

Mastek

Cloud Enhancement &
Managed Services

Live Webinar

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CEMS Operations Executive

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Human Capital
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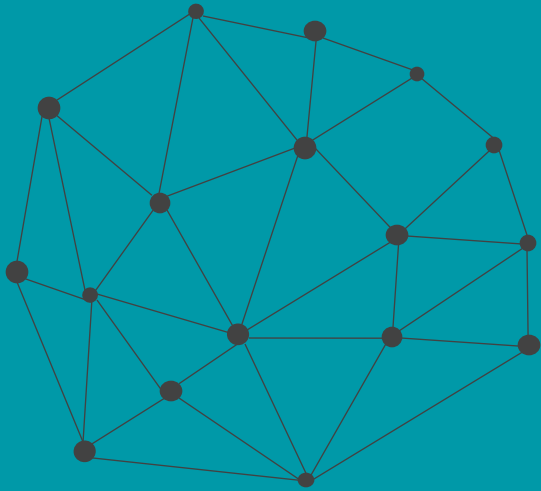
24B - ORACLE TALENT MANAGEMENT & OLC UPDATE

Empowering us 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.

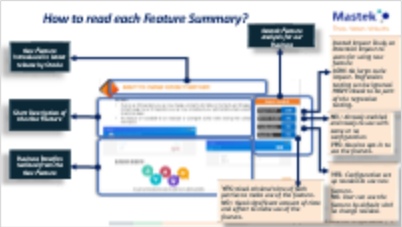
AGENDA



● 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

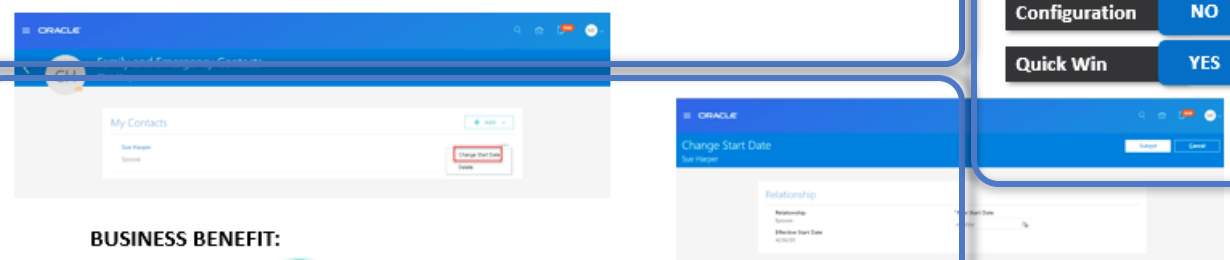
Short Description of the New Feature

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

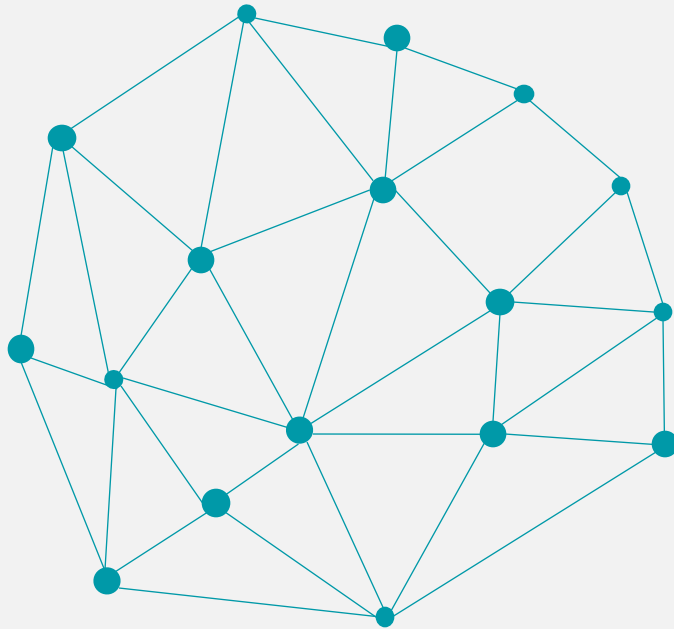
Mastek Feature Analysis for our Business

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.

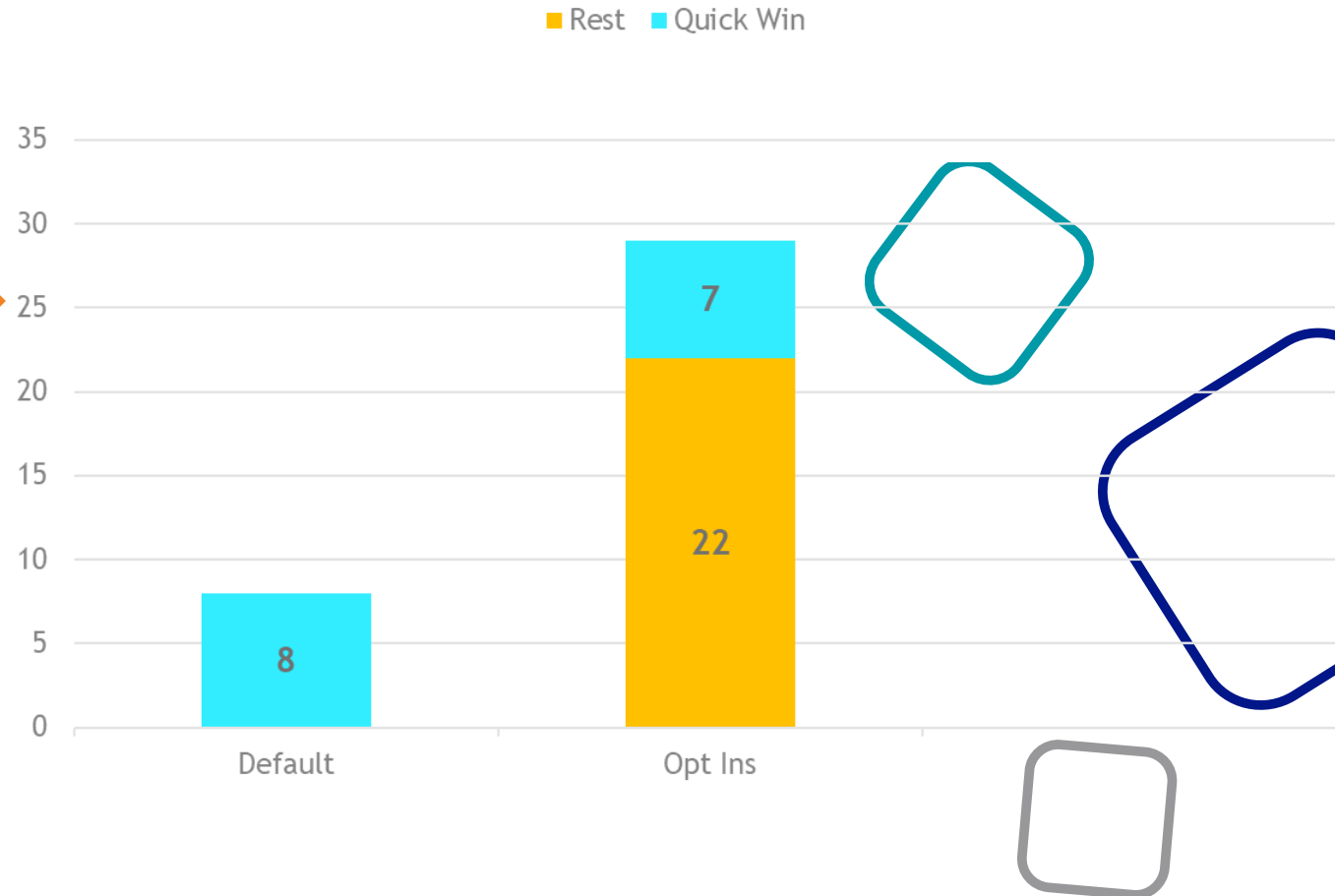
YES: Configuration set up needed to use new feature.
NO: User can use the feature by default with no change needed.



OUR ANALYSIS OF LATEST RELEASE

NEW FEATURES

37
New Features



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

ORACLE LEARN CLOUD 24B

RELATED SKILLS & QUALIFICATION

Learning

Details: We can now add skills or qualifications to courses and specializations that make the learning discoverable during browsing and searching, but that won't update a learner's talent profile after they complete the learning unless enabled to do so

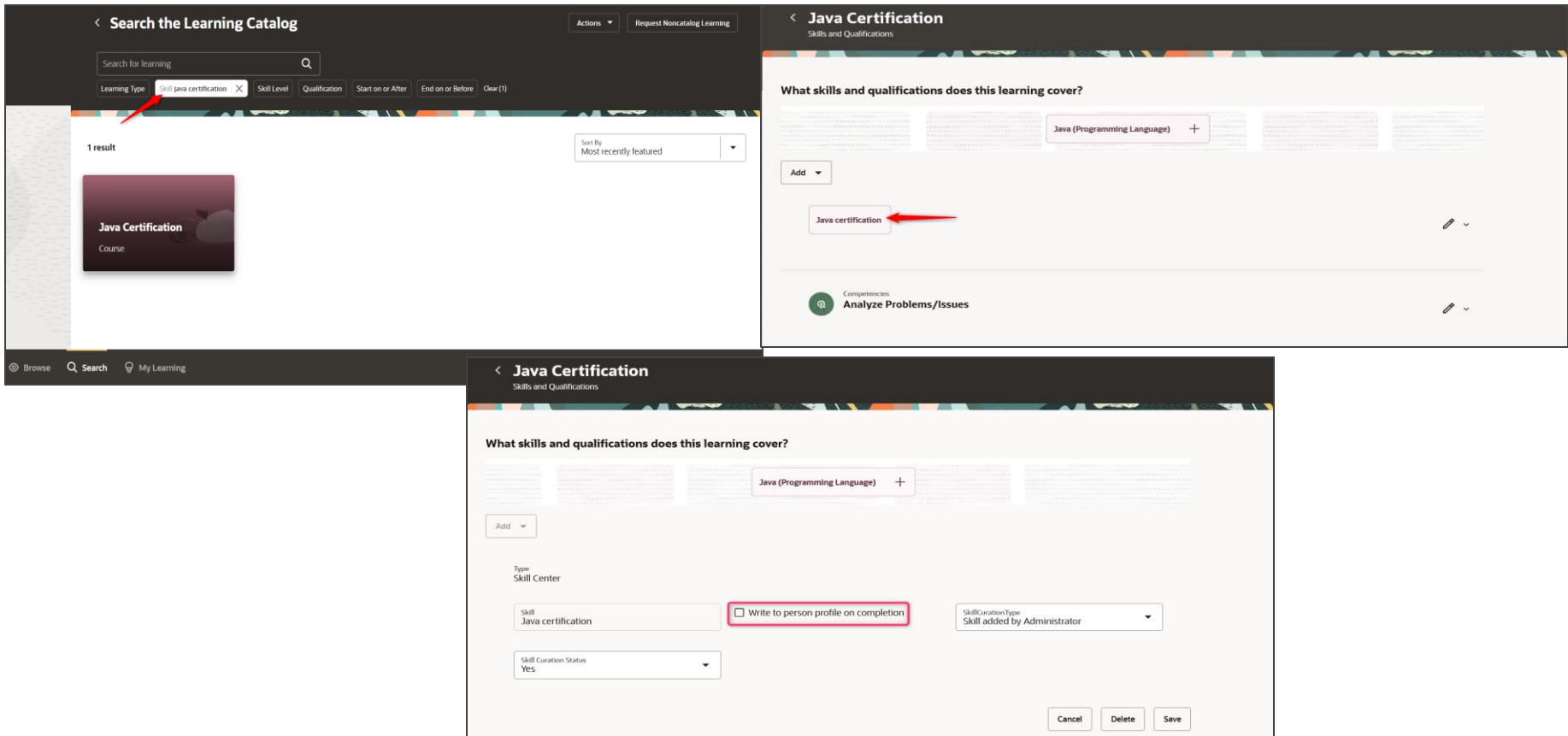
Note:

- Enable Dynamic Skills - if not already enabled
- Enable the Redwood Learning experience, if not enabled

Impact Analysis

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

Business Benefits: This feature can make it easier for learners and managers to find relevant training by adding more Skills and Qualifications to Learning Outcomes, even if they aren't meant to be added to a learner's talent profile after completion.



ENROLLMENT DETAILS COMPACT HEADER

Learning

Details: We can now select between the existing enrollment details header layout or a new compact layout, for course and specialization assignments. The compact layout removes the cover art and includes up to 4 key assignment summary details in the page header

Note: Enable the ORA_WLF_COMPACT_ENROLLMENT_HEADER profile option. This functionality is only available for Redwood pages.

Impact Analysis

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

Business Benefits:
Enhances portability by replacing cover art with assignment summaries in compact layout

The image shows three examples of compact enrollment detail headers. Each header includes a back arrow, a title, a status badge, an 'Actions' dropdown, and a 'View More Enrollment Details' button. Below the header, key metrics are displayed.

- Managing Teams** (Specialization): Status: Not Started, required. Metrics: Required Activities Completed 0 of 4, Expected Effort 20 - 25 hours, Due On 1/30/24.
- Learning Assessment** (Course): Status: Completed. Metrics: Score 100, Actual Effort 0.01 hours, Completed On 1/4/24.
- Team Leading** (Course): Status: In Progress. Metrics: Required Activities Completed 0 of 2.

ENROLLMENT DETAILS IMPROVEMENTS FOR SELECTED OFFERINGS

Learning

Details: The enhanced enrollment details page now provides more details on the selected offerings, including its title, and a streamlined way to accept or decline a seat. A classic example, we have a seat in an offering and our status for another offering in the same course is Pending seat acceptance. Then a seat becomes available for that other offering

Impact Analysis

Impact Level **Low**

Need to Enable **No**

Configuration **No**

Quick Win **Yes**

Business Benefits:
Enhancement improves the overall learner experience.

All activities from same page with minimal navigation

Oracle Catalog Management
Course

See document Actions

▲ A seat is now available for another offering that you're pending enrollment for. [View more details to accept seat](#)

Expected Effort
2h

Additional info

Enrollment Number OLC233220 Enrolled On 1/16/24 [View More Details](#)

More Details

Selected Offerings

Offering	Status	Actions
Self-paced <u>Oracle Catalog Management #Online</u> American English	Self-Paced Active	Withdraw
1/22/24 <u>Oracle Catalog Management #ILT1</u> American English	Spring US 500 Oracle Parkway Pending Seat Acceptance	Accept Seat Decline Seat

Enrollment Lifecycle

- Active on 1/16/24 6:38 PM
- Pending seat acceptance on 1/16/24 6:41 PM
- Given seat on 1/16/24
- Added to waitlist on 1/16/24
- Enrolled on 1/16/24 6:38 PM

Enrollment Details

Details

ASSIGN LEARNING TO DIRECT AND INDIRECT REPORTS

Learning

Details: We can now assign learning to our team, request non-catalog learning, or record external learning to the specified person's direct reports or entire organization. Both options use only the line manager hierarchy. For example, John is Lisa's line manager and Paul's project manager. Selecting John's directs or organization would assign the learning to Lisa, but not Paul.

Impact Analysis

Impact Level **Low**

Need to Enable **Yes**

Configuration **No**

Quick Win **Yes**

Business Benefits:
Flexibility in assigning Learning based on business needs.

Assign Learning
Access Setting Course

Assignment details

Assignment Type: Required | Start Date: 1/31/24

Due Date: 2/19/24

Learning Items

Select a learning item: Access Setting Course | Offering: Access Setting Offering SP

Learners

Selection Type: Directs | Select a person

Directs
Organization
Person

Justification

Justification to Approvers

Learners

Selection Type: Directs

Select a person: ravi chouhan

- Ravi Chouhan directs
Software Development Director
- Ravi Austin directs
Human Resources Administrator

Note to Learners

STREAMLINED MANAGER EXPERIENCE FOR ASSIGNING OFFERINGS

Learning

Details: While a course is selected we can optionally also select the offering. Here we can search for offerings based on their date, location, and title or pick the appropriate offering while scrolling through the list.

- Alternatively, can also assign an offering by opening the enrollment details page for learning assigned to someone on our team.

The screenshot shows the 'Assign Learning' interface. At the top, there are 'Cancel' and 'Assign' buttons. The 'Assignment details' section includes a dropdown for 'Assignment Type' (set to 'Required') and a 'Start Date' field (1/3/24). Below this is a 'Due Date' field. The 'Learning items' section has a dropdown for 'Select a learning item' (set to 'Digital Learning') and a search bar for 'Offering'. A list of offerings is displayed, including 'Self-Paced Digital Learning - Online American English' with dates '1/15/24 - 1/17/24' and location 'Hyderabad, IN Oracle Campus LRN Classroom2', and '30 Seats Remaining'. The 'Learners' section has a dropdown for 'Select a person' (set to 'Required') and a 'Note to Learners' field.

Impact Analysis

Impact Level **Low**

Need to Enable **Yes**

Configuration **No**

Quick Win **Yes**

Business Benefits: Feature gives managers the flexibility to assign offerings to people on their teams based on the My Team Learning page that they're on.

TEAM LEARNING ENHANCEMENTS

Learning

Details: A Line Manager can access actions, such as view enrollment details and send email, directly on 'My Team Learning' page instead of enrollment details pages.

RV Ravi VB
Software Development Director

View Transcript Switch Team

Search by learning items

Enrollments Current X Enrollment Type Due Date Enrolled on Date Completed Date Filters Clear (1)

24 items

Item Name	Due Date	Enrollment Status	Actions
Digital Learning Expected effort is 4.0h - 8.0h hours	1/18/24	No Active Offering	Due within 30 days [Action Menu]
Managing Teams Expected effort is 20.0h - 25.0h hours	1/30/24	Not Started	Due within 30 days [Action]
Learning Assessment Expected effort is 0.5h - 1.0h hours	1/9/24	Not Started	Overdue [Action]
Oracle Learning Essentials	1/14/24	In Progress	Due within 30 days [Action]
Matting, Framing, and Hanging Your Photographs	Enrolled Date 1/12/24	Not Started	[Action] [Action]
Lighting a Video Interview	Enrolled Date 1/12/24	Not Started	[Action] [Action]

Impact Analysis

Impact Level Low

Need to Enable Yes

Configuration No

Quick Win Yes

Business Benefits: This enhancement lets managers more quickly do enrollment actions for their teams.

DOWNLOAD LEARNING ASSIGNMENT DETAILS FROM TEAM LEARNING

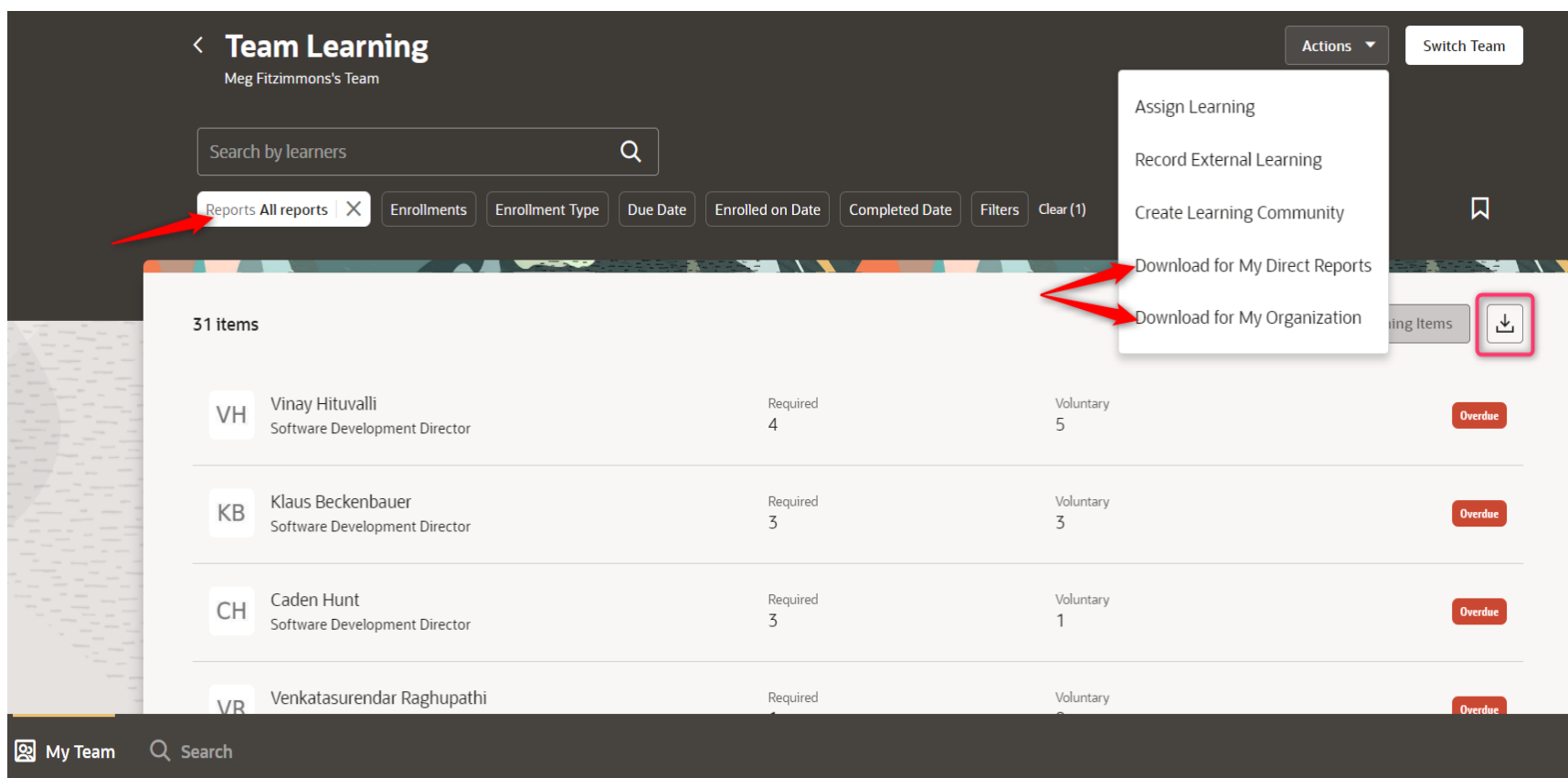
Learning

Details: Download we team's learning assignment details or summary aggregate information to Microsoft Excel from Redwood Team Learning. To get all learning assignments for the direct reports/organization, use Download for My Direct Reports / My Organization. A max of 5000 records can be downloaded. The security privilege WLF_PRINT_COMPLETION_CERTIFICATE_PRIV needs to be added to the Line Manager's role.

Impact Analysis

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

Business Benefits: This feature lets managers download their team learning details to Microsoft Excel where they can pivot, filter, and summarize the details.



CONTROL ACCESS TO LEARNING ASSIGNMENT MASS ACTIONS

Learning

Details: As Learn Administrator one can now restrict the mass actions learning administrators can do at a more granular level using these new privileges:

Name	Code	Description
Mass Activate Learning Assignments	WLF_MASS_ACTIVATE_LEARNING_ASSIGNMENTS_PRIV	Allow user to mass activate learning assignments.
Mass Bypass and Approve Learning Assignments	WLF_MASS_BYPASS_APPROVE_LEARNING_ASSIGNMENTS_PRIV	Allow user to mass bypass and approve learning assignments.
Mass Bypass and Reject Learning Assignments	WLF_MASS_BYPASS_REJECT_LEARNING_ASSIGNMENTS_PRIV	Allow user to mass bypass and reject learning assignments.
Mass Bypass and Complete Learning Assignments	WLF_MASS_BYPASS_COMPLETE_LEARNING_ASSIGNMENTS_PRIV	Allow user to mass bypass and complete learning assignments.
Mass Withdraw Learning Assignments	WLF_MASS_WITHDRAW_LEARNING_ASSIGNMENTS_PRIV	Allow user to mass withdraw learning assignments.
Mass Delete Learning Assignments	WLF_MASS_DELETE_LEARNING_ASSIGNMENTS_PRIV	Allow user to mass delete learning assignments.
Mass Update Learning Assignment Dates	WLF_MASS_UPDATE_LEARNING_ASSIGNMENT_DATES_PRIV	Allow user to mass update learning assignments' learning dates.
Mass Send Learning Assignment Alerts	WLF_MASS_SEND_LEARNING_ASSIGNMENT_ALERTS_PRIV	Allow user to mass send alerts related to learning assignments.
Mass Complete Learning Assignment Activities	WLF_MASS_COMPLETE_LEARNING_ASSIGNMENT_ACTIVITIES_PRIV	Allow user to mass mark learning assignment activities complete.

Impact Analysis

Impact Level **Low**

Need to Enable **Yes**

Configuration **No**

Quick Win **Yes**

Business Benefits: These new security privileges make it possible to grant learning administrators access to specific mass actions instead of all mass actions.

INSTRUCTOR AND CLASSROOM AVAILABILITY

Learning

Details: As a Learning administrator, we can now view instructor and classroom availability on Redwood learning resources pages. To see the availability for an instructor, click their row-level calendar icon on the Instructors page.

Pre-requisite: Redwood Classroom Management and Redwood Instructor Management features need to be enabled we need the WLF_MANAGE_TRAINING_RESOURCES_PRIV functional security privilege.

Impact Analysis

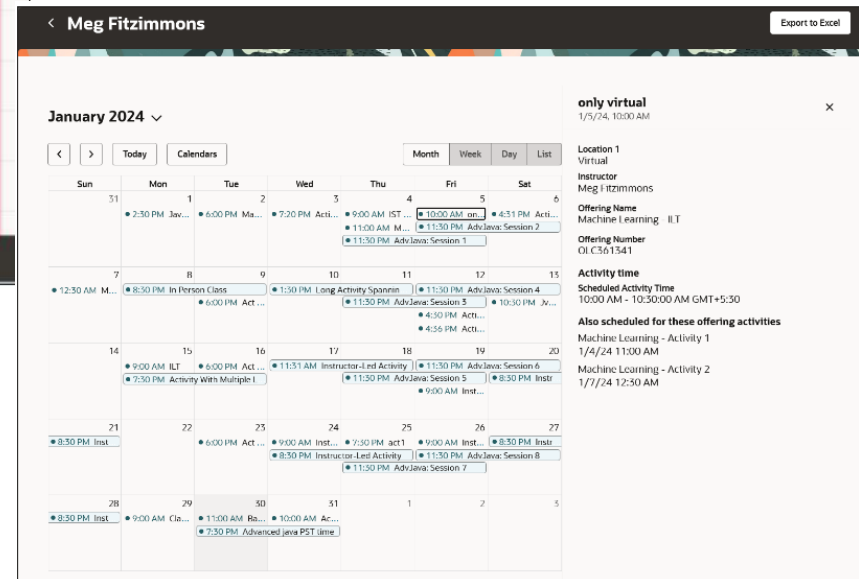
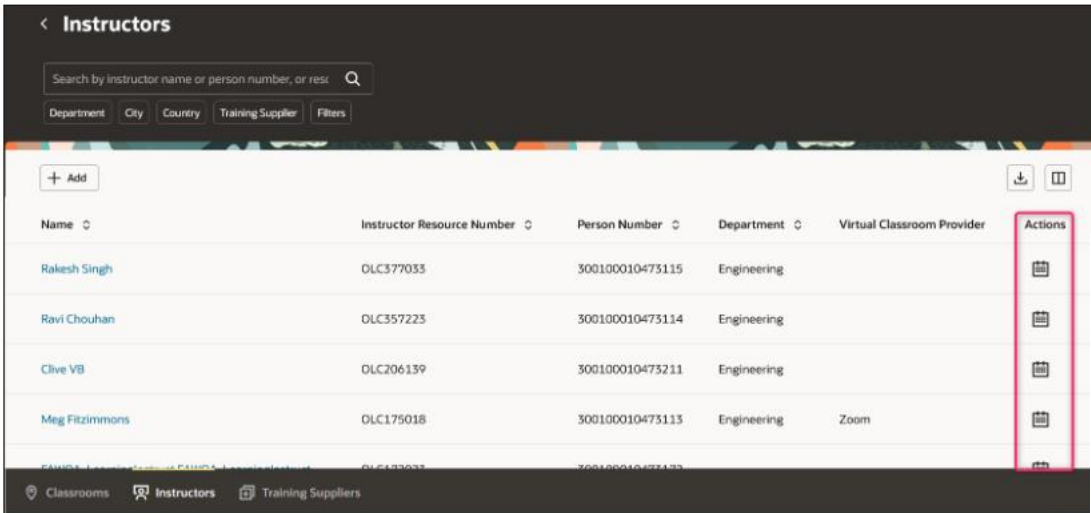
Impact Level **Low**

Need to Enable **Yes**

Configuration **Yes**

Quick Win **No**

Business Benefits: Ease of use for Learn Administrator
It is a Redwood feature.



ZOOM CLASSROOM PROVIDER RECORDINGS & NOTIFICATIONS

Learning

Details: Now automate the retrieval of Zoom recordings for instructor-led offering activities using the Zoom classroom provider so that learners can review them later.

Disabling notifications from Zoom for learner enrollments, withdrawals, and activity changes may be useful if we are already generating custom notifications from Oracle to avoid duplication.

Recommendation: we may get an E-mail from Zoom to reauthorize the app weeks before getting the 24B update.

It is recommended that existing users re-authorize the app only after getting the 24B update. If enabled earlier, the recordings feature is available only after update 24B, but we can still use the existing features.

Impact Analysis

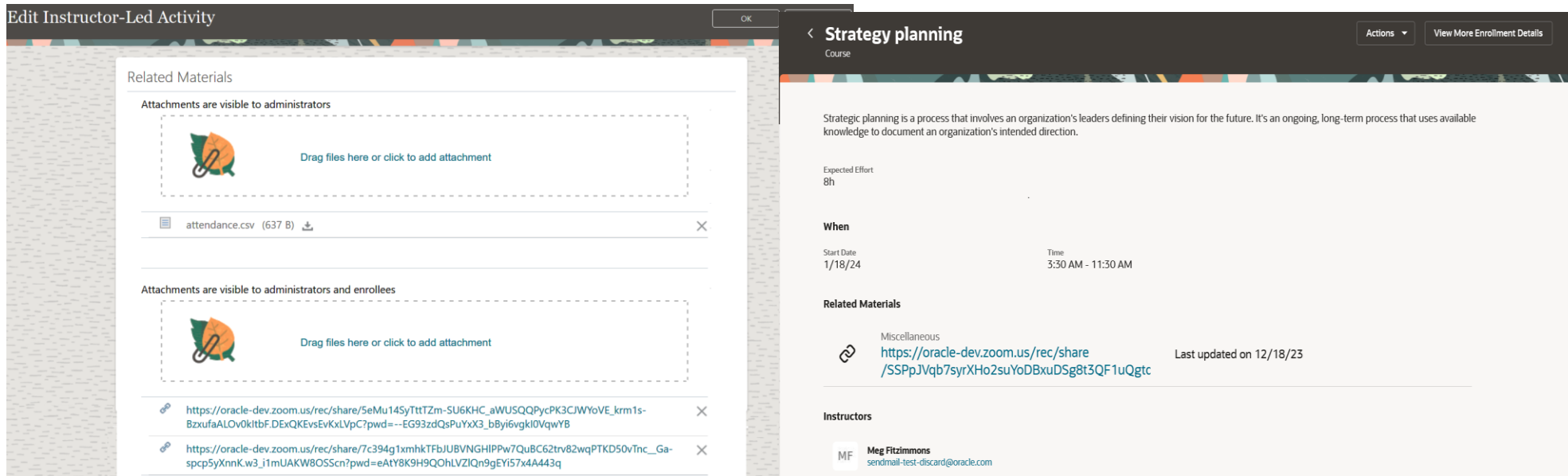
Impact Level **Low**

Need to Enable **Yes**

Configuration **Yes**

Quick Win **No**

Business Benefits: This enhancement saves time by automatically fetching recorded learning sessions.

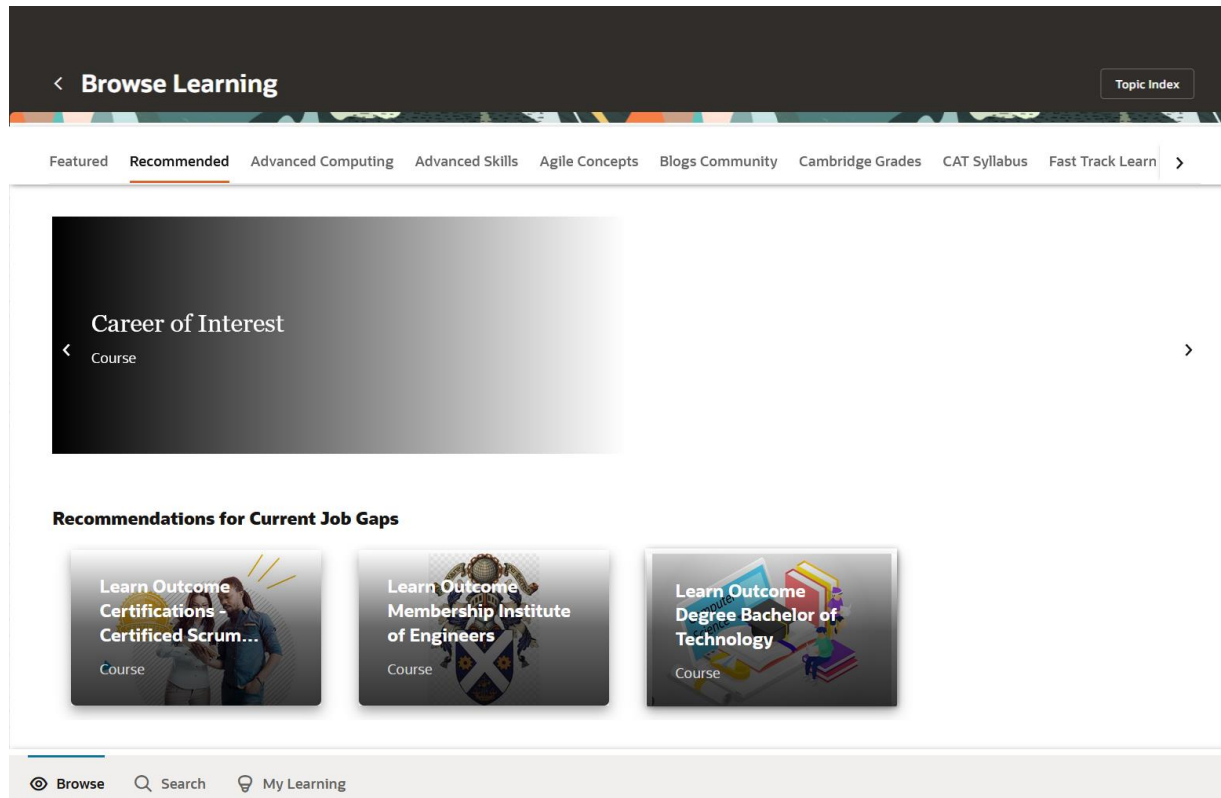


RECOMMEND LEARNING FOR POSITION PROFILE GAPS

Learning

Details: Now automation of learning recommendations based on the gaps between a person's current position and the position profile associated with that position can be done. Recommendations appear on the person's Redwood Browse Learning page, in the Recommendations tab for Current Job Gaps category.

Pre-requisite: Enable profile Option ORA_WLF_ENTERPRISE_WORKFORCE_ROLES_MODEL profile option, set the Site level value to POSITION.



Impact Analysis

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

Business Benefits: This enhancement lets us drive more learning engagement with minimal manual effort.

TRANSLATION ADVISOR FOR LEARNING

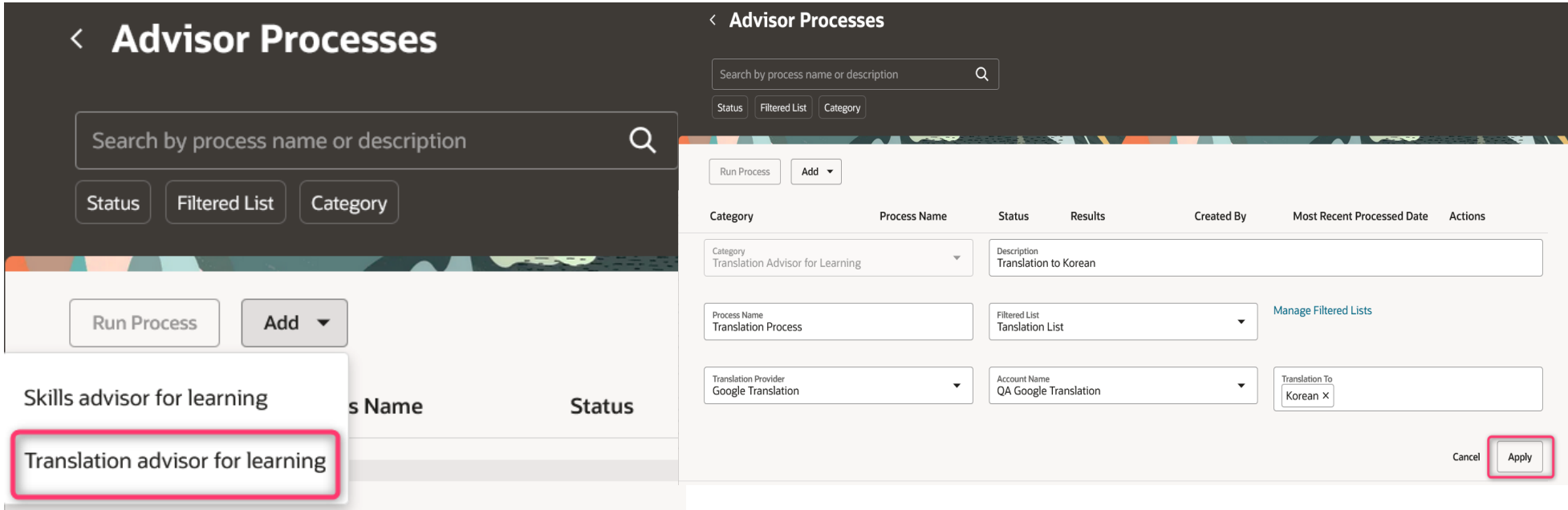
Learning

Details: Use Google translation services and get translation suggestions for a learning item title, a short description, and a description in the specified languages.

Prerequisite: Cloud Translation API account with Google.
 Install the Oracle Visual Builder Add-in for Excel.
 Users need 3 additional Security Privileges

Impact Analysis

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



Advisor Processes

Search by process name or description

Status Filtered List Category

Run Process Add

Category	Process Name	Status	Results	Created By	Most Recent Processed Date	Actions
Translation Advisor for Learning			Description Translation to Korean			
	Translation Process		Filtered List Translation List			Manage Filtered Lists
Translation Provider Google Translation			Account Name QA Google Translation			Translation To Korean X

Cancel Apply

Business Benefits: Ease of use of Google Translate Services for Language translations

DELETE & RECONCILE SECTIONS AND ACTIVITIES' CHANGES USING HCM DATA LOADER

Learning

Details: Using HCM Data Loader we can Delete Offerings or Specialization and, also reconcile

- Delete a section or an activity in an offering or specialization is done by adding a SpecializationV3 row for the specialization the section is in. Then we specify to delete the relevant section.
- Reconciliation Process : New background processes have been added to reconcile changes made in a section or process

Impact Analysis

Impact Level **Low**

Need to Enable **No**

Configuration **No**

Quick Win **Yes**

Business Benefits: This enhancement reduces the manual maintenance involved in deleting sections and activities.

Configure HCM Data Loader ⓘ

Business Object Post Processes

Business Object Course V3

View [Icon]

Business Object	Process Order	Process	Default	Override	Description
Course V3	1	Reconcile Le...	Yes	Yes	Reconciles the learning records for a Course whose sections or activities have been updated.

Process

Process Name Reconcile Learning Records For Updated Course
Description Reconciles the learning records for a Course whose sections or activities have been updated.
Task Name ReconcileLearningRecordsForUpdatedLearningItems

Learning

Impact Analysis

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

Business Benefits: With this enhancement, we can more easily report across learning cloud

REPORTS - REPORTING ON OFFERING ENROLLMENT QUESTIONNAIRES AND EVALUATIONS

The new folder structure for enrollment questionnaire and evaluation details of a course offering is mentioned below. The existing folder structures are available until Update 24D, when they'll be removed.

Attribute Name	Existing Folder Structure	New Folder Structure
Questionnaire Name Question Type Question Code Question Text Answer Code Response	Root > Completion Information > Completion Details > Self-Paced Activity Details > Learning Evaluation	Root > Assigned Learning Item Information > Selected Course Offerings > Enrollment Questionnaire
Questionnaire Name Submission Date Question Type Question Code Question Text Response Code Response	Root > Completion Information > Completion Details > Self-Paced Activity Details > Learning Evaluation	For primary offering: Root > Completion Information > Completion Details > Evaluation Questionnaire For all offerings: Root > Assigned Learning Item Information > Selected Course Offerings > Offering Completion Information > Offering Completion Details > Offering Evaluation Questionnaire

ORACLE TALENT MANAGEMENT 24B

REDWOOD - EXTEND GOAL SUPPORT

Goal Management

Details: We can now extend performance goals in our Redwood Goal Center. This feature promotes regular communication and collaboration between employees and managers. Simply select "Extend" from the Actions menu on the Goal Details page to extend ongoing or incomplete goals.

Note:

- Requires the Redwood Goals Center to be enabled
- ORA_HCM_VBCS_PWA_ENABLED and ORA_HRA_PERFORMANCE_DOCUMENTS_AND_GOALS_REDWOOD_ENABLED profile option are to be set to Y and Yes respectively. These features can't be enabled individually.

Tips & Consideration

- Extend the goal across multiple review periods.
- When we extend a goal to another goal plan, the goal is associated with both source and target goal plans. Except for the goal weight and goal priority, any changes to the goal are visible in both the source and target goal plans after we extend the goal. For example, if we couldn't complete a goal before the end date of the source goal plan, we extend the goal to another goal plan to continue working on the goal for an extended duration.

Impact Analysis

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

Business Benefits: This feature can make it easier for the Manager to extend the goals.

REDWOOD - ROLE-BASED PERFORMANCE GOAL APPROVALS

Goal Management

Details: We now can send any changes made by managers to an employee's performance goal plan to their next-level manager for approval.

Managers can only modify an employee's goal plan after:

- The employee has submitted the plan for approval.
- The manager has either approved or rejected the plan.

Additionally, managers can:

- See when the plan is pending approval upon submission.
- Withdraw approval requests.
- Receive notifications for additional information requests from their next-level manager.

Next-level managers receive notifications for pending approval goal plans and can approve, edit, reject, or request more information.

During manager edits:

- Employees cannot alter the plan until manager changes are approved.
- Employees cannot view new manager-added goals until they are approved.
- Employees cannot view approval transaction details but can see pending approvals.

Note:

Requires the Redwood Goals Center to be enabled

Impact Analysis

Impact Level **Low**

Need to Enable **Yes**

Configuration **No**

Quick Win **Yes**

Business Benefits: This feature enhances the usability of goal approvals with role-based approvals for goal changes or additions.

REDWOOD - ENHANCED PERFORMANCE GOAL NOTIFICATIONS

Goal Management

Details: We can now utilize Redwood's enhanced performance goal notifications to promptly take action on our goals. With this update, notifications are sent for various transactions related to performance goals. These enhancements keep us informed about relevant activities in defining and managing performance goal plans, allowing us to take timely action.

Note:

Requires the Redwood Goals Center to be enabled
The list of notifications are:

Employee cancels a goal assigned by HR	HR Notified After Employee Cancels a Goal Assigned by HR
HR specialist assigns a goal plan to an employee	Worker Notified After HR/Manager Assigns a Goal
HR specialist cancels an employee's goal	Worker Notified After HR Cancels an Employee's Goal
Manager cancels a goal	Worker Notified After Manager Cancels a Goal
Manager cancels a goal with alignment	Worker Notified After Manager Cancels a Goal with Alignment
Organization owner publishes an organization goal	Worker Notified After Organization Owner Publishes a Goal

Impact Analysis

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

Business Benefits: This feature improves interaction with notifications while defining and managing performance goal plans

REDWOOD - MEASURABLE TASKS FOR PERFORMANCE GOALS

Goal Management

Details: We can use measurable goal tasks in the Redwood Goal Center to track our progress towards achieving a goal. When creating or editing a performance goal task, we'll notice the "This is a measurable task" option. We can then input the following:

- Unit of measure
- Target criteria
- Target value

Note:

- Requires the Redwood Goals Center to be enabled
- All tasks added to a goal must be marked as completed before the goal is marked as completed.

Impact Analysis

Impact Level **Low**

Need to Enable **Yes**

Configuration **No**

Quick Win **Yes**

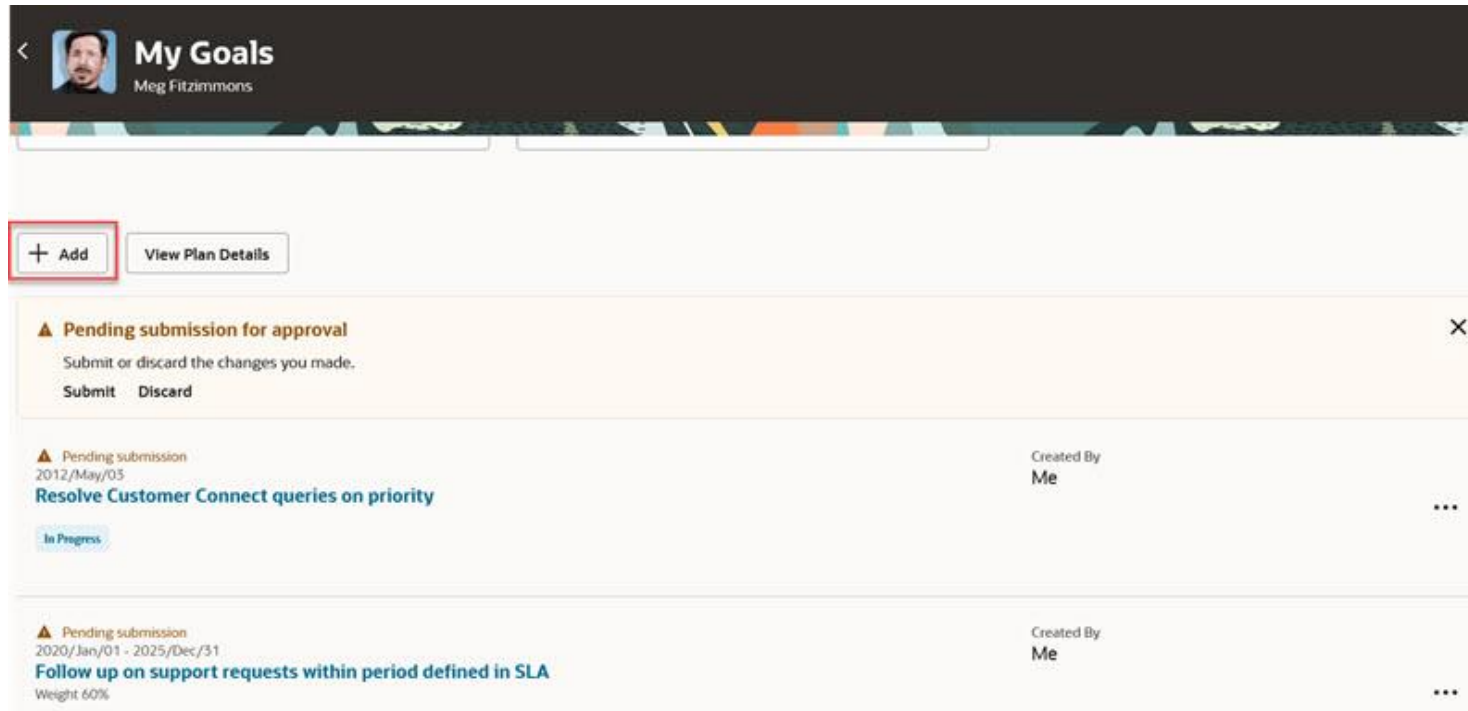
Business Benefits: This will ease the measuring of goals to progress toward the accomplishment of a goal.

REDWOOD - SUBMIT INDIVIDUAL PERFORMANCE GOALS FOR APPROVAL

Goal Management

Details: We now have the flexibility to make incremental changes to a performance goal plan while it's pending approval. We can add or edit goals that haven't been submitted yet. For instance, if a goal plan contains five goals, with two already submitted, we can edit the remaining three and submit them anew. Any changes will replace the previous approval request with a new one reflecting all updates.

Note:
Requires the Redwood Goals Center to be enabled



Impact Analysis

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

Business Benefits: This feature enhances the usability of goal approvals.

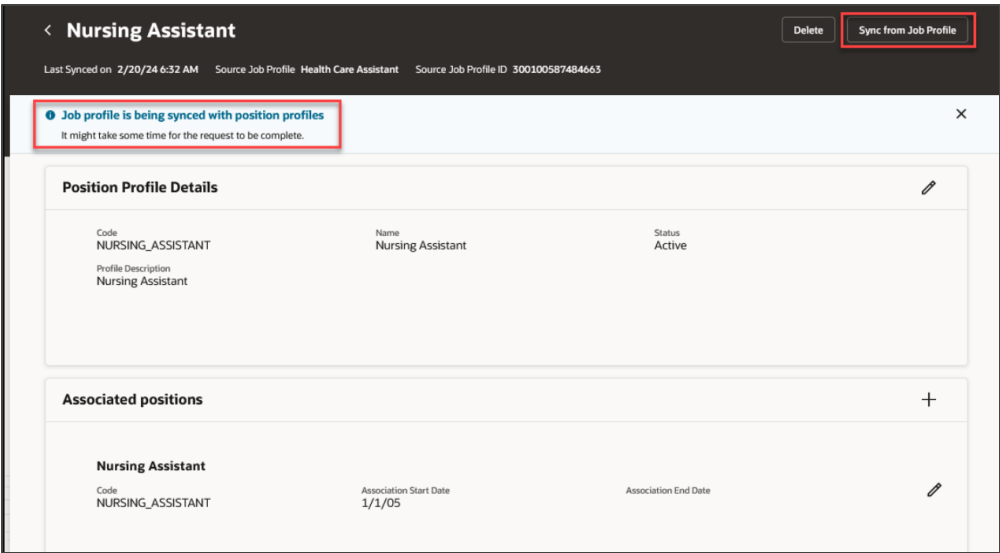
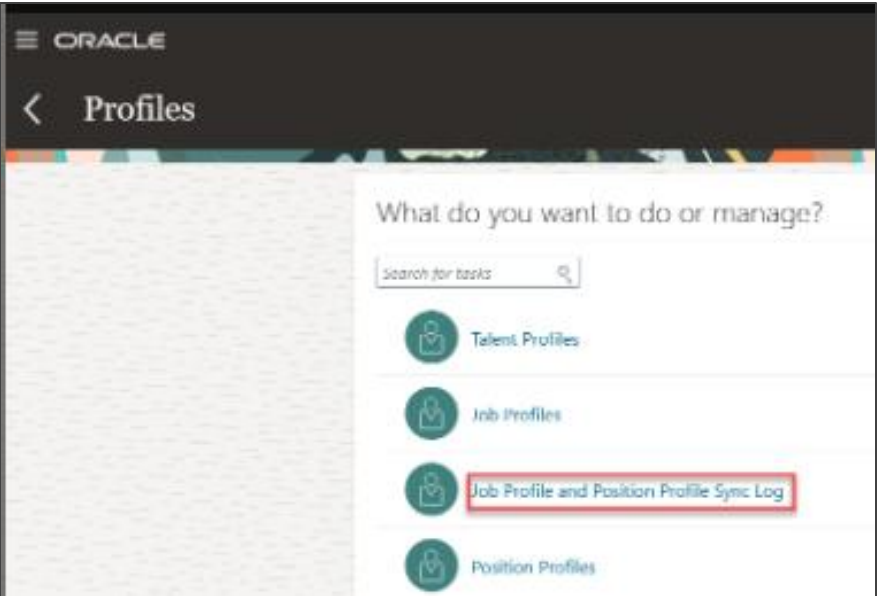
AUTOMATED SYNCHRONIZATION OF LINKED JOB AND POSITION PROFILES

PROFILE MANAGEMENT

Details: We can now streamline the synchronization process to update and maintain position profiles by inheriting elements from linked job profiles. This ensures that job and position profiles stay synchronized going forward. And it also simplifies the task for profile administrators, allowing them to easily maintain position profiles as linked job profiles change. Additionally, we can access logs for all position profiles involved in the sync process. Enabling this feature requires configuration.

Impact Analysis

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



Business Benefits: Easier for profile administrators to maintain position profiles as their linked job profiles evolve.

SUPPORT FOR LICENSES AND CERTIFICATIONS VALIDATION BY THIRD-PARTY PROVIDERS



PROFILE MANAGEMENT

Details: We can now enable organizations to streamline license and certification validation by providing integration components for third-party providers.

- Enables easy-to-implement integrations with third-party providers
- Ensure employees are compliant with their job requirements

Impact Analysis

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

Business Benefits: Enhances validation of third-party credentials

PROFILE ITEM ATTACHMENTS DISPLAYED TO THE APPROVER IN THE APPROVAL NOTIFICATION

PROFILE MANAGEMENT

Details: We can now enable approvers to view item-level attachments during the pending approval stage in various areas -

- Skills and Qualifications page, expand the item for more details
- FYA (For our Approval) notification page, in the approval history region

Impact Analysis

Impact Level **Low**

Need to Enable **No**

Configuration **No**

Quick Win **Yes**

The screenshot shows the 'Skills and Qualifications' page for employee ANC_ZBEN_US_EMPLOYEE02. A 'Print' button is visible. The 'Career Statement' section contains a text block. The 'Licenses and Certifications' section features a yellow 'Approval pending' notification: 'Request submitted on 2/20/24 6:06 AM needs your approval. See details.' Below this, the 'Advanced Registered Nurse Practitioner' entry is shown with a 'Pending approval' badge. At the bottom, an attachment 'Miscellaneous RN License Proof.docx' (12.68 KB) is listed, last updated by the employee on 2/20/24.

The screenshot displays the approval notification for 'ANC_ZBEN_US_EMPLOYEE02 License and Certification Changed'. It details the addition of an 'Advanced Registered Nurse Practitioner' license and certification. Key information includes: License and certification: Advanced Registered Nurse Practitioner; Updated Date: 2/20/24; Name: Advanced Registered Nurse Practitioner; and Renewal Required: Yes. An 'ADDED Attachment' section lists 'RN License Proof.docx'. The 'Approvers' section shows the item was assigned to ANC_ZBEN_US_MANAGER01 and submitted by ANC_ZBEN_US_EMPLOYEE02 on 2/20/24 6:07 AM.

Business Benefits: Enables approvers to review supporting documents before approving an item.

REDWOOD EXPERIENCE FOR PROFILE MANAGEMENT

PROFILE MANAGEMENT

Details: Explore the Profile Management pages and flows in the Redwood toolset Visual Builder Studio (VBS) to enhance our Redwood experience. These pages and flows maintain the same backend functionality for improved user experience. While they haven't undergone a complete redesign, they've been adjusted to resemble Redwood pages or flows, promoting application cohesiveness. By default, these features will be disabled, allowing us to enable them as needed.

Impact Analysis

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

Business Benefits: Enables us to use rich text to improve the quality, clarity, and visual appeal of textual content on the Talent Profiles (Skills and Qualifications) and Talent Ratings pages.

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 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	

STREAMLINED CONFIGURATION FOR CAREER AMBASSADORS

CAREER DEVELOPMENT

Details: We've been introduced to a new profile option, `ORA_HRD_CAREER_AMBASSADORS_ENABLED`, which allows administrators to enable the Career Ambassadors feature. This feature displays career ambassador suggestions in Skills Center and on the career details page and enables employees to sign up to be career ambassadors in Connections.

For those already utilizing Career Development, our existing configuration from the Offerings feature in Setup and Maintenance will be transferred to this profile option.

If opting into Career Development with this upgrade, enabling this profile option is necessary to utilize Career Ambassadors.

Impact Analysis

Impact Level Low

Need to Enable Yes

Configuration Yes

Quick Win No

Business Benefits: This feature simplifies the setup of Career Ambassadors across Career Development, Skills Center, and Connections

REDWOOD - DEVELOPMENT GOALS LEARNING TASKS

CAREER DEVELOPMENT

Details: We can now enhance our development goals by adding learning tasks to them, aiding in goal achievement.

By running the Update Goals scheduled process, any existing goal-level learning is migrated to learning tasks. We have the option to search for company-provided learning and incorporate it into our goals.

This feature promotes aligning learning with development goals, supporting strategic professional growth.

Impact Analysis

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

Business Benefits: All tasks added to a goal must be marked as completed before the goal is marked as completed.

REDWOOD - MEASURABLE TASKS FOR DEVELOPMENT GOALS

CAREER DEVELOPMENT

Details: We can use measurable goal tasks in the Redwood Goal Center to track our progress towards achieving a goal. When creating or editing a development goal task, we'll notice the "This is a measurable task" option. We can then input the following:

- Unit of measure
- Target criteria
- Target value

Note:

- Requires the Redwood Goals Center to be enabled
- All tasks added to a goal must be marked as completed before the goal is marked as completed.

Impact Analysis

Impact Level **Low**

Need to Enable **Yes**

Configuration **No**

Quick Win **Yes**

Business Benefits: This will ease the measuring of goals to progress toward the accomplishment of a goal.

DATA LOADER SUPPORT FOR FEEDBACK REQUESTS

PERFORMANCE MANAGEMENT

Details:

We can now create or update feedback data using

- HCM Data Loader (HDL) and
- HCM Spreadsheet Data Loader (HSDL)

This feature is useful for bulk uploads

Tips & Consideration:

There are two type of feedback request:

- General feedback uses the template ORA_GENERAL
- Performance goal feedback uses the template ORA_PERF_GOAL

Impact Analysis

Impact Level Low

Need to Enable No

Configuration No

Quick Win Yes

Business Benefits: Enabling bulk upload of feedback requests instead of manually creating them, improves operability.

AUTO TRANSFER PERFORMANCE DOCUMENTS TO NEW MANAGERS FOR A SPECIFIC MANAGER TYPE

PERFORMANCE MANAGEMENT

Details: We now have the ability to restrict the automatic transfer of performance documents to new performance document managers when there's a change in an employee's assignment manager.

By utilizing the Auto Transfer Performance Documents to New Manager profile option, we can specify whether to transfer documents/no Transfer for any manager type change, only for line managers, or for custom manager types.

Here's how it works:

If no manager type is specified, performance documents won't automatically transfer to the new manager upon a manager change.

If a manager type is selected in the profile option, performance documents meeting the criteria will be automatically transferred to the new manager using HCM Events recorded for manager changes.

Note: To enable this feature, we must enable the following profile option:
ORA_HRA_AUTO_TRANSFER_PERF_DOCS.

TIPS AND CONSIDERATIONS

If old performance documents are not to be transferred to the new manager, then ensure that they are set to Completed status before the profile option is enabled.

Impact Analysis

Impact Level Low

Need to Enable Yes

Configuration Yes

Quick Win No

Business Benefits: This feature gives us control over the automatic transfer of performance documents for specific manager types.

SUBMIT SPECIFIC PERFORMANCE DOCUMENTS AND OTHER ENHANCEMENTS IN ALL-IN-ONE EVALUATIONS

PERFORMANCE MANAGEMENT

Details: We now can leverage enhancements added to All-in-One-Evaluations and streamline the evaluation process for managers like these:

- Managers can now choose specific performance documents to submit, If no documents are selected, all will be submitted.
- During pending approval of Performance or Development goal plans, a banner will indicate so, preventing managers from rating or commenting on these goals until approval is finalized.
- Additionally, managers can evaluate both ad-hoc and standard performance documents they manage on the All-in-One Evaluation page.

Impact Analysis

Impact Level **Low**

Need to Enable **No**

Configuration **No**

Quick Win **Yes**



Review Period: FY 2019 Review Period
Performance Document: AG Interim - calculations 2019

AG Performance Goals | AG Competencies | AG Questionnaire | AG Overall Summary

Calculate Ratings | Sort By | All Statuses | Not Available Yet | Available to Evaluate

Name	Evaluation Status	Rated	Commented	Summary				Calculated Ratings	
				Worker		Manager		Worker	Manager
Kalyan Mishra AssignmentName127	Self-evaluation complete	4/4	0/4			Exceeds expectations	☑		Exceeds expectations (3.5)
Mani Krishnan AssignmentName145	Self-evaluation complete	0/4	0/4				☑		No Ratings
Milind Richards AssignmentName150	Self-evaluation complete	0/4	0/4				☑		No Ratings
Rajesh Ganguly 10720:Applications Developer 2	Available to Evaluate	4/4	0/4				☑	No Ratings	No Ratings
Sal Rahman AssignmentName142	Available to Evaluate	4/4	0/4				☑	No Ratings	No Ratings
Santosh Jayasuriya AssignmentName129	Self-evaluation complete	0/4	0/4				☑		No Ratings



Evaluate As: Meg Fitzimmons | Review Period: FY 2019 Review Period | Performance Document: Anytime Document 20

AG Questionnaire | AG Overall Summary

Sort By | All Statuses | Not Available Yet | Available to Evaluate | Completed

Name	Evaluation Status	Participants
Anooja Kapoor 10720:Applications Developer 2	Not Available Yet	🔗
Janice Hardaway AssignmentName163 Anytime document for FY 2019	Not Available Yet	🔗

Business Benefits: These enhancements enable managers to streamline the evaluation process in All-in-One Evaluation.

REDWOOD EXPERIENCE FOR MASS ACTION PROCESSES FOR PERFORMANCE DOCUMENTS ADMIN PAGE

PERFORMANCE MANAGEMENT

Details: HR specialists can now utilize the Mass Action Processes for Performance Documents page. This page lists available mass action processes for submission or preview and has been revamped in the Redwood toolset Visual Builder Studio (VB Studio) for an enhanced user experience.

Actions : Cancel /Delete /Print /Change Current Task /Change Task Due Dates/Update Model Profile / Competency Sections

Impact Analysis

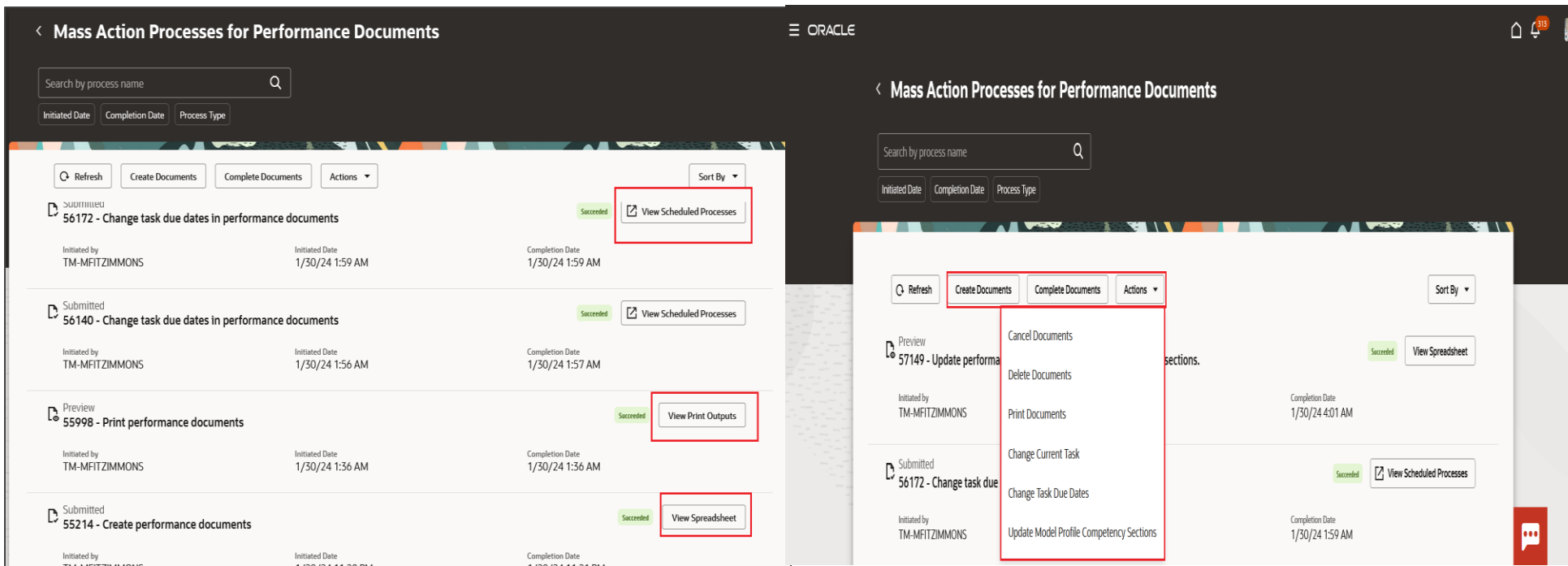
Impact Level **Low**

Need to Enable **Yes**

Configuration **No**

Quick Win **Yes**

Business Benefits: This Redwood feature provides improved user experience for mass process action and ensures consistency with the previous responsive experience.



COMPETENCIES AND DYNAMIC SKILLS AS CHECK-IN DISCUSSION TOPICS

PERFORMANCE MANAGEMENT

Details: We now can utilize competencies and dynamic skills from Skills Center as discussion topics in performance or Touchpoints check-in documents.

Competencies: Employees, managers, or HR personnel can include active competencies from the employee's profile as discussion topics if enabled in the check-in template.

Dynamic Skills: If Skills are enabled in a check-in template, we can include attained and developing skills from Skills Center in our discussions. Additionally, we can add notes, mark the skills discussion topic as complete, and print the check-in with the skill topics included.

Impact Analysis

Impact Level **Low**

Need to Enable **Yes**

Configuration **No**

Quick Win **Yes**

Business Benefits: This feature enhances check-ins by incorporating competencies and skills-related topics into an employee's check-in document, fostering a more enriching discussion.

The image displays two screenshots from the Oracle HR system. The left screenshot shows the 'New Check-in Template' configuration page. Under the 'Check-in content' section, the 'Competencies' checkbox is checked and highlighted with a red box. The right screenshot shows a 'Check-in' document for Clair McGonagal, Chief Human Resources Officer. It features a 'Recommended topics' panel with a red border, listing 'Action Oriented', 'Adapting to Change', 'Adapt Productively', and 'ADA development' with plus signs. Below this, the 'Agenda' section shows 'Attained skill: Tracking System' and 'Developing skill: Audit', both with notes added by Clair McGonagal.

REDWOOD EXPERIENCE FOR TALENT REVIEW

TALENT REVIEW

Details: We can utilize the following Redwood redesigned Talent Review pages to enhance our talent review process:

1. Talent Review Meeting configuration
2. Duplicate Meeting configuration

These pages, available from the meeting dashboard, include:

- Potential Assessment (facilitator version)
- Succession Plan information
- Talent Pool information
- Notes
- Tasks
- Add Performance Goal
- Add Development Goal

Note: Redwood Talent Review Setup Enabled

Impact Analysis

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

Business Benefits: This feature enables more cohesive user experience and enhance our talent review process in Redwood.

REDWOOD - BUSINESS TITLE REPLACEMENT IN TALENT REVIEW



















TALENT REVIEW

Details: In prior releases, the Talent Review pages displayed the worker's job title. In this release, the Redwood Talent Review pages now display the worker's business title.

Prepare Review Content
 2024 Talent Review Meeting for Engineering Organization - NA

Meeting Date: 1/23/24 | Ratings Submission Deadline: | Data Validity Guideline: Updated within previous 3 months

Search by worker or manager

Name	Notes	Tasks	Manager	Performance		Potential		
				Rating	Comments	Rating	Comments	Potential Assessment
 Todd Connors 100120 Software Development Manager M-1			Pramesh Soman	Consistently meets expectations		Medium		
 Ramil Oberoi 100120 Software Development Manager M2			Pramesh Soman	Consistently meets expectations		Medium		
 Pramesh Soman 100130 Software Development Snn Manager M4			Meg Fitzimmons			Medium		

Impact Analysis

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

Business Benefits: This feature enables a consistent experience with other Redwood product applications.

REDWOOD - SUCCESSION ORGANIZATION CHART ENHANCEMENTS

SUCCESSION MANAGEMENT

Details: In the Succession Organization Chart, we can now access the Redwood version of the Create Succession Plan and Add to Succession Plan pages, ensuring a consistent user experience. To access this feature, go to My Client Groups > Succession Plans and click View Succession Organization Chart or navigate to My Team > Quick Actions > Succession Organization Chart.

From there, use the Actions menu to choose

- Create Succession Plan
- Add to Succession Plan

On the New Succession Plan page, we can:

- Input plan information
- View incumbents
- Add candidates
- Add owners
- Enable alerts for candidate role changes

Note: Redwood redesigned Succession pages
Need to be enabled.

Tips: If either Best-Fit or Suggested Successor is enabled, we can now use these features when we drill down to the plan details page from the Succession Plans or Candidate in Plans tabs in the succession organization chart.

•When we click the name of the succession plan on the Succession Plans or Candidate in Plans tabs in the succession organization chart, the Redwood version of the Succession Plans will now appear

The screenshot shows the 'New Succession Plan' form. At the top, there's a header with 'AA' and 'New Succession Plan' along with a breadcrumb 'ANC_CB1_EMP_18_PrYanK ANC_CB1_EMP_18_PrYanK'. There are 'Cancel' and 'Create' buttons. The form is divided into sections: 'Plan info' with a 'Name' input field (with a note 'Enter 400 or fewer characters.'), a 'Status' dropdown set to 'Active', and a 'Private' checkbox. Below this is a 'Description' text area. The next section contains several dropdown menus: 'Plan Type' (Job), 'Job' (Applications Developer), 'Business Unit' (ZBEN_Common_Business Unit), 'Department', 'Job Grade', and 'SUCCESION_DFF_1'. There are also input fields for 'SUCCESION_DFF_2', 'Succ Plan Details DFF1 88', and 'SP DFF11201'. A 'Context Segment' dropdown is at the bottom, along with a 'View Incumbents' button.

Impact Analysis

Impact Level Low

Need to Enable Yes

Configuration No

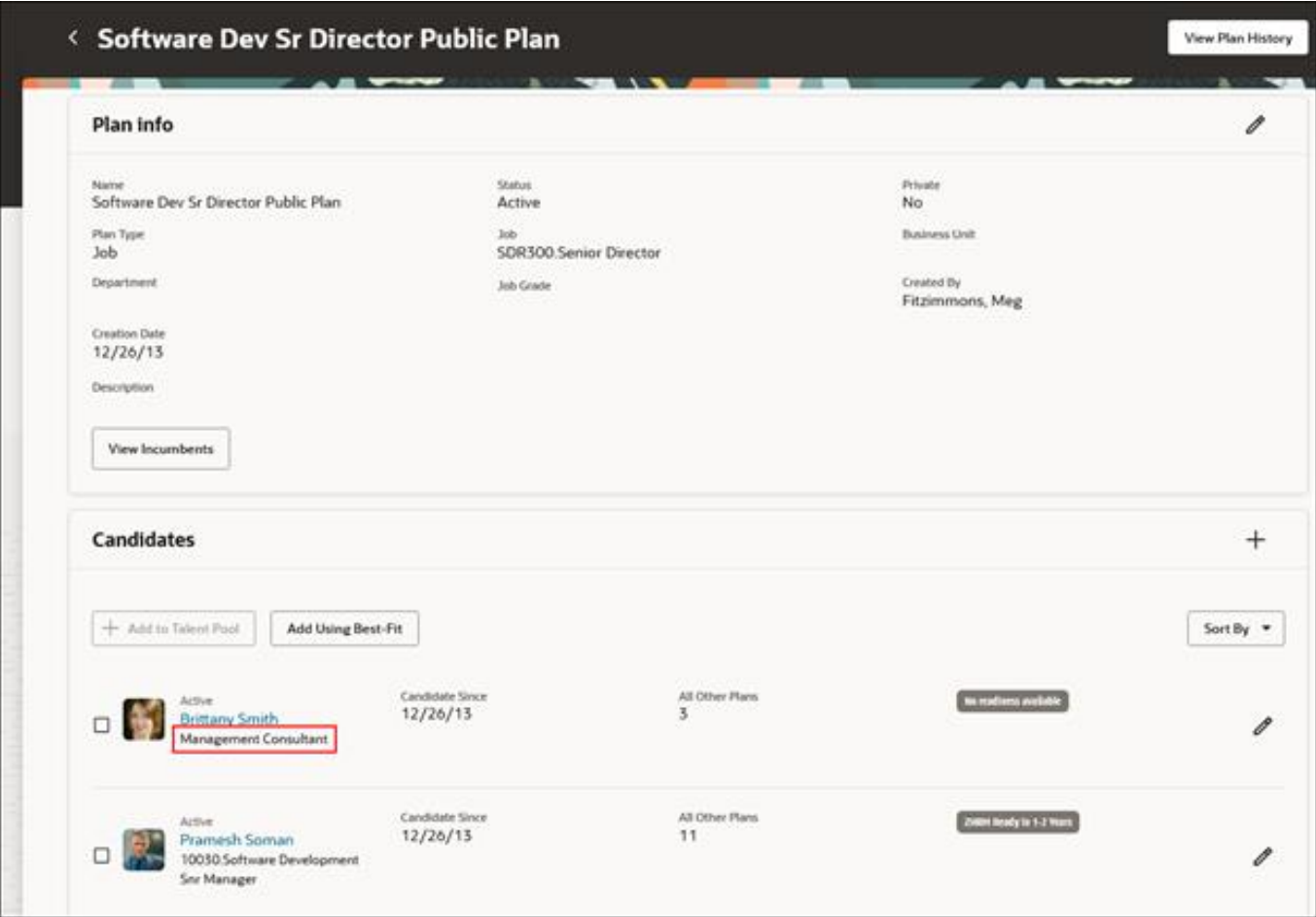
Quick Win Yes

Business Benefits: This feature brings succession organisation chart on Redwood

BUSINESS TITLE REPLACEMENT IN SUCCESSION MANAGEMENT

SUCCESSION MANAGEMENT

Details: In earlier releases, the Succession Plan and Talent Pool pages showed the worker's job title. With this release, the Redwood pages now display the worker's business title as well.



Impact Analysis

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

Business Benefits: This change provides a consistent experience with other Redwood product applications like Talent Review.

MANAGER TALENT OVERVIEW PAGES REPLACED WITH TEAM ACTIVITY CENTER

TALENT MANAGEMENT

Details: We can now utilize Talent Management within the new Redwood Team Activity Center, known as the My Team page for managers. This integrated page replaces the Career Overview, Goals & Performance Overview, and My Team pages, providing a consolidated experience for managers.

Impact Analysis

Impact Level **Low**

Need to Enable **Yes**

Configuration **No**

Quick Win **Yes**

Business Benefits: The new Team Activity Center page offers all the details that we need about our team at one place along with the Redwood user experience.

The screenshot displays the Oracle Talent Management interface for 'Meg Fitzimmons's Team'. The top navigation bar includes the Oracle logo, a home icon, a notification bell with '146' alerts, and a user profile icon. The main content area is titled 'Meg Fitzimmons's Team' with a 'Switch Team' button. Key metrics are shown: 74 directs, 392 total workers; 99% retention; 200 of 972 goals completed; and 0 of 0 core skills achieved. Below these are sections for 'Team' (with a search bar and filters for Workers, Reports, Manager Type, and Filters), 'Team Actions', and 'Communication' (featuring a 'DC Employee Engagement Survey' card). A list of team members is visible, including Ravi Chouhan (11 directs, 36 total) and Gopi Salgar. At the bottom, there are links for 'Applications' such as 'My Team' and 'Journeys'.

REPORTING ON PROFILE ATTACHMENTS

OTBI

Details: Enhanced reporting on person profile and model profile subject areas with the addition of the attributes related to the attachments on the person profile and model profiles:

Subject Area	Dimension	New Attributes
Workforce Profiles - Person Profile Real Time	Person Profile Details	<ul style="list-style-type: none"> •Profile Attachment Attached Date •Profile Attachment Type •Profile Attachment Type Code •Profile Attachment •Profile Attachment Attached By
Workforce Profiles - Model Profile Real Time	Model Profile Details	<ul style="list-style-type: none"> •Profile Attachment Attached Date •Profile Attachment Type •Profile Attachment Type Code •Profile Attachment •Profile Attachment Title •Profile Attachment Description •Profile Attachment Attached By

Impact Analysis

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

Business Benefits: This feature provides comprehensive reporting parameters on Person and Model Profile.

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 24B	16-Apr-24	3:00 PM GMT / 4:00 PM CEST / 10:00 AM EST
Benefits & Compensation Oracle Quarterly Updates 24B	16-Apr-24	4:30 PM GMT / 5:30 PM CEST / 11:30 AM EST

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