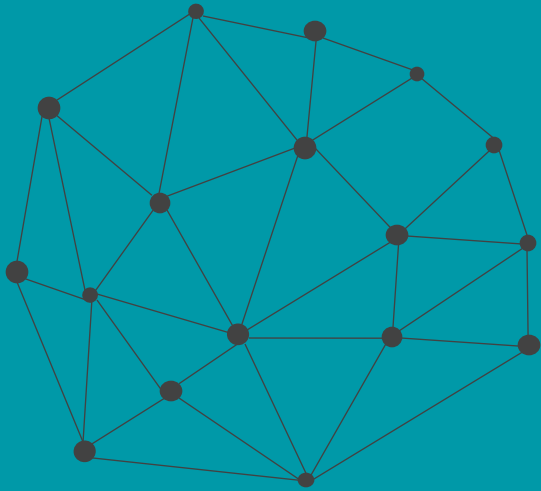
## 24A - TALENT & OLC

*Empowering We for the next update*



ORACLE | Partner

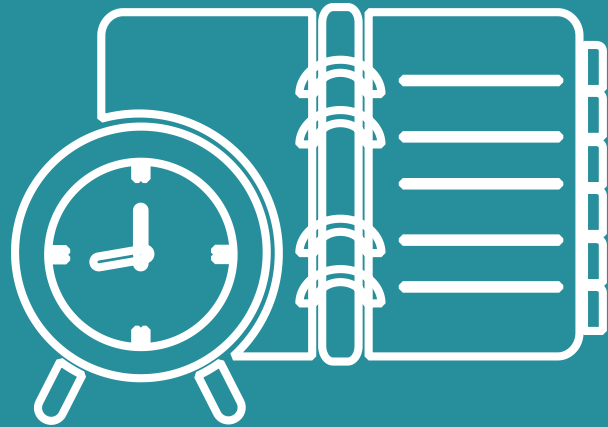




## **DISCLAIMER**

These advisory webinars are organized to equip We with the latest updates. The content of this session is based on the interpretation of the material and documentation that Oracle has released and is a general guideline/recommendation only.

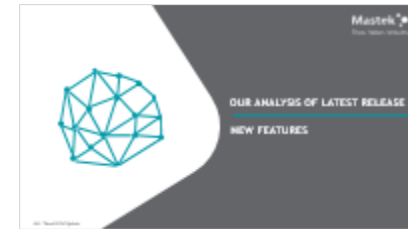
# AGENDA



● Our Approach to Oracle Update

● Our Analysis of Latest Release  
- New Features  
- Known Issues (If any)

● Closing  
- Q&A



# How to read each Feature Summary?

New Feature Introduced in latest release by Oracle

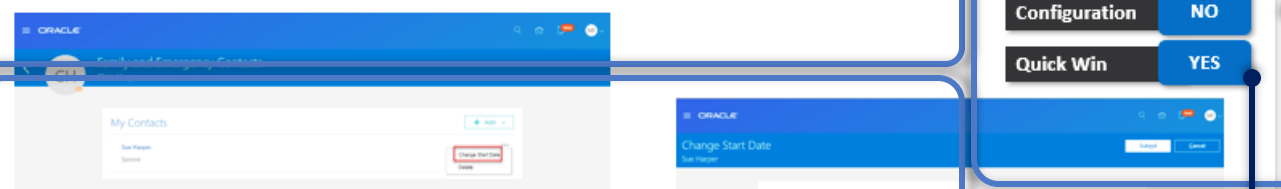
Short Description of the New Feature

Business Benefits realized from the New Feature


### ABILITY TO CHANGE CONTACT START DATE

**DETAILS:**

- If you're an HR Specialist, you can now change a contact's start date on the Family and Emergency Contacts page. As an HR Specialist, you can now complete all your administrative tasks using the responsive pages.
- This feature isn't available for an employee or contingent worker while viewing their contact's information.



**BUSINESS BENEFIT:**



Ensure correct data that can be used for any family benefits

**Impact Analysis**

Impact Level	LOW
Need to Enable	NO
Configuration	NO
Quick Win	YES

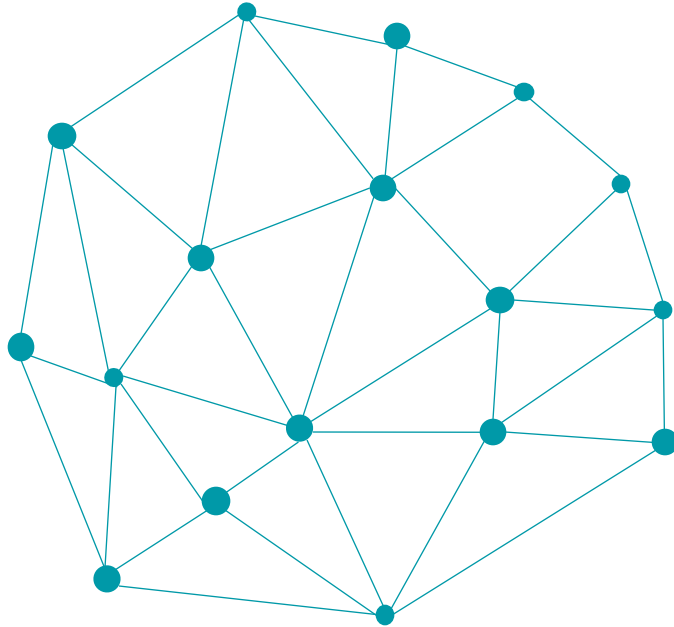
Mastek Feature Analysis for our Business

Mastek Impact Study on Potential Impact to users for using new feature  
**LOW:** No large scale impact. Regression testing can be ignored.  
**HIGH:** Needs to be part of the regression testing.

**NO :** Already enabled and ready to use with some or no configuration  
**YES:** Need to opt-in to use the feature.

**YES:** Need minimal time of both parties to make use of the feature.  
**NO :** Need significant amount of time and effort to make use of the feature.

**YES:** Configuration set up needed to use new feature.  
**NO:** User can use the feature by default with no change needed.



## OUR ANALYSIS OF LATEST RELEASE

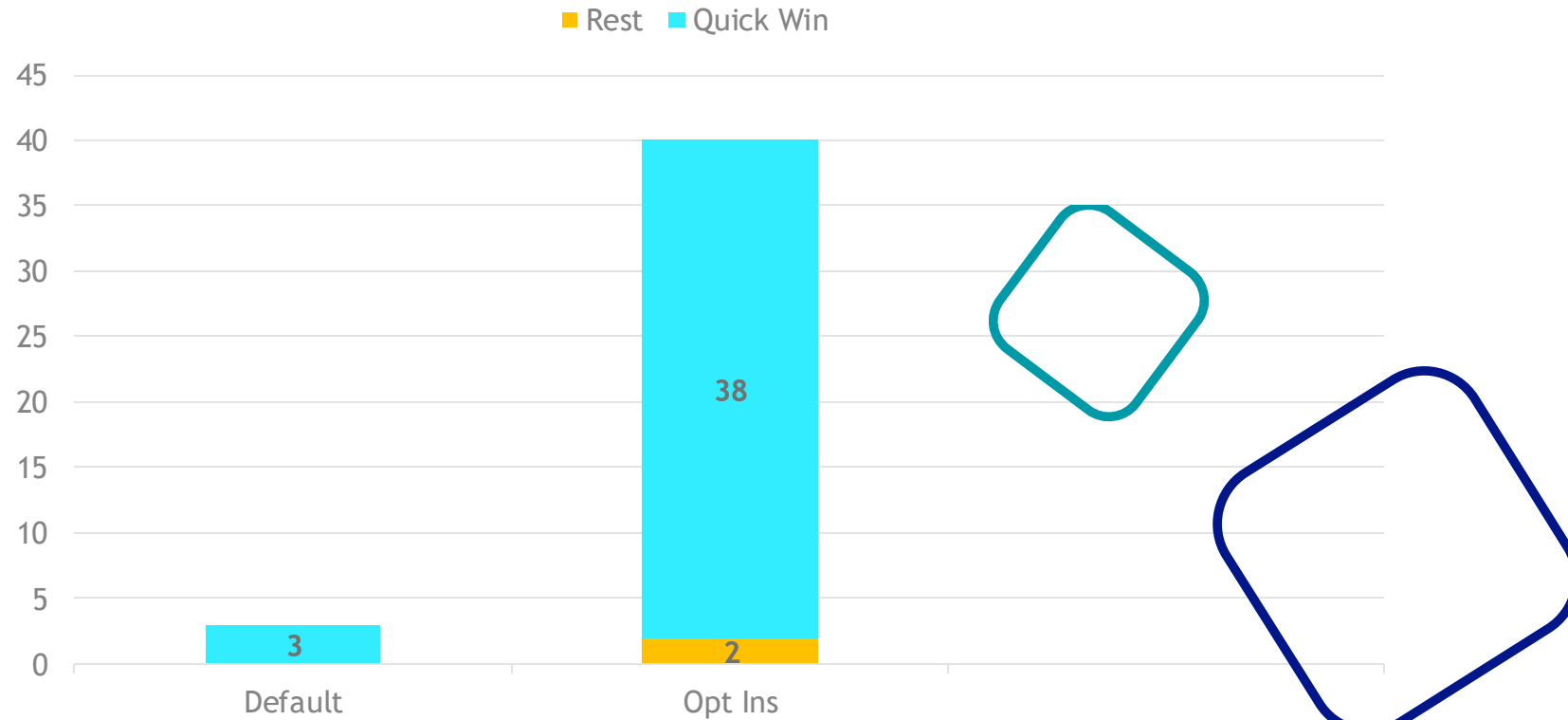
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## NEW FEATURES

**43**  
Talent and OLC  
New Features



### Oracle Fusion Cloud Talent Management & Learning



# MASTEK ANALYSIS



**NEW FEATURES**  
Quick Wins - Default with Configuration



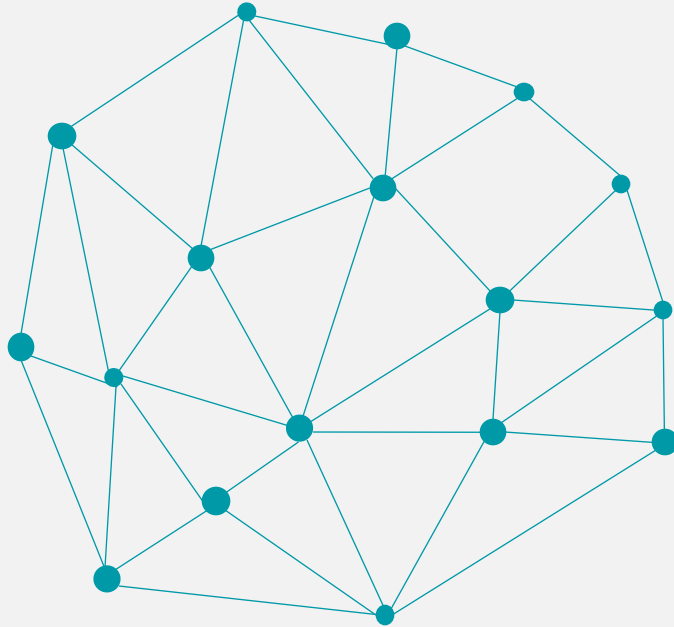
**NEW FEATURES**  
Quick Wins - Default with NO Configuration



**NEW FEATURES**  
Quick Wins – Opt Ins



**NEW FEATURES**  
The Rest



# NEW FEATURES

Quick Wins - Default with  
Configuration



# ENHANCED LEARNER EXPERIENCE WHEN VIEWING INSTRUCTOR-LED ACTIVITIES

## Learning

**Details:** For environments using Microsoft Outlook integration, learners are now alerted when attempting actions managed by the integration within instructor-led activities. Also, on the Enrollments Details page, learners can view activity timings presented in their preferred format, alongside the classroom name for improved visibility.

**Neural Networks**  
Course

Join Conference Actions

**Download calendar invite anyway?**

We're already adding this event to your calendar soon. The event will include the conference URL.

Cancel Download

Expected Effort  
8h

**When**

Start Date  
10/31/23

Time  
10:00 AM - 06:00 PM

Download Invite

**Where**

Name  
Einstein

Location  
REDHOUSE  
ATLANTA, GA 30301 FULTON  
UNITED STATES

## Impact Analysis

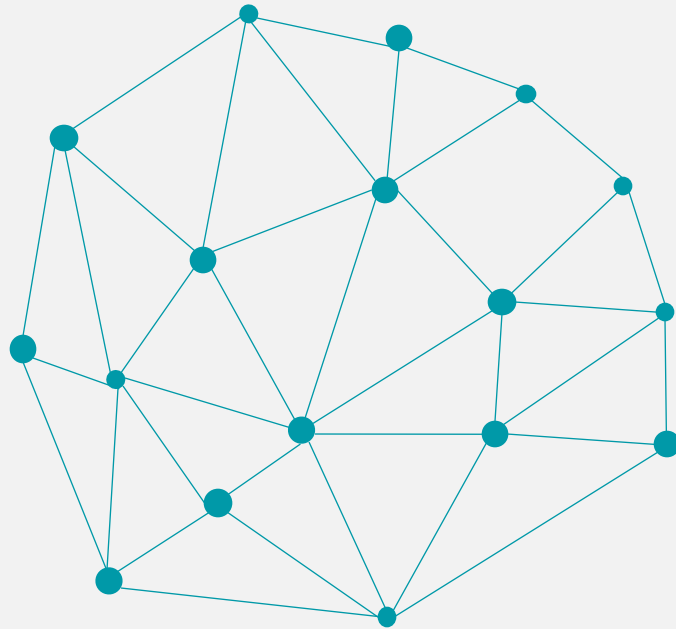
Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

**Business Benefits:**  
Enhanced user experience and scheduling for Learners using Microsoft Outlook Integration.



# NEW FEATURES

Quick Wins - Default with NO  
Configuration

# BOOKMARK LEARNING ITEMS

## Learning

**Details:** Oracle Learning Cloud now allows to bookmark learning items that learner want to complete or revisit later by adding them to an HCM Journeys task list. Learners can add learning item to an HCM Journey from expanded cards at designated learning self-service pages.

The screenshot displays the Oracle Learning Cloud interface. On the left, a 'Featured topics' section shows a card for 'Cloud Architecture & Concepts' with a red box around the 'Add to Journey' button. Below this, a 'Learning Community' section also features a card for 'Cloud Architecture & Concepts' with 'Learn More' and 'Add to Journey' buttons. The 'Add to Journey' button is highlighted with a red box. On the right, a configuration form titled 'Cloud Architecture & Concepts' is shown. It includes an 'Add to Journey' section with radio buttons for 'Existing' and 'New' (selected). Below this are input fields for 'Journey Name' (My Journey), 'Description' (List of things to complete on Architecture & Concepts), 'Task Name' (Cloud Architecture & Concepts), and 'Task Description' (Things to complete on Architecture & Concepts). At the bottom right of the form are 'Cancel' and 'Add' buttons.

## Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

**Business Benefits:**  
Enhances learning experience by enabling learners to keep a track of new or existing learning items.

# GET STARTED IMPROVEMENTS ON SEARCH AND BROWSE PAGES

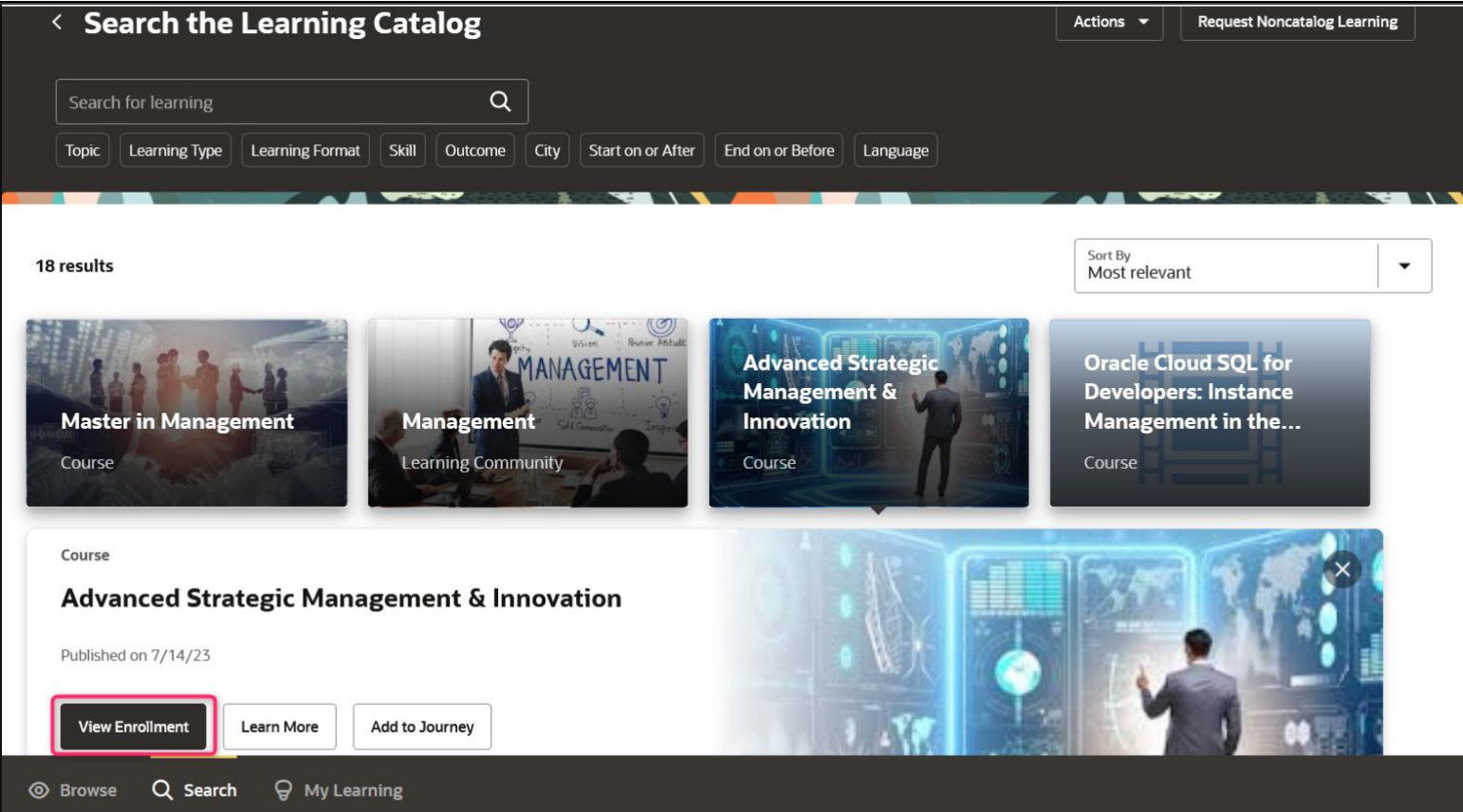
## Learning

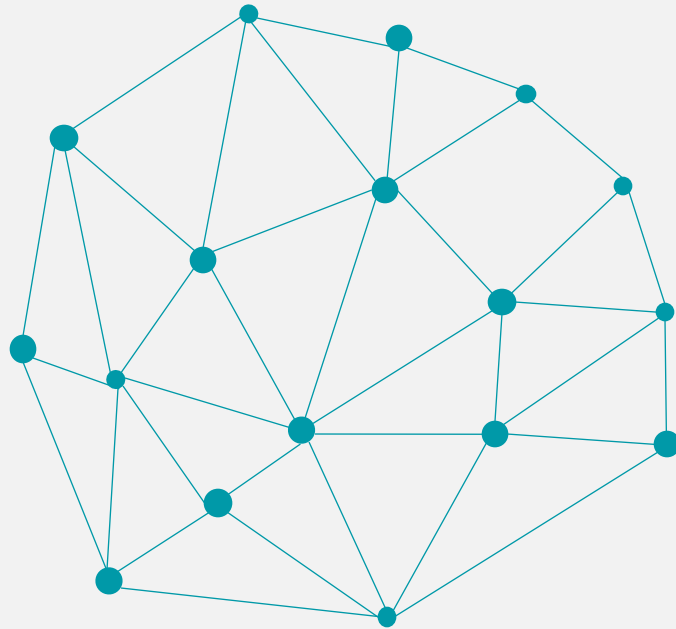
**Details:** This features enhances visibility allowing users to promptly identify existing enrollments while browsing learning catalog. The expanded learning item cards now present tailored actions relevant to the learner's current status with the content, ensuring a seamless and consistent experience aligned with the catalog details page

### Impact Analysis

Impact Level	LOW
Need to Enable	NO
Configuration	NO
Quick Win	YES

**Business Benefits:**  
This enhancement lets learners more easily identify their relationship to the learning item and use relevant primary actions to engage with it.





# NEW FEATURES

Quick Wins – Opt Ins

# MY LEARNING STATUS BADGE CHANGES

## Learning

**Details:** To improve visibility in Redwood UI, badge colors have been upgraded to:

- In current learning, voluntary assignments are always blue, overdue required assignments are red, all other required assignments are orange.
- In the completed learning view, expired completions are red, all others are blue.

## Impact Analysis

Impact Level	LOW
Need to Enable	YES
Configuration	NO
Quick Win	YES

**Business Benefits:**  
Enhancement ensures status badge colors are more interactive and uniform across all Redwood pages that include them.

The screenshot shows the 'My Learning Experiences' page with a search bar and filters. Below the search bar, there are 8 results. The items are:

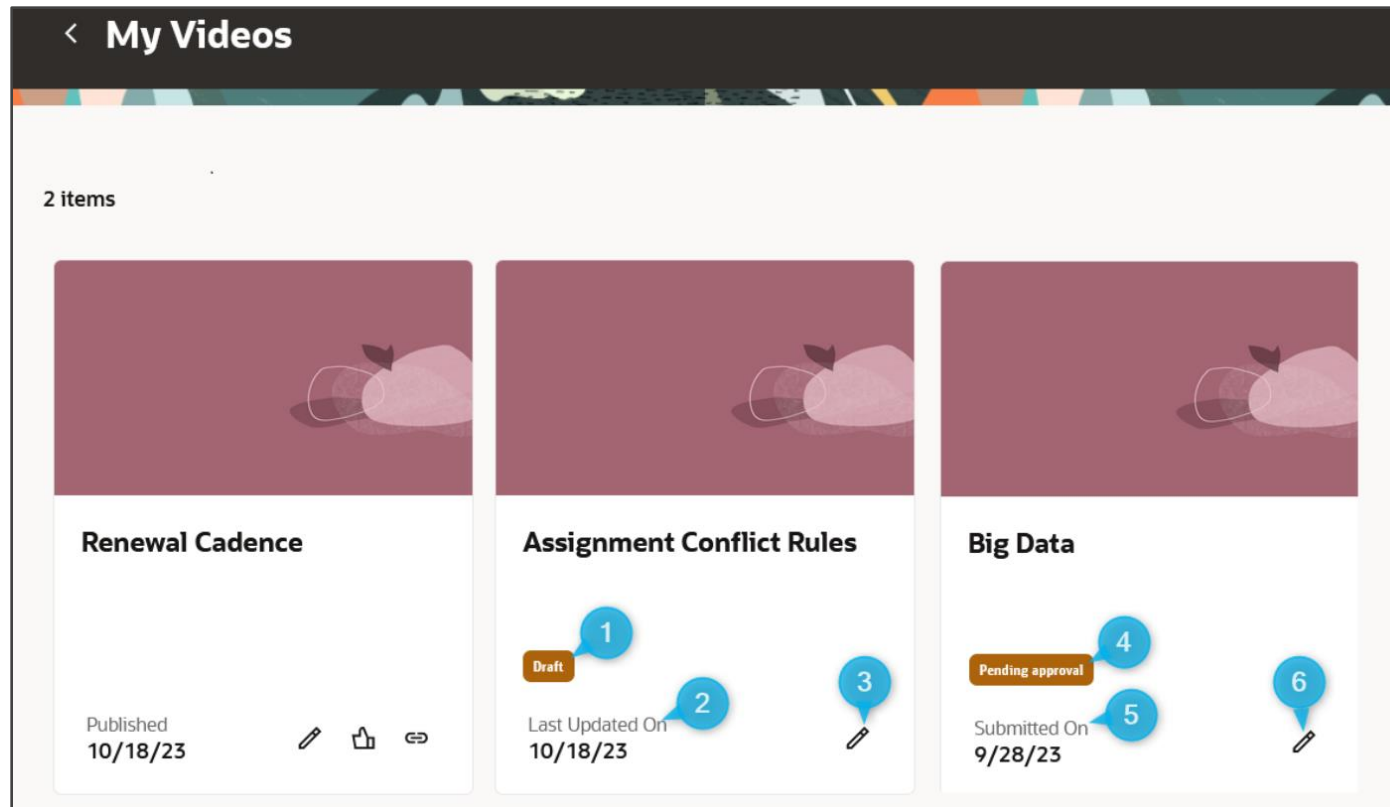
- Organizational skills**: Assigned by Office of the CEO. Status: Not Started (blue badge). Enrolled 10/15/23.
- Machine Learning**: Assigned by Office of the CEO. Status: No Active Offering, required (orange badge). Due 10/31/23.
- Integrated AI**: Assigned by Office of the CEO. Status: In Progress (blue badge). Enrolled 9/21/23.
- Data Analytics**: Assigned by Office of the CEO. Status: Pending Fulfillment (blue badge). Enrolled 10/1/23.

# MY VIDEO AND MY LEARNING JOURNEY ENHANCEMENTS

## Learning

**Details:** This features strives to improve interaction and visibility of the learning cards on My Videos and My Learning Journeys Redwood pages. The following upgrades have been made:

- Not yet published videos and journeys show a Draft badge (image item 1) and last updated on date (image item 2).
- Videos and learning journeys with pending approvals show a Pending approval badge (image item 4) and submitted on date (image item 5)
- Videos and learning journeys with rejected approval requests show an Approval Rejected badge and last updated on date.



## Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

**Business Benefits:**  
Enhancement aims to provide learners with better insights of their videos and learning journeys.

# EXPORT TO MICROSOFT EXCEL FROM REDWOOD ADMINISTRATION PAGES

## Learning

**Details:** To enhance admin operability, we can now export filtered data, including both visible and hidden columns, from these learning administrator Redwood pages directly to Microsoft Excel:

- Learning Assignments
- Learning Recommendations
- Classrooms
- Training Suppliers
- Instructors

## Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

**Business Benefits:**  
Allows admins to export up to 10,000 records to Microsoft Excel on ad-hoc basis.

The screenshot shows the 'Classrooms' page in the Redwood system. At the top, there is a search bar and filter buttons for 'City', 'Country', 'Contact Person', 'Training Supplier', and 'Status Active'. Below the filters is a table with columns: Name, Classroom Resource Number, Capacity, Status, Contact Person, Address Line 1, City, Country, and Actions. A red arrow points to a download icon in the top right corner of the table area.

Name	Classroom Resource Number	Capacity	Status	Contact Person	Address Line 1	City	Country	Actions
001 Classroom4	CRN-202203084-001	40	Active		55637 Chemin de Fer	Montreal	Canada	
001 Classroom6	CRN-202203086-001	60	Active		55637 Chemin de Fer	Montreal	Canada	
001 Classroom8	CRN-202203088-001	60	Active		55637 Chemin de Fer	Montreal	Canada	
001 Classroom2	CRN-202203082-001	20	Active		4th Floor, Block A, Wing 1	Hyderabad	India	



# REDWOOD ENROLLMENT DETAILS PAGE ENHANCEMENTS

## Learning

**Details:** For offerings or specializations containing over 15 activities, new toggles allow users to selectively show all or a subset of activities, providing better control over display options. Also, physical classroom activities now display classroom titles. SCORM and HACP activity attempts now show Attempted On dates in preferred formats for better tracking.

## Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

**Business Benefits:**  
This enhancement lets learners more easily view the offering and specialization activities they're interested in.





< **Excellence**  
Specialization

Actions ▾

**2 of 16 required activities completed**

All Not started In progress Completed

**Section1: Fundamentals**  
1 of 7 required activities completed

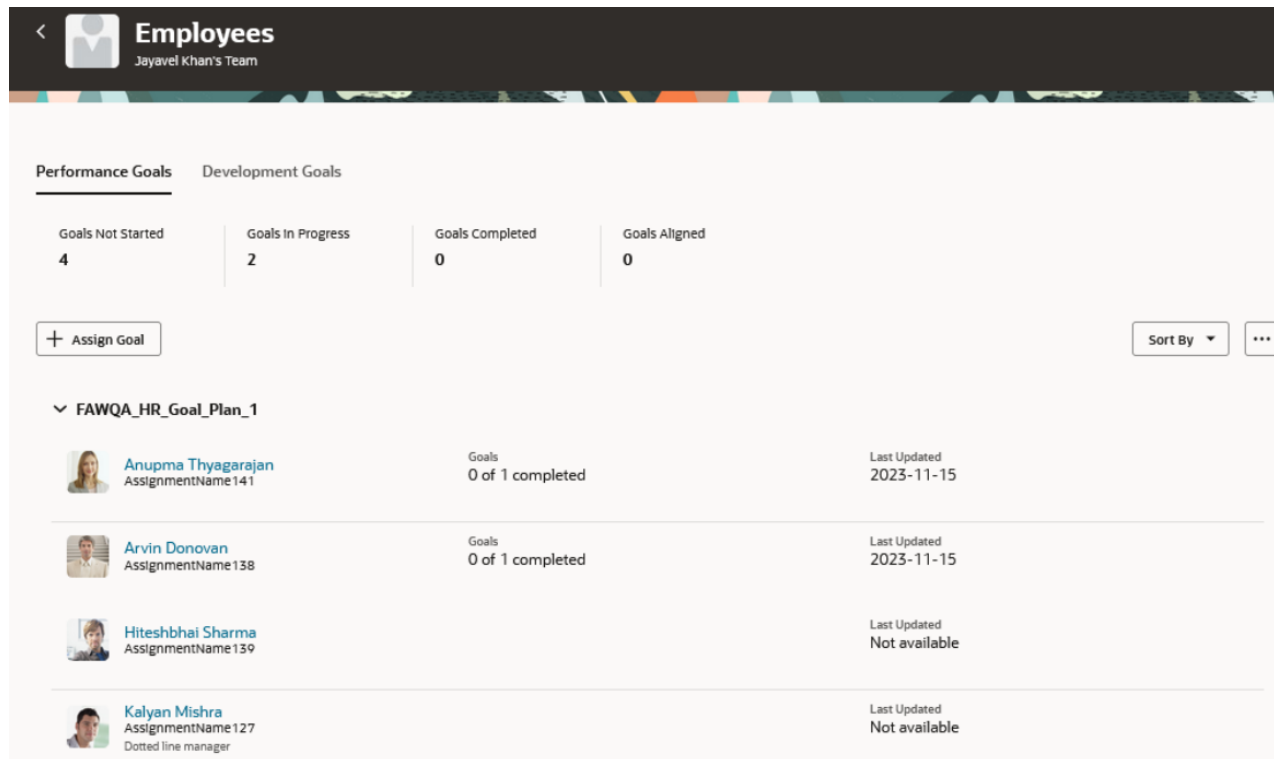
 Fundamentals of AI Course	Completion expired on 10/26/23	▾
 Fundamentals of Python Course	Completed on 10/27/23	▾
 Introduction to SciKit Learn Course	Not started	▾
 At Home Reading Course	Not started	▾

# REDWOOD - INTRODUCING TEAM GOALS CENTER

## Talent

**Details:** Access and oversee team members' performance and development goals through the new Team Goal Center. Following are the actions We can perform via it

- Review goal plan statistics.
- Track individual goal completion.
- Sort team members by name, goal update dates, or total assigned goals.
- Identify pending approval goal plans.
- View specific goals per team member within a review period.
- Assign performance goals effortlessly.



**Employees**  
Jayavel Khan's Team

Performance Goals | Development Goals

Goals Not Started 4	Goals In Progress 2	Goals Completed 0	Goals Aligned 0
------------------------	------------------------	----------------------	--------------------

+ Assign Goal | Sort By | ...

FAWQA\_HR\_Goal\_Plan\_1

Name	Goals	Last Updated
Anupma Thyagarajan AssignmentName 141	0 of 1 completed	2023-11-15
Arvin Donovan AssignmentName 138	0 of 1 completed	2023-11-15
Hiteshbhai Sharma AssignmentName 139		Not available
Kalyan Mishra AssignmentName 127 Dotted line manager		Not available

## Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

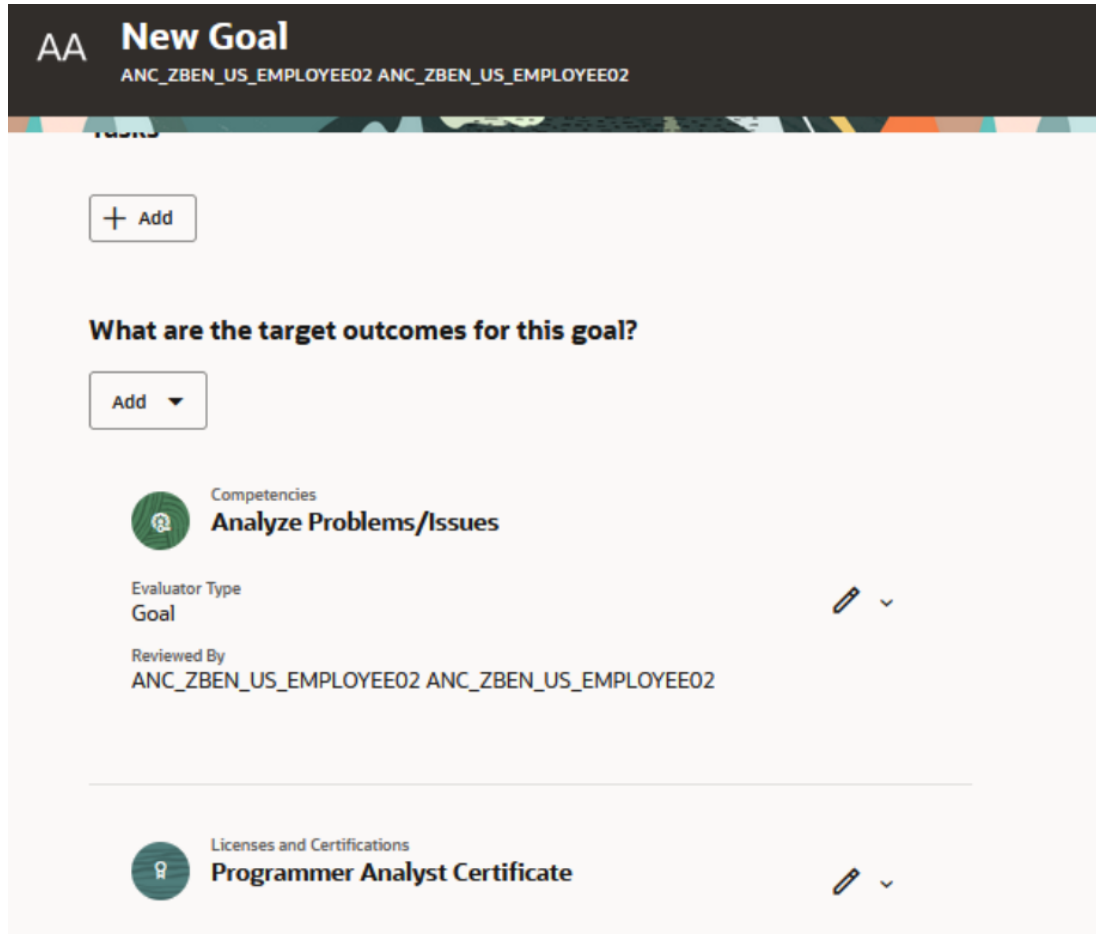
Quick Win **YES**

**Business Benefits:**  
Improved accessibility to  
employee goals for Managers

# REDWOOD - GOALS TARGET OUTCOMES

## Talent

**Details:** When creating or amending a goal, we have access to subscribed target outcomes in Goal Management, such as Certifications, Competencies, Education, Honors, Languages, Memberships, Special Projects, and Skills. When we complete our goal, the target outcomes are saved in our talent profile and build our profile.



AA **New Goal**  
ANC\_ZBEN\_US\_EMPLOYEE02 ANC\_ZBEN\_US\_EMPLOYEE02

+ Add

**What are the target outcomes for this goal?**

Add ▾

**Competencies**  
**Analyze Problems/Issues**

Evaluator Type  
Goal

Reviewed By  
ANC\_ZBEN\_US\_EMPLOYEE02 ANC\_ZBEN\_US\_EMPLOYEE02

**Licenses and Certifications**  
**Programmer Analyst Certificate**

## Impact Analysis

Impact Level	LOW
Need to Enable	YES
Configuration	NO
Quick Win	YES

**Business Benefits:**  
Enables employees to build a more comprehensive talent profile

# REDWOOD - ORGANIZATION GOALS

## Talent

**Details:** Align and share goals in the Goals Center that resonate with your organization's objectives.

**New Goal**  
Meg Fitzimmons

[View Suggested Goals](#)

Goal Plan  
FAWQA\_Goal\_Plan\_1

**What's your goal?**  
Increase security of the payroll application.

**Any additional info you want to add?**  
Use appropriate firewalls and mitigate security breaches.

**How will you know you have achieved your goal?**  
Customers don't report security issues.

**Rich Text Editor:** B I U [List Icon] [List Icon] [List Icon] [List Icon] [List Icon]

Start Date: 1/1/21

Target Date: 12/31/21

Priority: High

Weight: 60.00

Category: Customer satisfaction

Level: [Dropdown]

Publish this goal for your organization

Subtype: Functional Level Goals

This is a measurable goal

Add supporting documents here.

**Drag and Drop**  
select or drop files here.

URL: [Input] [Add URL](#)

### Impact Analysis

- Impact Level: **LOW**
- Need to Enable: **YES**
- Configuration: **NO**
- Quick Win: **YES**

**Business Benefits:**  
Utilize organizational goals to drive collective success across your workforce

# REDWOOD - COLLEAGUE SHARED PERFORMANCE GOALS

**Details:** Collaborate with colleagues to share and achieve performance or development goals together.

## Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

**Business Benefits:**  
Boost collaboration and teamwork by sharing your goals with colleagues

ORACLE

My Goals  
Meg Fitzimmons

Performance Development

Goal Plan  
FAWQA\_HR\_Goal\_Plan\_1

+ Add View Plan Details

6/1/09 - 5/31/10  
**Conduct internal training on setup and configuration**  
Shared

### Share with

Select  
Any Person

Who?

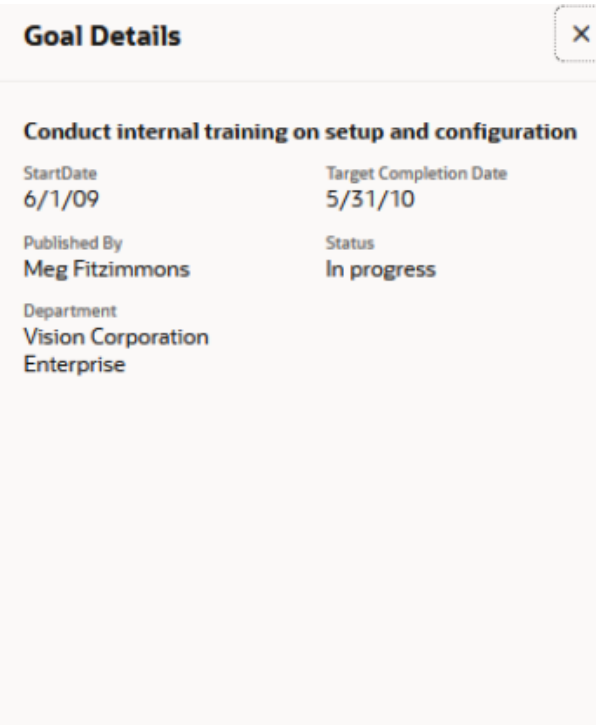
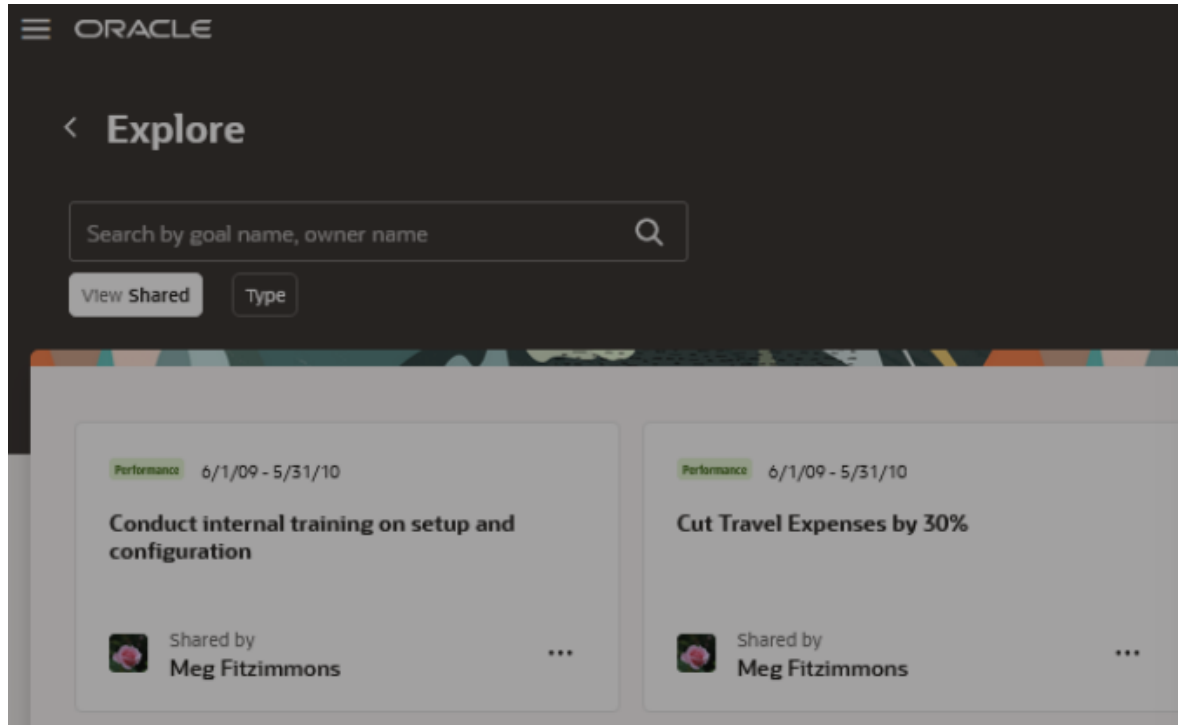


**Robert Jackman**  
Vice President of HR  
sendmail-test-discard@oracle.com



# REDWOOD - EXPLORE AND VIEW GOAL DETAILS

**Details:** Within the Goals Center, access and review details of library, shared, and organization goals. Evaluate goal specifics and decide on your course of action



## Impact Analysis

Impact Level	LOW
Need to Enable	YES
Configuration	NO
Quick Win	YES

**Business Benefits:**  
Assists in making an informed decision about whether we want to pursue the goal or not

# SKILLS I'M DEVELOPING LEARNING RECOMMENDATIONS

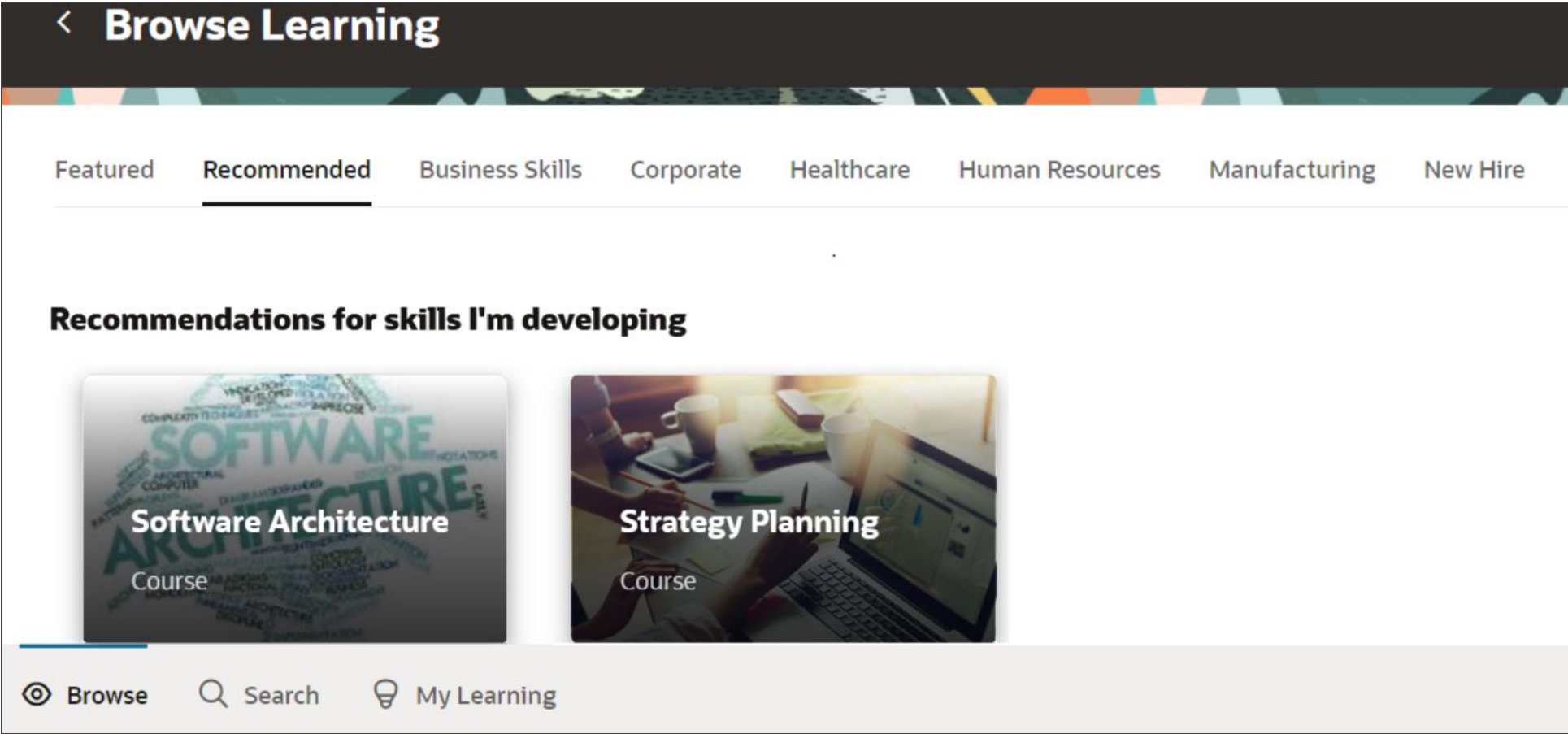
**Learning**

**Details:** This enhancement enables automated learning recommendations tailored to individual learners. By utilizing the 'Skills I'm developing' section within the Skills Center, users will now receive customized learning suggestions. These recommendations appear on the learner's **Redwood Me > Learning**, Browse Learning page, in the **Recommendations for Skills I'm developing** category. These recommendations also appear on their Me > Quick Actions > Grow page

**Impact Analysis**

Impact Level	LOW
Need to Enable	YES
Configuration	NO
Quick Win	YES

**Business Benefits:** By excluding previously completed learnings or dismissed recommendations, the system ensures a focused and efficient learning experience.





# POPULAR WITH MANAGERS AND PEERS LEARNING RECOMMENDATIONS

## Learning

**Details:** The system is now capable of tailoring recommendations for individual learners based on the popularity of specific learnings among their managers and peers. Each active learner work assignment can generate up to 20 weekly recommendations. The system analyzes voluntary completions by managers and peers over the last 6 months to ensure relevant and beneficial suggestions.

These recommendations appear:

- Learner's Redwood Me > Learning, Browse Learning page, in the **Popular with manager and peers** category.
- Learner's Me > Quick Actions > Grow page

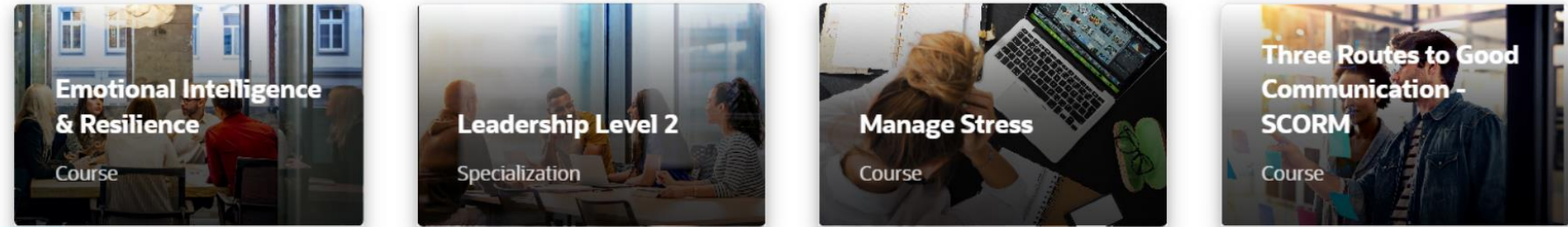
## Impact Analysis

Impact Level	LOW
Need to Enable	YES
Configuration	NO
Quick Win	YES

< **Browse Learning** Topic Index

- Featured
- Recommended**
- Business Skills
- Corporate
- Healthcare
- Human Resources
- Manufacturing
- New Hire

### Popular with manager and peers



- 👁 Browse
- 🔍 Search
- 💡 My Learning

**Business Benefits:** Helps avoid repeat content by excluding completed or dismissed recommendations. Also, for users with multiple work assignments, they receive up to 20 unique, personalized recommendations per assignment, optimizing their learning across roles.



# FIND LEARNING ASSIGNMENTS AND RECOMMENDATIONS USING ADDITIONAL WORKER ATTRIBUTES

## Learning

**Details:** This feature allows admins to be assured of a more precise and tailored results while searching for assignments and recommendations using a set of filters and grid columns based on worker attributes

## Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

**Business Benefits:**  
Enhances retrieval of learner records for Learning Admins

The screenshot displays the 'Learning Recommendations' interface. At the top, there is a search bar labeled 'Search by name, title, or number'. Below it are filter buttons for 'Recommended By', 'Recommendation Category', 'Status', and 'Recommended d'. A 'Create Recommendation' button is visible. The main area shows a table with columns: Recommendation Number, Name, Learning Item Title, and Learning Item Number. The table contains three rows of data:

Recommendation Number	Name	Learning Item Title	Learning Item Number
OLC100033	AliMass Bae	Kad Tutorials	OLC100033
OLC100220	AliceMass Baer	Kad Tutorials	OLC100220
OLC100180	AlisaMass Bagley	Kad Tutorials	OLC100180

A 'Columns' configuration dialog is open in the center, listing the following columns with checkboxes and equals signs:

- Worker Type =
- User Name =
- Job Code =
- Legal Employer =
- Position Name =
- Business Title =
- Job Name =
- Grade Name =

Below the list is a 'Hide' section and a 'Restore Defaults' button. The background shows a table with columns: Business Unit, Department, and Worker Type. The table contains three rows of data:

Business Unit	Department	Worker Type
Mangum	Vision Operations	Vision Operations
Mangum	Vision Operations	Vision Operations
Mangum	Vision Services	Vision Services

# VIEW INSTRUCTOR AVAILABILITY WHEN CREATING ACTIVITIES

**Details:** Learning admins can now check an instructor's availability before adding them to an instructor-led activity

## Add Instructor-Led Activity

Delivery Details

Instructors

	Name	Person Number	Training Suppliers	Availability
<input type="checkbox"/>	Meg Fitzimmons	300100010473113		Available
<input type="checkbox"/>	Rakesh Singh	300100010473115		Available
<input type="checkbox"/>	Judy Law	ZFRCE079_ZBEN		Available
<input type="checkbox"/>	Jude Nelson	ZFRCE1139_ZBEN		Not Available
<input type="checkbox"/>	Namita Tadoori	300100010473116		Available

## Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

**Business Benefits:**  
Enhances admin to efficiently schedule ILTs based on instructor availability

# GO TO ACTIVITIES AFTER OFFERING OR SPECIALIZATION CREATION

## Learning

**Details:** Upon clicking “Save and Close” upon the creation of a new offering or specialization, the learning administrator is now directed to the Activities tab rather than the Definition tab.

The screenshot shows the 'Leadership Specialization' page. The top navigation bar includes a back arrow, the title 'Leadership Specialization', and an 'Actions' dropdown menu. A left sidebar contains navigation options: Definition, Activities (selected), Learners, Administrator conversation, Self-Service Conversations, and Enrollee conversation. The main content area is titled 'Overview' and features a '+ Add' button. It displays two statistics: 'Required activities' with a value of 0 and 'All Activities' with a value of 0. Below this is a 'Default Section' table with the following data:

Default Section	
<b>Section Number</b> OLC228098	<b>Completion Rules</b> You must complete all activities in this section.
<b>Activities</b> 0 Activities, 0 Required	<b>Sequencing Rules</b> Accessible anytime.

## Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

### Business Benefits:

This improvement emphasizes the requirement for the learning administrator to include a minimum of one activity.

# AI ASSISTANCE IN JOB AND MODEL PROFILE CREATIONS

**Details:** This feature helps us to leverage the Adaptive Intelligence Assistant for HR Admins to craft detailed job and position profiles effortlessly. Hence, assisting in creating comprehensive profiles

The screenshot shows the 'Add Job Profile' form. At the top, there are fields for 'Code' (FINMGR2), 'Name' (Financial Manager), and 'Status' (Active). Below these is a light blue banner with the text: 'Create a descriptive profile faster with AI Assist. To start quickly generating relevant descriptive attributes for your profile, provide a specific Job profile, then click Use AI Assist. Learn More'. The 'Use AI Assist' button is highlighted with a red box. Below the banner are several text input fields: 'Profile Description', 'Job Description', 'Job Responsibility', 'Job Qualifications', 'Job Risk Level ID', and 'Job Risk Comments'. There is also a 'Criticality' field. At the bottom, there are 'Cancel' and 'Create' buttons.

## Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

**Business Benefits:**  
This improvement assists HR Admins in creating elaborate Profiles

# REDWOOD EXPERIENCE FOR FEEDBACK VISIBILITY CONFIGURATION

## Talent

**Details:** Discover the Feedback Visibility page now available in Redwood, recreated in Visual Builder Studio (VBS) for consistent backend functionality. Initially disabled, We have the option to enable this page for an improved user experience within Redwood

Feedback Context	Visibility Options	Set Default	Actions
Feedback Context No Context	Visibility Options * <input checked="" type="checkbox"/> Everyone <input checked="" type="checkbox"/> Managers Only <input checked="" type="checkbox"/> Managers and Worker <input checked="" type="checkbox"/> Managers, Worker and Peers <input checked="" type="checkbox"/> Only Me <input checked="" type="checkbox"/> Only Worker and Me	Set Default <input type="radio"/> No default <input checked="" type="radio"/> Everyone <input type="radio"/> Managers Only <input type="radio"/> Managers and Worker <input type="radio"/> Managers, Worker and Peers <input type="radio"/> Only Me <input type="radio"/> Only Worker and Me	Cancel Apply
Talent Review Meeting	Everyone   Managers Only   Managers and Worker   Only Me	Managers Only	
Celebration Type Notes	Managers and Worker   Only Worker and Me	Managers and Worker	

## Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

### Business Benefits:

This improvement enables the Feedback Visibility page on Redwood UI, ensuring consistency.

# SUGGESTED SUCCESSORS REDWOOD EXPERIENCE IN SUCCESSION MANAGEMENT

## Talent

**Details:** Leverage AI in Redwood's Suggested Successors feature. Choose 'Suggested Candidates' in the Candidate Type field on the New candidate subpage to access AI recommendations with suggestion strength indicators, streamlining succession planning

**Senior Product Planning Manager Position Succession Plan**  
New candidate

Cancel Add

Select candidate type

Candidate Type  
Suggested Candidates

Suggested candidates

Business Unit Grade Location

Sort By

<input checked="" type="checkbox"/>	AA	ANC_ZBEN_US_EMPLOYEE09 ANC_ZBEN_US_EMPLOYEE09 E300100010469728	Department	Location SUNNYVALE, US	Suggestion Strength
<input type="checkbox"/>	AA	ANC_ZBEN_US_BULK_EMP1029 ANC_ZBEN_US_BULK_EMP1029 E300100010469873	Department	Location SUNNYVALE, US	Suggestion Strength

## Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

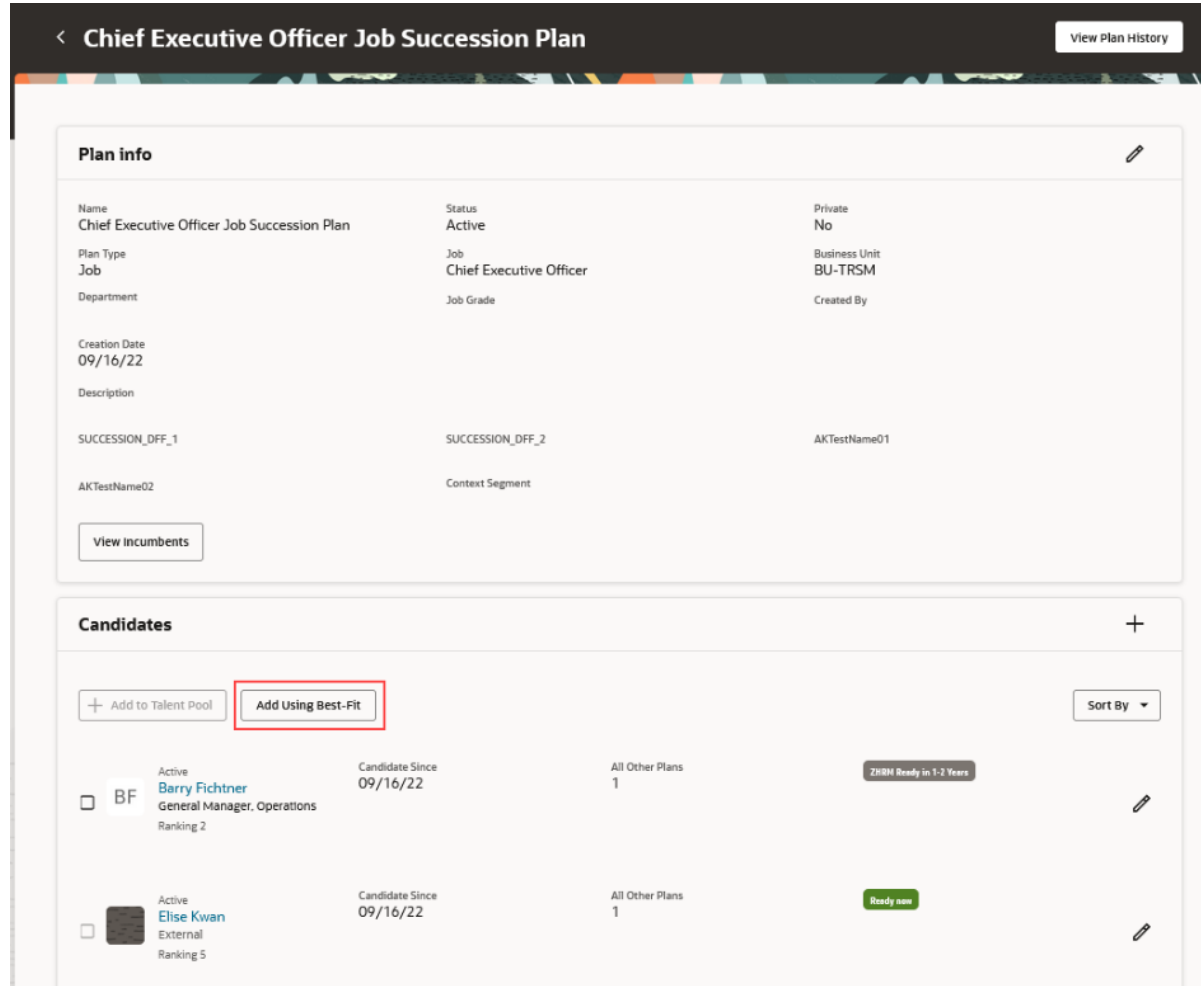
Configuration **NO**

Quick Win **YES**

**Business Benefits:**  
This improvement enables the Suggested Successors page on Redwood UI, ensuring consistency.

# BEST-FIT IN REDWOOD EXPERIENCE FOR SUCCESSION MANAGEMENT

**Details:** The Best-Fit page for succession planning is now seamlessly integrated into the Redwood user interface



## Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

**Business Benefits:**  
This improvement enables the Best-Fit page on Redwood UI, ensuring consistency.

# BEST-FIT IN REDWOOD EXPERIENCE FOR TALENT POOLS

**Details:** The Best-Fit feature to add member in a talent pool is now seamlessly integrated into the Redwood user interface

**Pool info**

Pool Name	SV Test Pool AA	Department Name	COMMENTS
Private	Yes	Grade	TP_1
Status	Active	Job Family Name	DFF3_MEETINGDATE
Description	test	Job Name	DFF4_STATUS_NUMBER
Business Unit Name		Position Name	Context Segment

**Members**

+ Add from Analysis **Add Using Best-Fit** Sort By

AA	ANC_P_MGR_026 Applications Developer	Status Active	Member Since 10/27/23
----	---	------------------	--------------------------

## Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

**Business Benefits:**  
This improvement enables the Best-Fit option in Talent Pool page on Redwood UI, ensuring consistency.



# REDWOOD - MANAGING CANCELED PERFORMANCE GOALS

## Talent

**Details:** This enhancement extends us to effectively manage canceled performance goals as follows:

- Employ the 'Undo Cancellation' action to revert the cancellation of a performance goal.
- Duplicate a canceled goal and generate a new one effortlessly.
- Easily reinstate mistakenly canceled goals, making them active again.
- Enhance goal-setting by duplicating previously canceled goals and customizing them to suit our needs.

### Impact Analysis

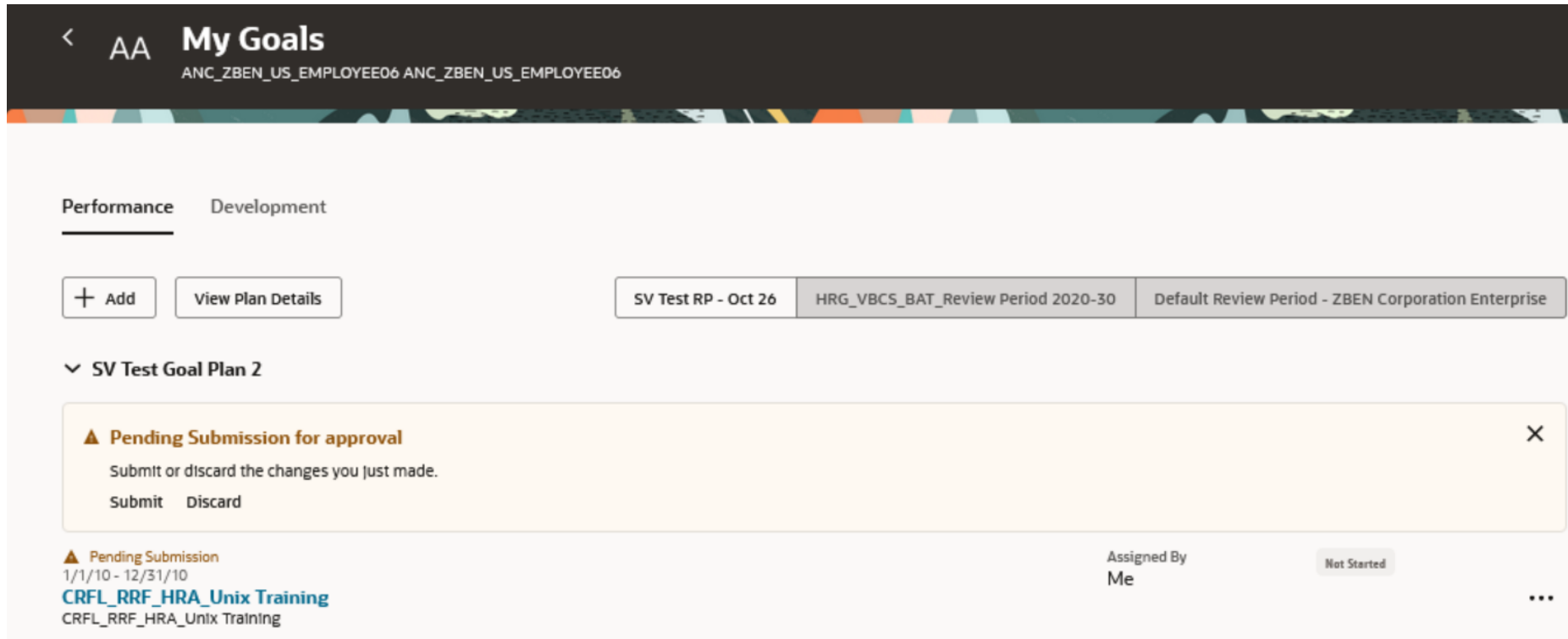
Impact Level	LOW
Need to Enable	YES
Configuration	NO
Quick Win	YES

**Business Benefits:**  
Improves the handling and archiving of cancelled goals

# REDWOOD - GOALS APPROVALS

## Talent

**Details:** Enable approval for goal actions to align with organizational objectives. Employees receive a 'pending approval' banner for development goals with approvals enabled.



The screenshot shows the 'My Goals' interface for user ANC\_ZBEN\_US\_EMPLOYEE06. It features tabs for 'Performance' and 'Development'. A '+ Add' button and a 'View Plan Details' button are visible. Below, a goal plan 'SV Test Goal Plan 2' is shown with a 'Pending Submission for approval' banner. The banner text reads: 'Submit or discard the changes you just made.' with 'Submit' and 'Discard' options. Below the banner, a goal entry is visible: 'CRFL\_RRF\_HRA\_Unix Training' with a 'Pending Submission' status, dates '1/1/10 - 12/31/10', 'Assigned By Me', and a 'Not Started' status.

## Impact Analysis

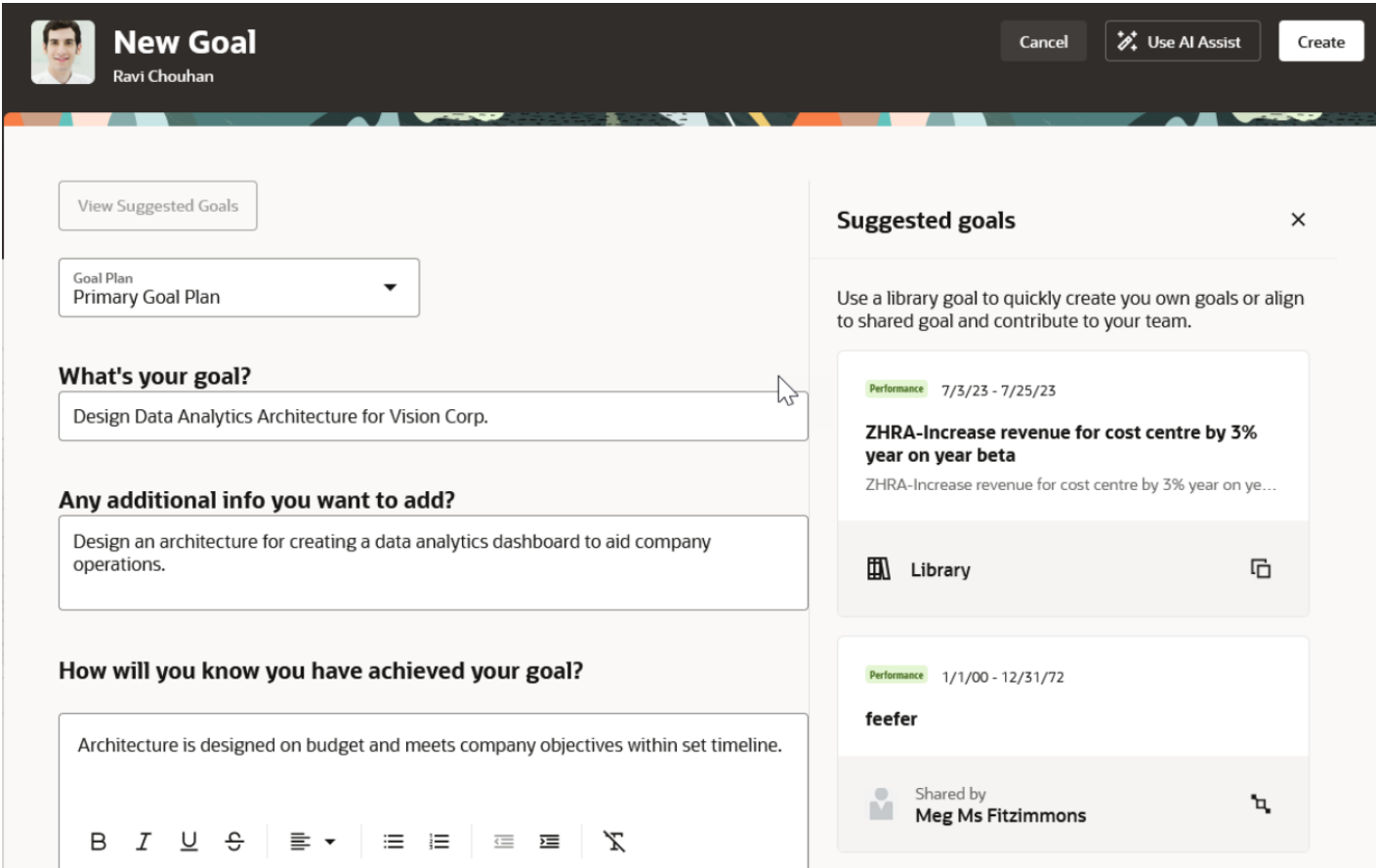
- Impact Level: LOW
- Need to Enable: YES
- Configuration: NO
- Quick Win: YES

**Business Benefits:**  
Utilize approvals within the Goals Center to create a systematic goal-setting process, ensuring alignment of all employees with organizational objectives.

# REDWOOD - AI ASSISTANCE IN GOAL CREATION

## Talent

**Details:** Employ AI for precise performance and development goals. Simply enter a clear goal name and use AI Assist for automatic, tailored goal detail generation.



The screenshot shows the 'New Goal' interface for user Ravi Chouhan. It includes a 'View Suggested Goals' button, a 'Goal Plan' dropdown set to 'Primary Goal Plan', and three text input fields: 'What's your goal?' (containing 'Design Data Analytics Architecture for Vision Corp.'), 'Any additional info you want to add?' (containing 'Design an architecture for creating a data analytics dashboard to aid company operations.'), and 'How will you know you have achieved your goal?' (containing 'Architecture is designed on budget and meets company objectives within set timeline.'). A rich text editor is at the bottom. On the right, a 'Suggested goals' panel displays two options: 'Performance 7/3/23 - 7/25/23' with the goal 'ZHRA-Increase revenue for cost centre by 3% year on year beta' and 'Performance 1/1/00 - 12/31/72' with the goal 'fefer'. The second goal is shared by Meg Ms Fitzimmons.

### Impact Analysis

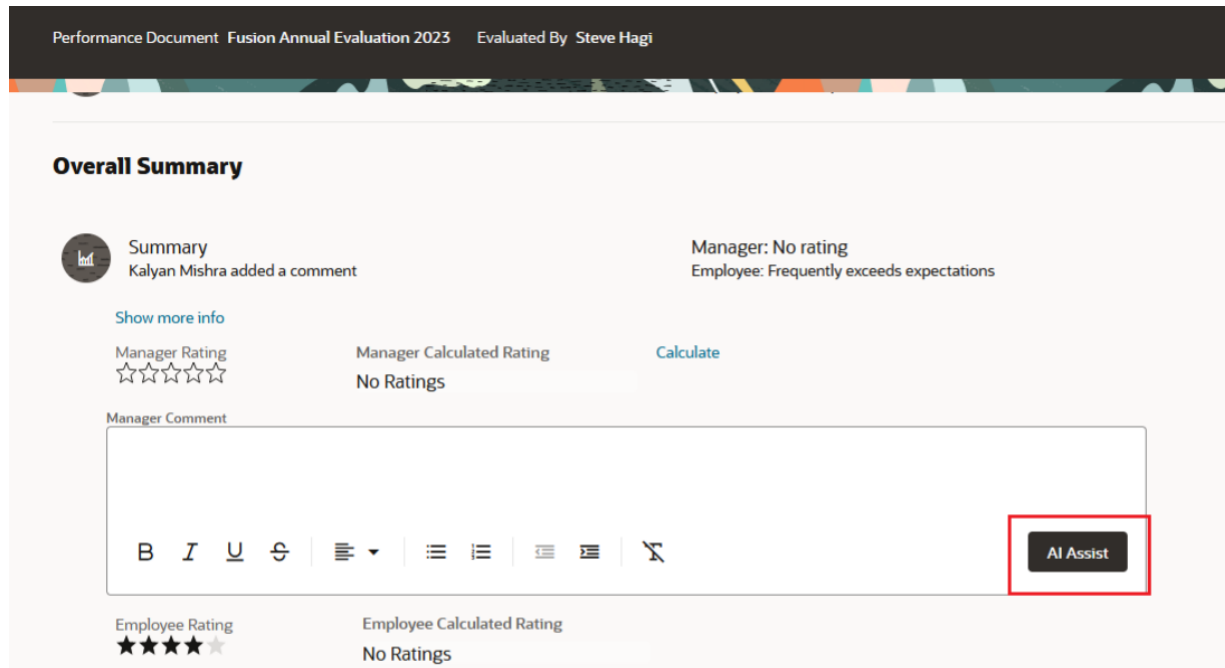
- Impact Level: LOW
- Need to Enable: YES
- Configuration: NO
- Quick Win: YES

**Business Benefits:**  
AI would assist in defining more vivid, effective and efficient goals

# AI ASSISTANCE FOR MANAGER EVALUATIONS IN PERFORMANCE DOCUMENTS

**Details:** Managers can leverage AI to swiftly create summary comments for employee evaluations based on participant feedback, anytime feedback, or their own remarks. Additionally, AI offers developmental tips for competencies, allowing for further customization by the manager.

In the employee's performance document, an AI Assist button, when enabled, generates text aligned with competency names and descriptions. For overall summary evaluations, AI summarizes participant feedback, anytime feedback (last 13 months), and manager comments, if enabled



## Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

**Business Benefits:**  
Streamlines managers' input for employee performance:  
suggests competency improvements, summarizes overall comments

# REDWOOD EXPERIENCE FOR MANAGER EVALUATE PERFORMANCE PAGE

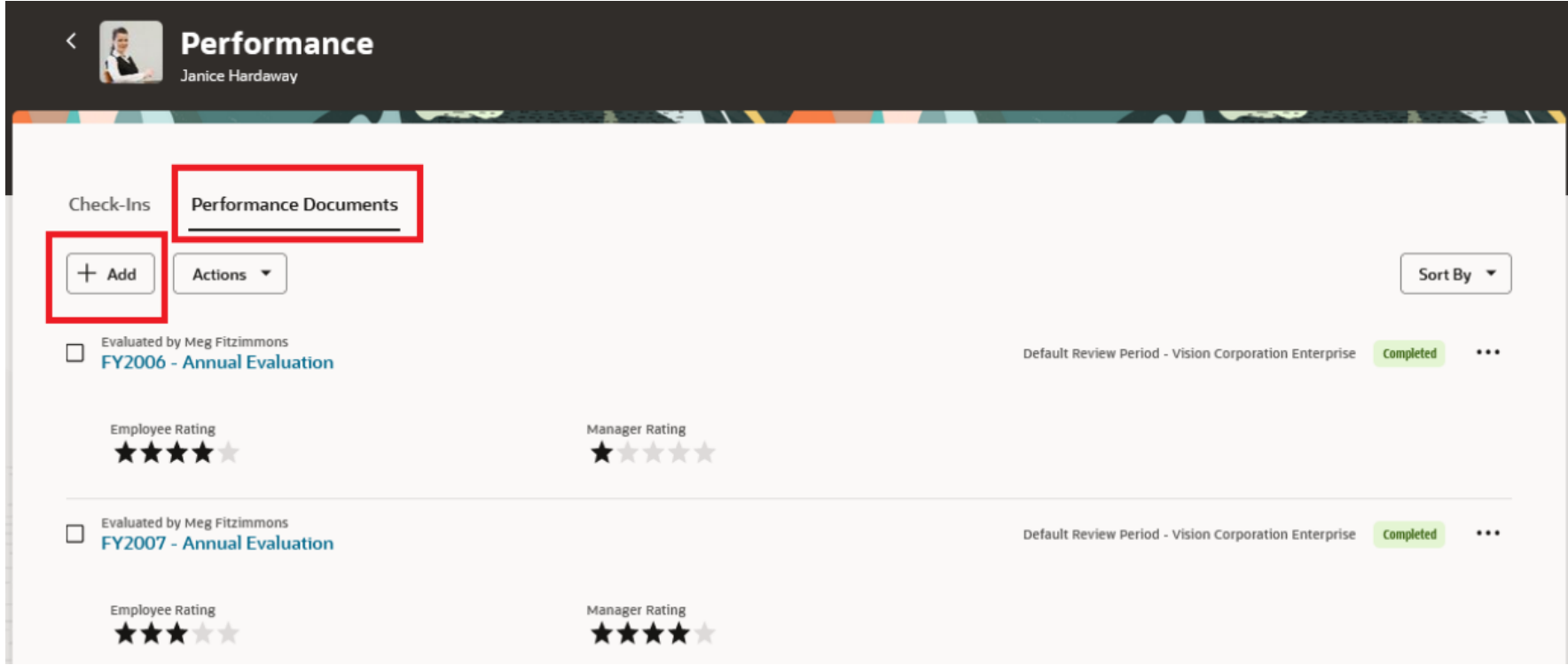
## Talent

**Details:** Managers optimize evaluation tasks with the updated Evaluate Performance page. This redesigned page, now part of Redwood's Visual Builder Studio (VB Studio), offers an improved user experience. Accessing standard and anytime performance documents for employees under their management is now simplified for managers.

### Impact Analysis

- Impact Level **LOW**
- Need to Enable **YES**
- Configuration **NO**
- Quick Win **YES**

**Business Benefits:**  
This feature provides managers the tools to streamline and complete evaluation tasks efficiently.



# REDWOOD EXPERIENCE FOR REQUEST FEEDBACK ENHANCEMENTS

**Details:** The following pages have been incorporated in Redwood for a coherent user experience:

- Select requested feedback providers who are in your team
- Select requested feedback providers who are your peers
- Request participant feedback for a performance document

**Request Feedback** [Cancel] [Submit]

What type of feedback do you want to request?

General feedback

Feedback on goals

Participant feedback for performance evaluation

Performance Document  
FY2012 - Annual Evaluation

[Go to Participant Feedback](#)

## Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

**Business Benefits:**  
Enables extensibility of these pages into Redwood

# AI ASSISTANCE FOR REQUESTED FEEDBACK

Talent

**Details:** Utilize AI to craft tailored feedback responses. Start typing your response, then click AI Assist for automatic generation based on the question and initial input

The screenshot shows a feedback form titled "Feedback for Kalyan Mishra". At the top right, there are buttons for "Cancel", "Save", and "Submit". The form contains a question "2" with the prompt "Describe areas of strength." Below this is a text input field containing the text "it will be helpful if you could improve your presentation skill for a larger audience". At the bottom right of the input field, there is a button labeled "Use AI Assist" which is highlighted with a red box. A small icon of a left-pointing arrow is next to the button. At the bottom left, there is a note: "Enter a maximum of 10000 characters."

## Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

**Business Benefits:**  
Enables the use of adaptive intelligence in curating more vivid and holistic feedbacks

# CONSOLIDATED NOTIFICATION FOR CHECK-IN UPDATES

## Talent

**Details:** This feature streamlined notifications for Performance or Touchpoints check-ins. Instead of multiple notifications for each action, updates (discussions, notes) now generate a single consolidated notification for HR, managers, and workers based on their respective actions

### Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

**Business Benefits:**  
Optimizes the multiple notifications sent out for Check-In updates



# REDWOOD EXPERIENCE FOR PERFORMANCE DOCUMENT PARTICIPANT FEEDBACK

Talent

**Details:** Utilize the redesigned Participant Feedback page in Redwood's Visual Builder Studio (VB Studio) to request and review participant feedback for performance documents. It enhances the experience for employees, managers, and HR.

**Participant Feedback**  
Ravi Chouhan

Performance Document sa\_test feedback Evaluated By Meg Fitzimmons

### Participants

+ Add

Select person from Peers | Select Person Sabrina Howell | Provide feedback as Colleague

Send request now

Due Date 11/10/23

Please provide your feedback.

B I U | | | | |

Cancel Save

## Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

### Business Benefits:

Enables extensibility of the manage participant feedback page into Redwood

# REDWOOD EXPERIENCE FOR EMPLOYEE PERFORMANCE PAGE

## Talent

**Details:** Access the enhanced Employee Performance page in Redwood's Visual Builder Studio (VB Studio). View listed performance documents and check-ins for employees, and create anytime documents if eligible in the chosen review period.

## Impact Analysis

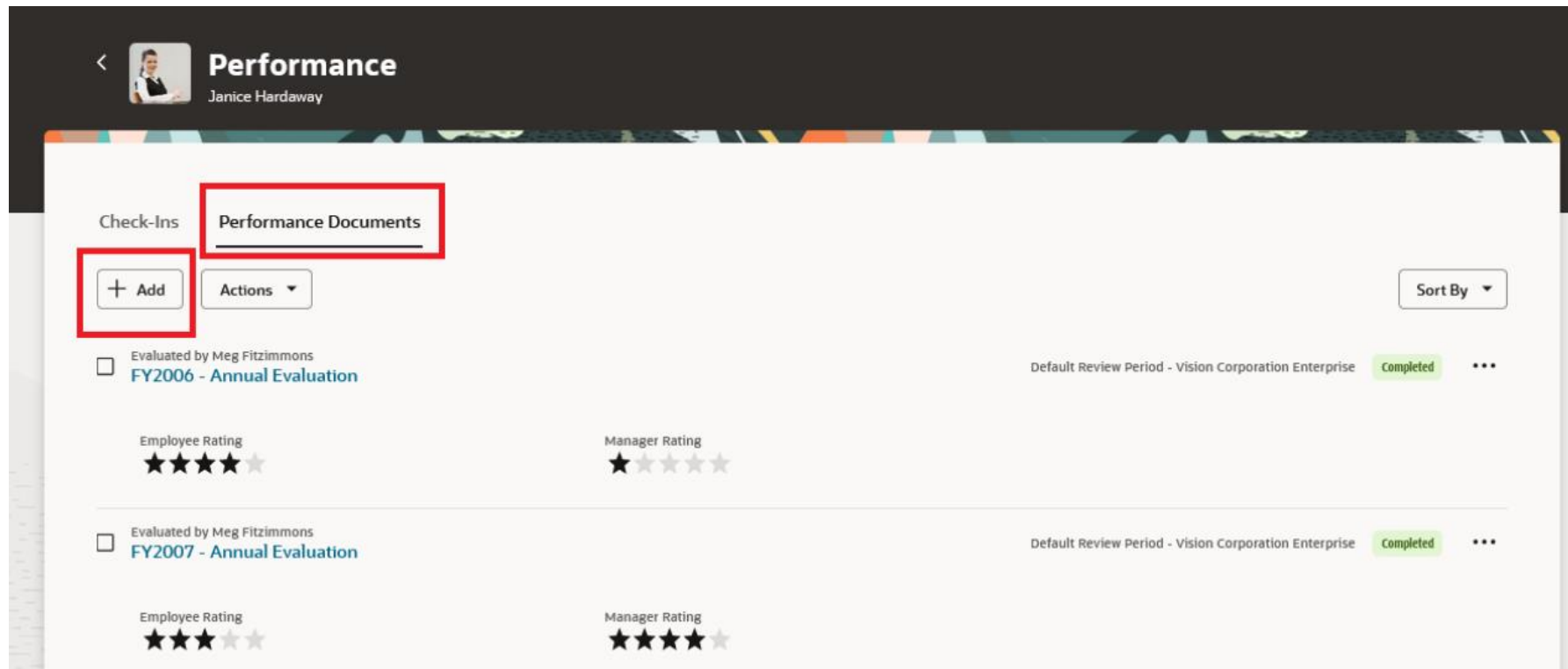
Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

**Business Benefits:**  
Enables extensibility of the Employee Performance page to Redwood



# REDWOOD EXPERIENCE FOR FEEDBACK SPOTLIGHT FOR WORKER

## Talent

**Details:** The Redwood Feedback Spotlight page for workers enables you to:

- View feedback you have received
- View requested feedback you have received
- See a count of new feedback you have received
- Print feedback and requested feedback
- Add a note for yourself or to share with others
- View feedback you have given to others
- View a list of your pending or completed feedback requests for others, including participant feedback for performance documents
- Give feedback to others.

### Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

#### Business Benefits:

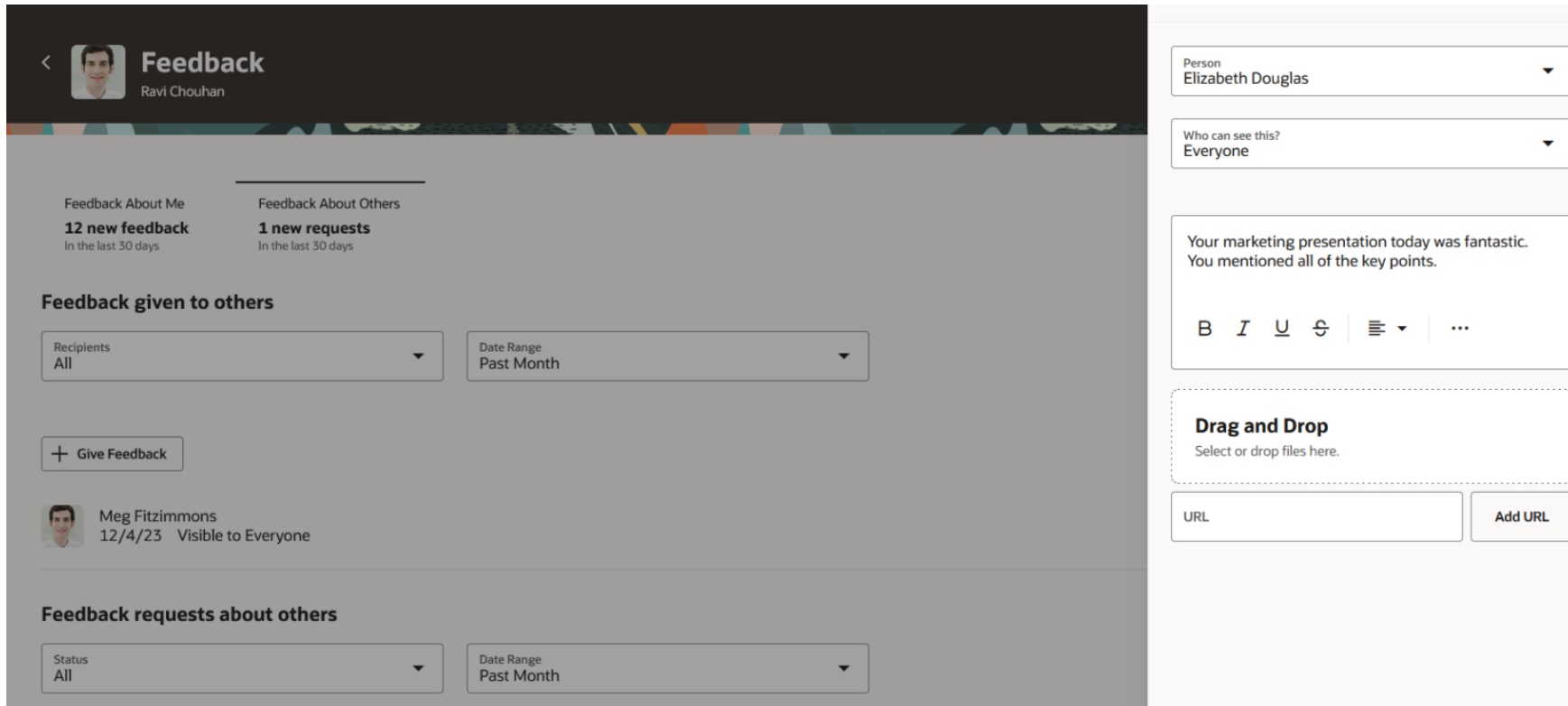
Enables extensibility of the Feedback Spotlight page to Redwood

# REDWOOD PERFORMANCE DOCUMENT ENHANCEMENTS

## Talent

**Details:** Explore added performance document features in the Redwood user experience, previously accessible through responsive design –

- Format Competency Descriptions
- Submit and View Details of the Approval in the Performance Document
- Print Options Available in Redwood



## Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

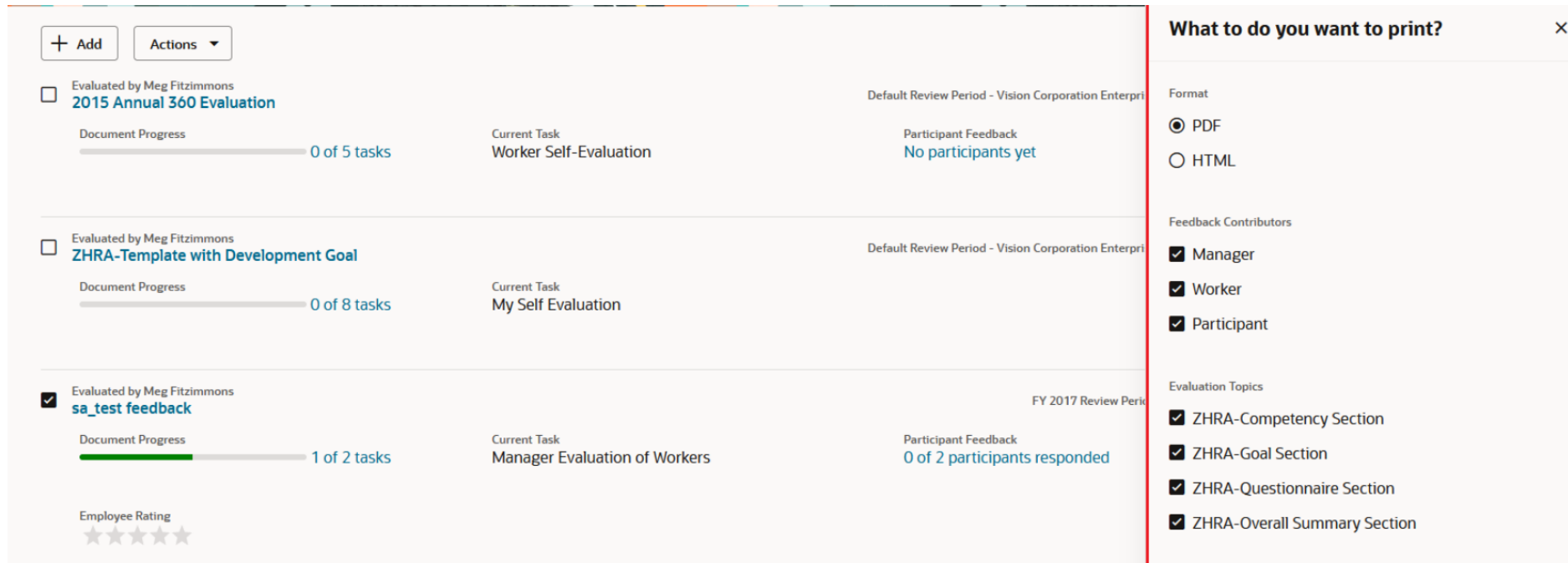
### Business Benefits:

Enables extensibility of the Performance Document page to Redwood with additional enhancements

# REDWOOD CHECK-IN ENHANCEMENTS

## Talent

**Details:** New check-in features from the responsive interface are now part of the Redwood experience, enabling HR to update check-ins and users to view multiple notes per discussion topic.



The screenshot displays the Redwood check-in interface with three evaluation items and a print dialog box.

- Item 1:** "2015 Annual 360 Evaluation" (unchecked). Document Progress: 0 of 5 tasks. Current Task: Worker Self-Evaluation. Participant Feedback: No participants yet.
- Item 2:** "ZHRA-Template with Development Goal" (unchecked). Document Progress: 0 of 8 tasks. Current Task: My Self Evaluation.
- Item 3:** "sa\_test feedback" (checked). Document Progress: 1 of 2 tasks. Current Task: Manager Evaluation of Workers. Participant Feedback: 0 of 2 participants responded.

The "What to do you want to print?" dialog box is open, showing options for Format (PDF selected, HTML), Feedback Contributors (Manager, Worker, Participant all checked), and Evaluation Topics (ZHRA-Competency Section, ZHRA-Goal Section, ZHRA-Questionnaire Section, ZHRA-Overall Summary Section all checked).

### Impact Analysis

- Impact Level: **LOW**
- Need to Enable: **YES**
- Configuration: **NO**
- Quick Win: **YES**

**Business Benefits:**  
Enables extensibility of the Check-In Document page to Redwood

# APPLICATION TASKS FOR REDWOOD LEARNING PAGES IN HCM JOURNEYS

## Learning

**Details:** Create HCM journey checklists, integrating Redwood self-service learning pages, to easily assign learning tasks, enhancing task management efficiency.

A. These are the available learner application tasks:

- Request Noncatalog Learning
- Record External Learning

B. These are the available manager application tasks:

- Assign Learning to My Team
- Record External Learning for My Team
- Request Noncatalog Learning for My Team

## Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

### Business Benefits:

This enhancement reduces learning administrator efforts by automatically assigning learning tasks to learner and managers.

**Checklist: Me Request Non Catalog**

\*Name  \*Code   
 \*Sequence  Status   
 Required  Description   
 Eligibility Profile  Offset Days   
 Preceding Task  Activation Criteria   
 Target Duration  Delay Duration   
 \*Expire  Days   
 Performer  Performer Name   
 Owner  Owner Name   
 Task Type   
 Application Task

Activation Criteria dropdown menu items:  
 Personal Details  
 Preferences  
 Previous Employment Information  
 Primary Care Physicians  
 Profile Preferences  
 Projects  
 Record External Learning  
 Request Feedback  
 Request Noncatalog Learning

**Checklist: Me Request Non Catalog**

\*Name  \*Code   
 \*Sequence  Status   
 Required  Description   
 Eligibility Profile  Offset Days   
 Preceding Task  Activation Criteria   
 Target Duration  Delay Duration   
 \*Expire  Days   
 Performer  Performer Name   
 Owner  Owner Name   
 Task Type   
 Application Task

Activation Criteria dropdown menu items:  
 Individual Compensation  
 Local and Global Transfer  
 Performance  
 Person Identifiers for External Applications  
 Promote  
 Promote and Change Position  
 Record External Learning for My Team  
 Request Feedback  
 Request Noncatalog Learning for My Team

# FEATURE NAME CHANGES FROM BEST TO SUGGESTED

**Details:** Feature names have evolved for improved alignment with their usage during candidate, career, or successor recommendations:

- Best Candidate is now Suggested Candidate
- Best Career is now Suggested Career
- Best Successor is now Suggested Successor

This change enhances clarity and precision in our recommendations.

## Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

### Business Benefits:

This enhancement helps convey a better rationale of the recommendation-offering feature.

# REDWOOD EXPERIENCE FOR PROFILE MANAGEMENT

## Talent

**Details:** This feature in Redwood now offers Profile Management pages and flows recreated in Visual Builder Studio (VBS) to ensure consistent backend functionality. While not fully redesigned, they've been adjusted to match Redwood's look and behavior, providing a seamless experience. These options are initially off but can be enabled as needed

Page or Flow	Profile Option	Navigation	Limitations
Talent Profiles (Skills and Qualifications)	ORA_HRT_TRANSACTIONAL_REDWOOD_ENABLED	My Client Groups > Show More > Talent > Talent Profiles My Team > Show More > Career and Performance > Skills and Qualifications Me > Career and Performance > Skills and Qualifications Me > Show More > Career and Performance > Skills and Qualifications	Doesn't support: • Rich text • Autocomplete rules
Talent Ratings	ORA_HRT_TRANSACTIONAL_REDWOOD_ENABLED	Me > Career and Progression > Talent Ratings My Team > Quick Actions > Talent Ratings My Client Groups > Profiles > Search Talent Profiles > Actions > Talent Ratings	Doesn't support rich text

### Impact Analysis

- Impact Level: **LOW**
- Need to Enable: **YES**
- Configuration: **NO**
- Quick Win: **YES**

**Business Benefits:**  
This enhancement ensures synergy and consistency amongst the impacted transactions and Talent Pages

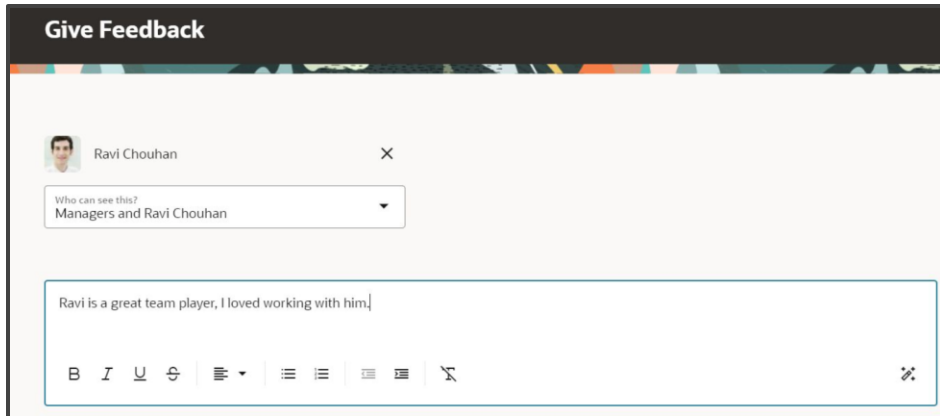


# AI ASSISTANCE FOR GIVING FEEDBACK

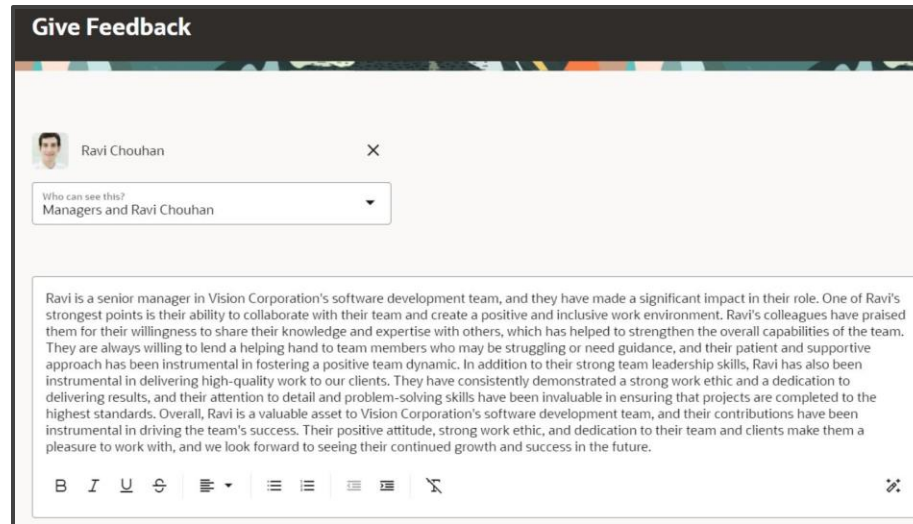
## Talent

**Details:** This feature enables us to tap into the strength of adaptive intelligence (AI) for impactful and relevant feedback. The tool generates feedback automatically, tailored to our initial input.

### A. Initial Input



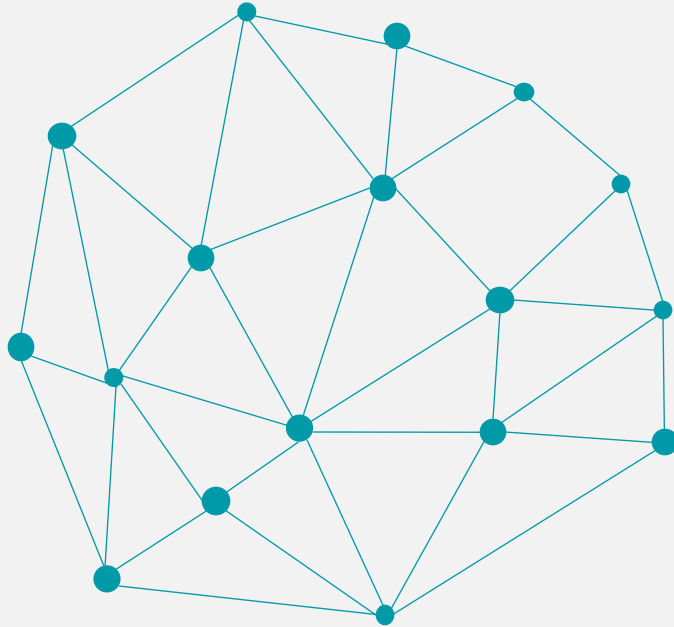
### B. Generated text by Adaptive Intelligence



## Impact Analysis

Impact Level	LOW
Need to Enable	YES
Configuration	NO
Quick Win	YES

**Business Benefits:**  
This enhancement allows us to make our feedbacks more vivid and holistic.



# NEW FEATURES

The Rest

# REPORTING ON QUESTIONNAIRE SCORES IN PERFORMANCE RATING SUBJECT AREA

## Talent

**Details:** New attributes added to the Questionnaire Question dimension in the Workforce Performance - Performance Rating Real Time subject area include Response Score and Questionnaire Response Total Score

### Impact Analysis

Impact Level	LOW
Need to Enable	NO
Configuration	NO
Quick Win	NO

**Business Benefits:**  
This enhancement allows to enhance reporting in Workforce Performance

# NEW ATTRIBUTES IN THE LEARNING RECORDS SUBJECT AREA

## Learning

Attribute Name	Description	Folder
Active Date	When the learning record moved to active status.	Post-Active Details
Activity End Date	When the activity is no longer available to learners.	Completion Information > Completion Details > Learning Activity Information
	When the offering activity is no longer available to learners.	Assigned Learning Item Information > Selected Course Offerings > Offering Completion Information > Offering Completion Details > Offering Activity Information
Activity Start Date	When the activity becomes available to learners.	Completion Information > Completion Details > Learning Activity Information
	When the offering activity becomes available to learners.	Assigned Learning Item Information > Selected Course Offerings > Offering Completion Information > Offering Completion Details > Offering Activity Information
Active Date	When the learning record moved to active status.	Assigned Learning Item Information > Selected Course Offerings > Offering Post-Active Details
Offering Available Capacity	Available capacity, such as seats or licenses, for the offering.	Assigned Learning Item Information > Selected Course Offerings > Offering Assigned Learning Item Information

### Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **NO**

**Business Benefits:**  
This enhancement improves insights upon learning records.

# REPLACED OR REMOVED FEATURES

## Learning

### Impact Analysis

Impact Level **High**

Need to Enable **NO**

Configuration **NO**

Quick Win **NO**

Product	Removed Feature	Target Removal	Replacement Feature	Replaced In	Additional Information
Learning	Responsive User Experience Removal Notice	24B	<ul style="list-style-type: none"> <li>•Activity Sequencing</li> <li>•Enable Redwood Self-Service for Learners</li> </ul>	NA	Non-Redwood pages no longer supported after 24B.
Learning / OTBI	Learning Management Subject Area	TBD	Learning Record Subject Area is now Generally Available	21A March/21B	Customers should replace any reporting using the Learning Management subjects with the Learning Record subject area.
Learning	WebEx Classroom Provider Removal Notice	24A	NA	NA	NA



# Closing Q&A



**CLOUD  
ENHANCEMENT &  
MANAGED SERVICES**

# CLOSING NOTE

1. What happens next?
  1. Presentation
  2. Session Recording
2. Speak with your CEMS Support Manager or CEMS Service Manager
  1. for additional services around quarterly updates
  2. Learn more about Innovation
3. Next Sessions ?

SCM (Inventory & Order Management) Oracle Quarterly Updates 24A	30th-Jan-2024	60 minutes
	4:30 PM GMT   5:30 PM CEST   11:30 AM EST	
HR Helpdesk & ORC Oracle Quarterly Updates 24A	31st-Jan-2024	60 minutes
	3:00 PM GMT   4:00 PM CEST   10:00 AM EST	

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