

Mastek

Cloud Enhancement &
Managed Services

Live Webinar

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24C - ORACLE TALENT MANAGEMENT & OLC UPDATE

Empowering you for the next update



ORACLE | Partner





DISCLAIMER

These advisory webinars are organized to equip you 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.

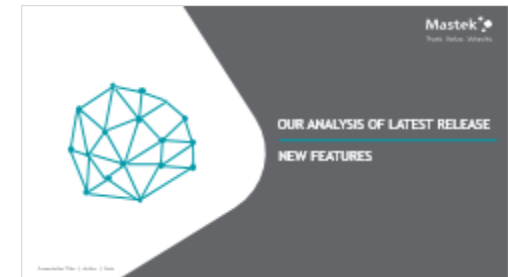
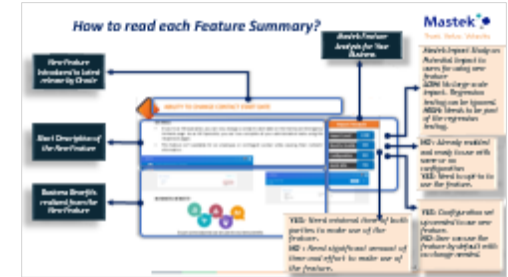
AGENDA



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?

Mastek Feature Analysis for Your Business

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 contacts' information.

BUSINESS BENEFIT:

Ensure correct data that can be used for any family benefits

Impact Analysis

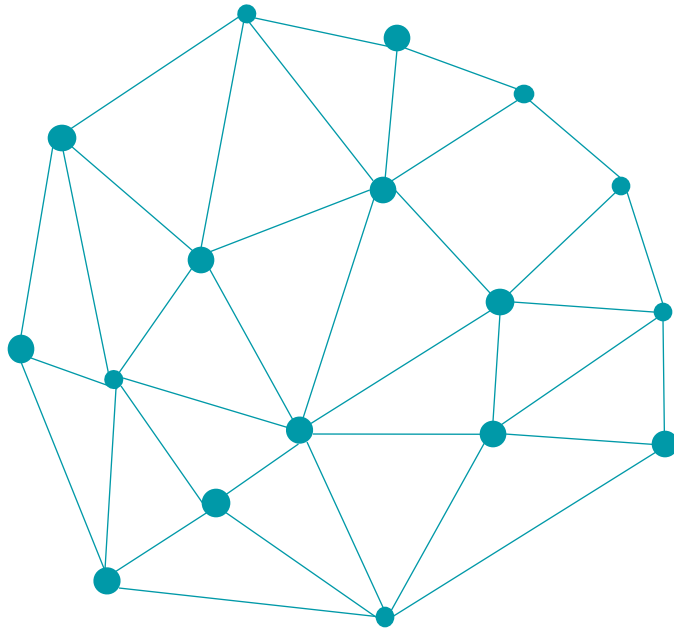
Impact Level	LOW
Need to Enable	NO
Configuration	NO
Quick Win	YES

Mastek 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

FILTERING FOR REQUIRED LEARNING ON MY LEARNING PAGE

Learning

Impact Analysis

Impact Level **LOW**

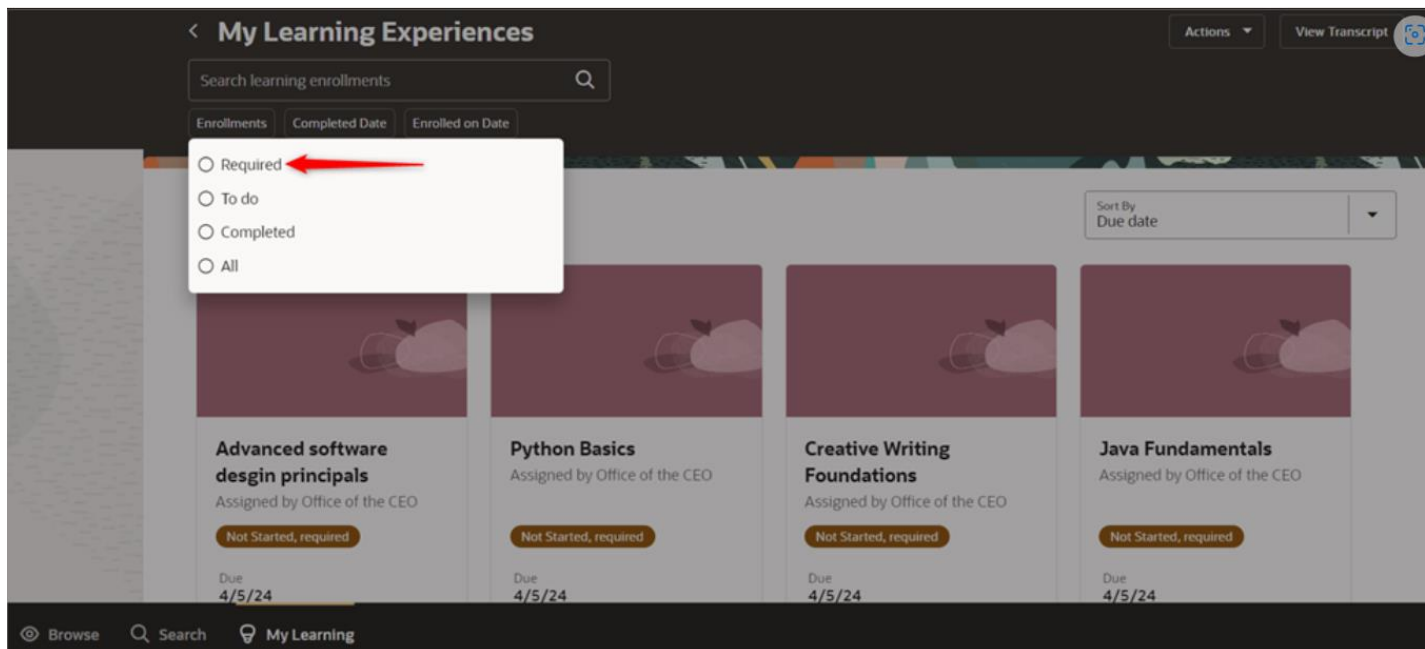
Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Details: On the My Learning page, you can now focus on required learning assigned by others using the new Required option for the Enrollments filter. The Enrollments filter chip now has four options: **Required** , **To do** , **Completed** ,**All**
This enhancement lets learners quickly identify their required learning

Note: The default selection on the Enrollments filter chip is To do. You can change this default by adjusting the defaultEnrollmentFilterValue page property of the Visual Builder page settings.



Business Benefits:
This enhancement lets learners quickly identify their required learning.

CONTROL LEARNER REATTEMPTS ON SCORM AND HACP CONTENT ITEMS

Learning

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Details: You can now manage when a learner can reattempt SCORM and HACP content after failing a specified number of attempts. Do this using two new configuration options on the content details page, Advanced tab. You see these options when Recorded Attempts is either **Unlimited** or a limited number. Otherwise they're hidden - **Hours to Wait Before Next Attempt/Number of Attempts Before Forced Wait Period**

Note: The existing SCORM and HACP content isn't affected. Their values for these two new configuration options are blank. You can update their configurations to take advantage of this enhancement, as appropriate

Advanced

Recorded Attempts: Unlimited

Hours to Wait Before Next Attempt: 24

Number of Attempts Before Forced Wait Period: 3

Recorded Attempt Review: Not allowed

Mastery Score: 5005

Rule for Content Closed Before the End: Always use the lesson status

*Auto Commit: Default

Enable learning administrator to view the score

Enable learner to view the score

Submit Cancel

Introduction to OneDrive Scored In Progress

Course

Actual Effort 0.02 hours

You can resume this learning on 4/11/24 7:22 AM

Past attempts			
Status	Attempted On	Actual Effort	Actual Score
Not passed	4/10/24 7:22 AM UTC	39 seconds	0
Not passed	4/10/24 7:22 AM UTC	84 seconds	0

OneDrive for home is online personal storage that you get when you set up a Microsoft account to use services such as Outlook.com or Xbox. Use OneDrive to save documents, photos, and other files in the cloud, share them with friends, and even collaborate on content.

Passing Score: 80

Total Attempts Allowed: Unlimited

Business Benefits:
This enhancement ensures a smoother learning experience and encourages learners to follow the appropriate retry schedule.

DIRECT LINKS TO TABS ON BROWSE PAGE

Details: You can now share direct links that open specific sections of the browse learning catalog page, such as the Featured tab, Recommendations tab, or a specific category tab. This enhancement enables one-click navigation to relevant content.

General Syntax: <Your Instance URL>/fscmUI/redwood/learner/learn/browse-learning-items?selectedTab=categoryCommunity&selectedTabId=<Category ID>

Communities

Search

Match All Any

Community Title Contains

** Visibility All

** Community Type

** Status

Search Results

View Create Edit Members Add to Featured Delete Detach

Community Title	Community Type	Community Number
AIML Certification	Topic Commu...	OLC186057
Digital Marketing	Topic Commu...	<u>OLC185081</u>
Cloud Architecture & Concepts	Topic Commu...	OLC185101
Data Science	Topic Commu...	OLC185077
Management	Topic Commu...	OLC185097

Learning Item Number OLC185081

Self-Service Link
https://cptahwnqy.fusionapps.ocs.oc-test.com:443/fscmUI/redwood/learner/learn/redirect?learningItemId=300100579081708&learningItemType=ORA_COMMUNITY

Embed Code for Self-Service Link
https://cptahwnqy.fusionapps.ocs.oc-test.com:443/fscmUI/redwood/learner/learn/redirect?learningItemId=300100579081708&learningItemType=ORA_COMMUNITY

Administrator Link
https://cptahwnqy.fusionapps.ocs.oc-test.com:443/hcmUI/faces/deeplink?objType=WLF_LEARN_ADMIN_VIEW_COMMUNITY&action=NONE&objKey=ContentId%3D300100579081708

OK

Learning

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefits:

This enhancement enables one-click navigation to relevant content.

Learning

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefits:
This enhancement improves the overall learning administration experience.

ENHANCED SEARCH OF CATALOG RESOURCES

Details: When managing training suppliers and classrooms, you can use the descriptions to streamline your search results. You can also enhance your overall experience by resizing columns on administrator pages for classrooms, instructors, and training suppliers. This enhancement improves the overall learning administration experience.

Here's the syntax to use:

The screenshot shows the 'Classrooms' management page. At the top, there is a search bar containing the text '20 seating capacity' with a red arrow pointing to it. Below the search bar are filter buttons for 'City', 'Country', 'Contact Person', 'Training Supplier', and 'Status Active'. A table below displays the search results:

Name	Description	Classroom Resource Number	Capacity	Status	Contact Person	Add	Actions
Classroom #1	Classroom having 20 seating capacity	OLC243912		Active		4th	[Calendar] [Copy]
Classroom #3	Classroom having 20 seating capacity.	CRN-202203087-270301	60	Active		556	[Calendar] [Copy]

At the bottom of the page, there are navigation tabs for 'Classrooms', 'Instructors', and 'Training Suppliers'.

MODERATE CONVERSATIONS

Learning

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

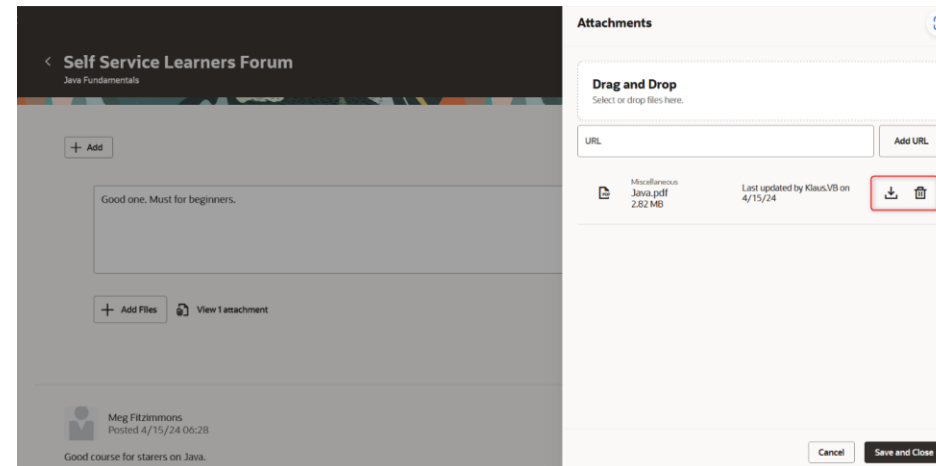
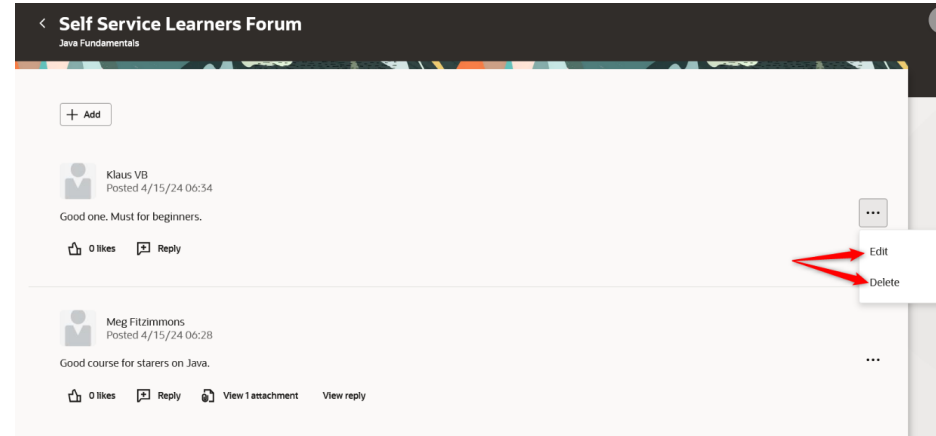
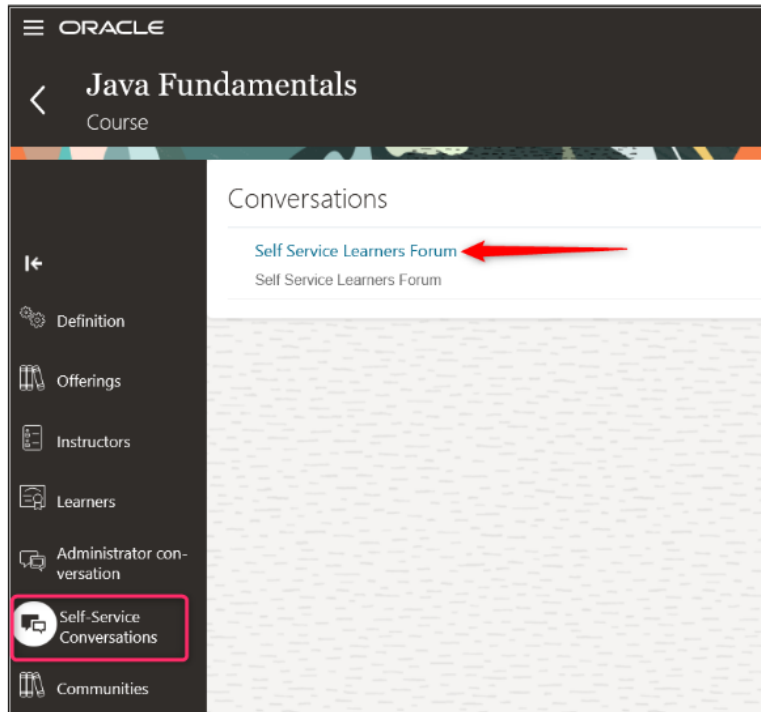
Configuration **NO**

Quick Win **YES**

Business Benefits:
This enhancement streamlines learning administration tasks for more efficient management of self-service interactions.

Details: You can now edit and delete individual self-service conversations using a new tab on the course or specialization details page. This feature lets you to do these actions:

- **Edit:** Modify existing comments, replies, and attachments within the conversation.
- **Delete:** Remove unwanted comments, replies, or attachments.
- **Create:** Generate new comments, replies, and attachments as needed.



Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefits:
This enhancement lets you to clean up your database.

PURGE DELETED AND ERRORED LEARNING ASSIGNMENTS

Details: You can now permanently remove all remnants of learning assignments and recommendations in a Deleted or Error status from the database. The Purge Learning Assignments process serves as an alternative to using the HCM Data Loader purge. Use Tools > Scheduled Processes to run the Purge Learning Assignments process. Records that remain in deleted/errored status for the time period specified by the Days to Wait Before Purging parameter will not be purged.

Process Details

i This process will be queued up for submission at position 1

Process Options Advanced Submit Cancel

Name Purge Learning Assignments

Description Purge Learning Assignments Notify me when this process ends

Schedule As soon as possible **Submission Notes**

Basic Options

Parameters

* **Days to Wait Before Purging**

Learning

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **YES**

Quick Win **YES**

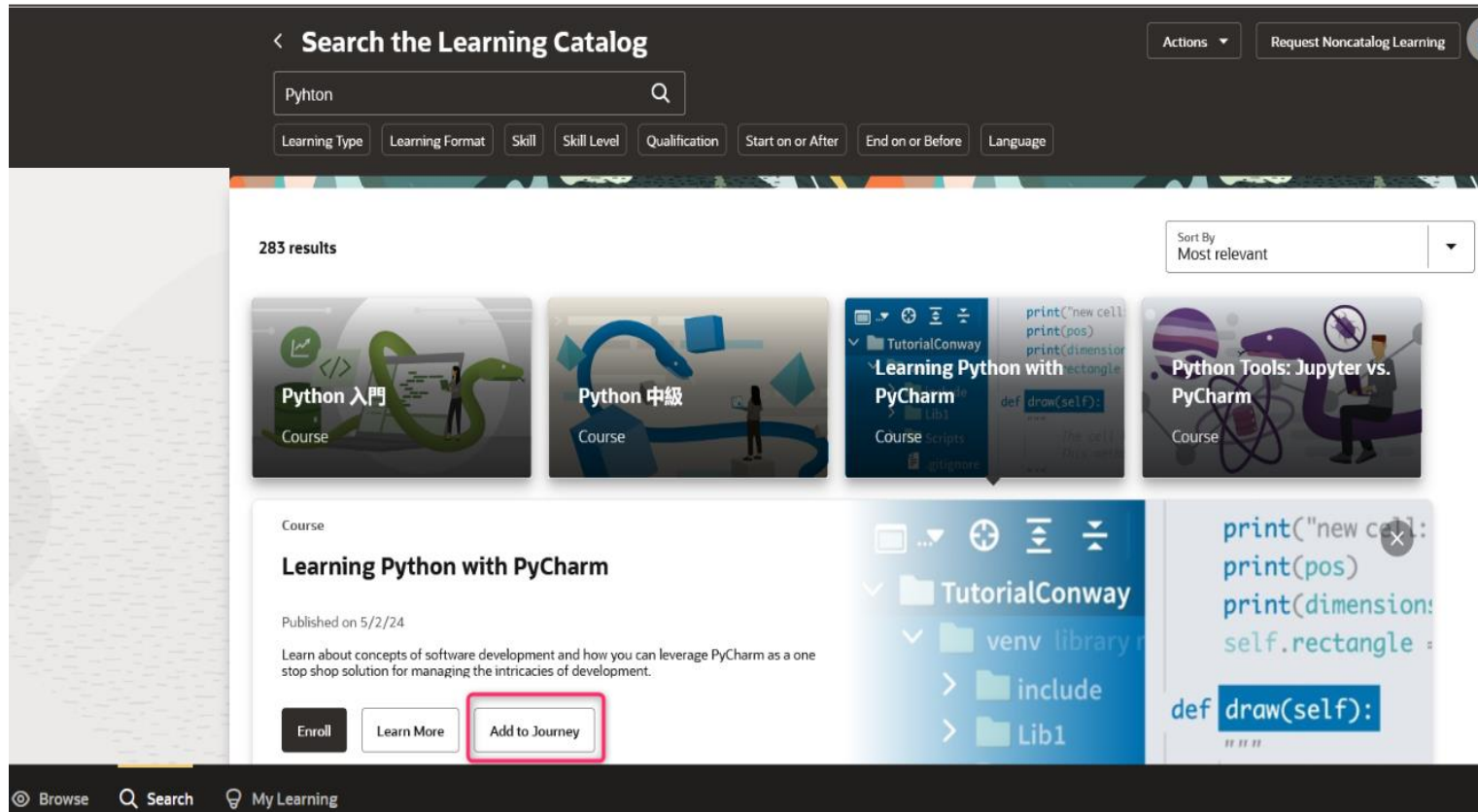
Business Benefits:

This enhancement lets you prevent learners from using Add to Journey action to align with your learning policies.

DISABLE ADD TO JOURNEY ACTION

Details: You can disable the Add to Journey action on these pages using the showAddToJourneyAction page property in Visual Builder Studio:

- Browse Learning
- Search Learning
- My Learning
- Catalog Details
- Community Details



REPORT ON ENROLMENT QUESTIONNAIRES

Learning

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **YES**

Quick Win **YES**

Details: You can now generate reports with enrollment questionnaire details for courses and specializations. Use this new folder in the Learning Records subject area.

You can also report on the comments associate with the questionnaire response. The Comments attribute was added to these folders:

Root > Assigned Learning Item Information > Selected Course Offerings > Offering Enrollment Questionnaire

Root > Assigned Learning Item Information > Selected Course Offerings > Offering Completion Information > Offering Completion Details > Offering Evaluation Questionnaire

Root > Assigned Learning Item Information > Selected Course Offerings > Offering Completion Information > Offering Completion Details > Offering Activity Attempt Information > Offering Activity Content Attempts > Questionnaire Responses

Root > Completion Information > Completion Details > Evaluation Questionnaire

Root > Completion Information > Completion Details > Learner Activity Attempt Information > Activity Content Attempts > Questionnaire Responses

Folder and Path	Attribute
Root > Enrollment Questionnaire	Questionnaire Name
	Question Code
	Question Text
	Question Type
	Response
	Response Code
	Comments

Business Benefits:

This enhancement lets you report on enrollment questionnaire details and comments.

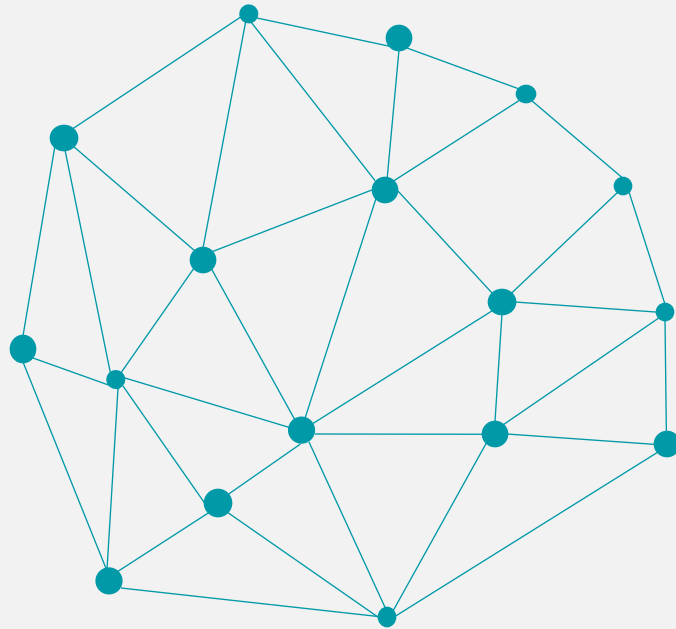
REPLACED OR REMOVED FEATURES

Learning

Details:

From time to time, Oracle replaces existing Cloud service features with new features or removes existing features. When a feature is replaced the older version may be removed immediately or at a future time. As a best practice, you should use the newer version of a replaced feature as soon as the newer version is available.

Product	Removed Feature	Target Removal	Replacement Feature	Replaced In	Additional Information
Learning	Responsive User Experience Removal Notice	24B	<ul style="list-style-type: none"> •Activity Sequencing •Enable Redwood Self-Service for Learners 		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			



OUR ANALYSIS

Latest Release

REDWOOD: SECURE GOAL ACTIONS USING PRIVILEGES

Details: You can now control the performance and development goal actions that are available to specific roles by assigning relevant privileges to that role. Note that persons who have custom roles won't see the goal actions by default. They can see the goal actions only after appropriate privileges are assigned to their roles.

Goal Management

Impact Analysis

Impact Level	LOW
Need to Enable	YES
Configuration	YES
Quick Win	YES

Business Benefits:
Secure the management of performance and development goals by assigning privileges only to users who need to perform the goal actions.

Action	Privilege Code	Privilege Name	Delivered Roles that Have this Privilege by Default
Copy	HRG_COPY_PERFORMANCE_GOALS_PRIV	Copy Performance Goals	<ul style="list-style-type: none"> •Human Resource Specialist •Line Manager •Employee •Contingent Worker
Share	HRG_SHARE_PERFORMANCE_GOALS_PRIV	Share Performance Goals	<ul style="list-style-type: none"> •Human Resource Specialist •Line Manager •Employee •Contingent Worker
Align	HRG_ALIGN_PERFORMANCE_GOALS_PRIV	Align Performance Goals	<ul style="list-style-type: none"> •Human Resource Specialist •Line Manager •Employee •Contingent Worker
Extend	HRG_EXTEND_PERFORMANCE_GOALS_PRIV	Extend Performance Goals	<ul style="list-style-type: none"> •Human Resource Specialist •Line Manager •Employee •Contingent Worker
Move	HRG_MOVE_PERFORMANCE_GOALS_PRIV	Move Performance Goals	<ul style="list-style-type: none"> •Human Resource Specialist •Line Manager •Employee •Contingent Worker
Cancel	HRG_CANCEL_PERFORMANCE_GOALS_PRIV	Cancel Performance Goals	<ul style="list-style-type: none"> •Human Resource Specialist •Line Manager •Employee •Contingent Worker
Assign	HRG_ASSIGN_PERFORMANCE_GOALS_PRIV	Assign Performance Goals	Line Manager
Delete	HRG_DELETE_PERFORMANCE_GOALS_PRIV	Delete Performance Goals	<ul style="list-style-type: none"> •Human Resource Specialist •Line Manager •Employee •Contingent Worker

REDWOOD: AI-SUGGESTED GOALS BASED ON PREVIOUS PERFORMANCE EVALUATION

Goal Management

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **YES**

Quick Win **YES**

Business Benefits:
Leverage the power of artificial intelligence to create effective and relevant performance and development goals based on the previous performance evaluation.

Use a suggested goal to quickly create your own goal or align to a shared goal and contribute to your team.

Development -

Work Efficiency Goal

To enhance time management and prioritization skills to m...

Based on your last evaluation 

Development -

Collaboration and Teamwork Goal

To strengthen collaboration and teamwork skills, actively e...

Based on your last evaluation 

Details: While creating performance or development goals, workers and managers can view and add AI-suggested goals based on comments entered by the manager in the previous performance evaluation. The AI suggested goals are based on these factors:

- Goal comments
- Comments in the Performance Goals or Development Goals section of the performance document
- Comments in the Overall Summary section of the performance document
- Worker’s business title
- Worker’s department

REDWOOD: COPY AND VIEW PREVIOUS GOALS

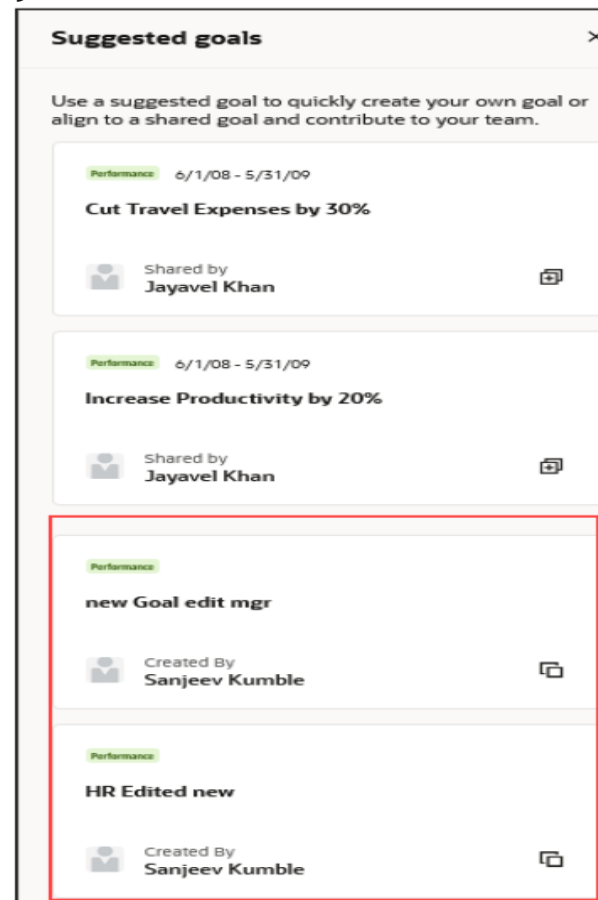
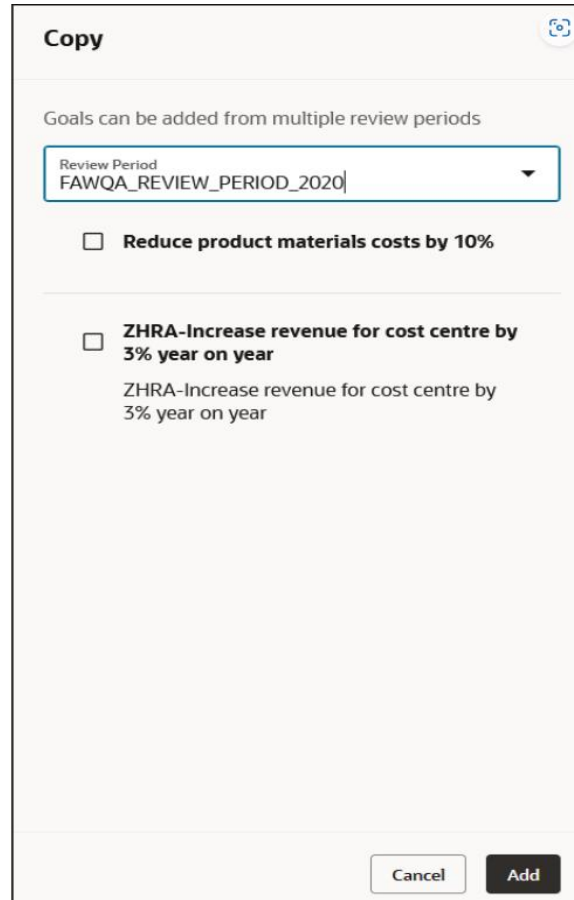
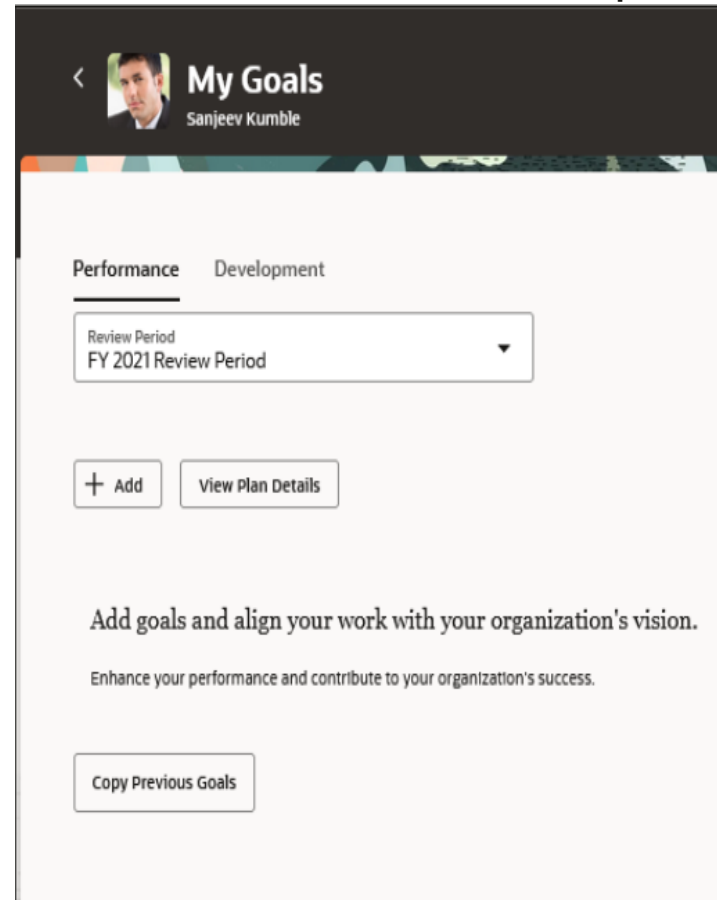
Details: Sometimes performance goals are similar for some employees across review periods. To leverage this, you can now copy previous performance goals that are part of review periods that are within the last 1.5 years.
When a goal plan has no goals, you can now see the **Copy Previous Goals** button if goals have been added to review periods that are within the last 1.5 years.

Goal Management

Impact Analysis

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

Business Benefits:
Simplify your performance goal creation process by copying previous performance goals.



REDWOOD: UPDATES TO GOALS DATA LOADER

Details: Extend your goals data loading capabilities by using these new attributes that have been added for the Redwood Goals Center, Leverage these additional attributes and upload complete information for performance goals.

Business Object	File Name	Component	New Attribute Name	New Attribute Label
Goal Plan	GoalPlan.dat	Goal Plan	MinGoalsNumInGoalPlan	Minimum Goals for This Goal Plan
Goal	Goal.dat	Goal Action	ActualCompletionDate	Actual Completion Date
Goal	Goal.dat	Goal Action	CompletionStatus	Completion Status
Goal	Goal.dat	Goal Action	Description	Task Description
Goal	Goal.dat	Goal Action	TargetType	Target Type
Goal	Goal.dat	Goal Action	TargetValue	Target Value
Goal	Goal.dat	Goal Action	UomCode	Unit of Measure Code

Goal Management

Impact Analysis

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

Business Benefits:
Leverage these additional attributes and upload complete information for performance goals.

Performance management

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

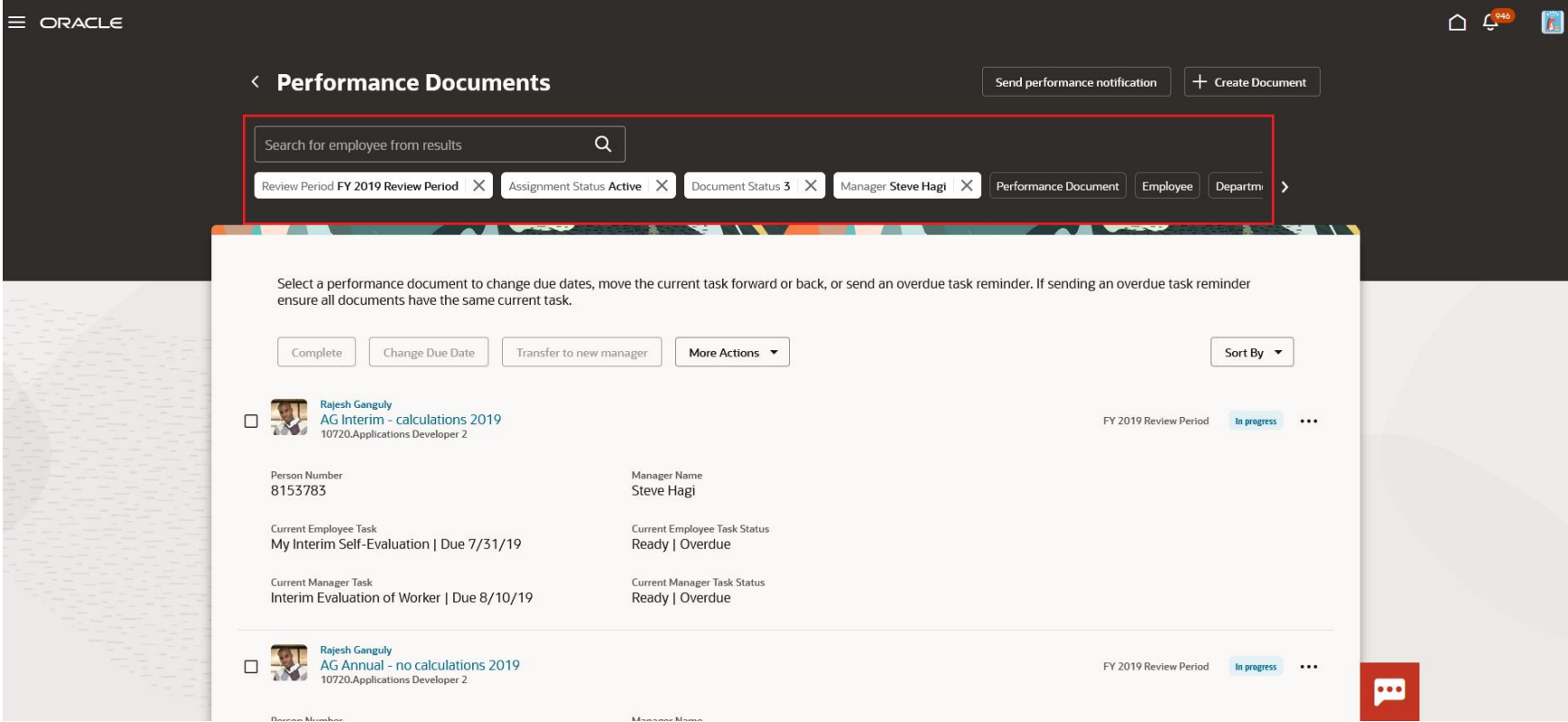
Business Benefits:
These features provide a Redwood experience with the previous responsive functionality.

REDWOOD EXPERIENCE FOR PERFORMANCE DOCUMENTS, PARTICIPANT FEEDBACK AND PERFORMANCE ELIGIBILITY ADMIN PAGES

Details: Take advantage of the Performance administration pages that have been recreated in the Redwood toolset Visual Builder Studio (VBS) to improve the user experience.

As an HR specialist, you can streamline administrative tasks using these Redwood pages:

- Performance Documents , Participant Feedback , Performance Eligibility



Performance management

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

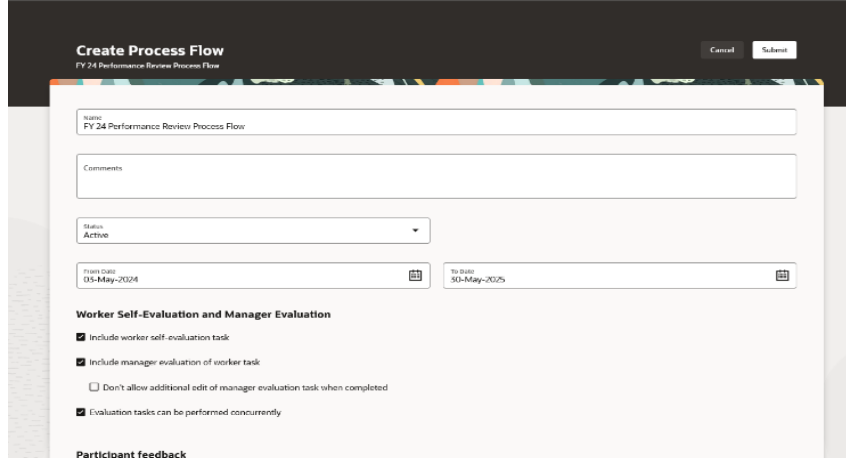
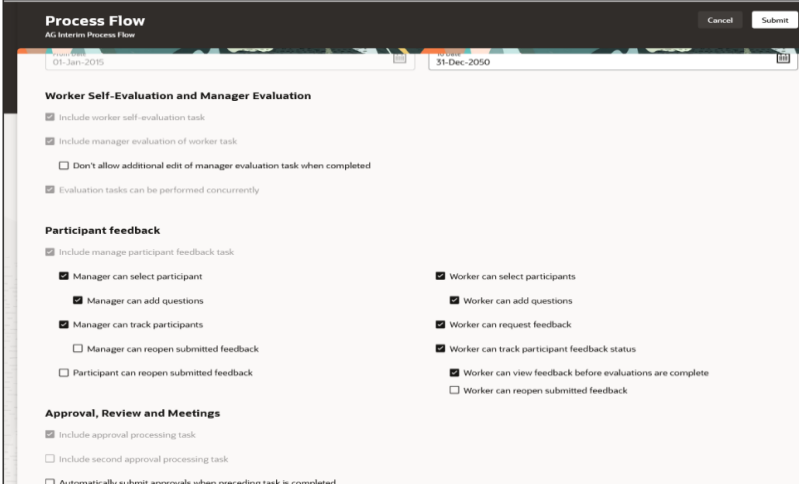
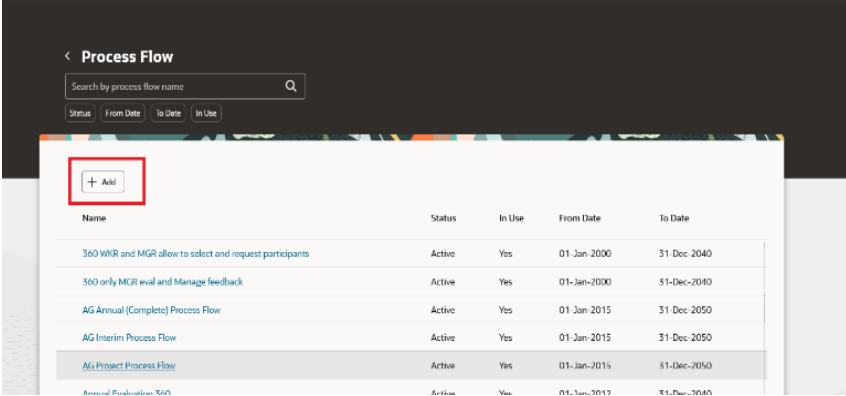
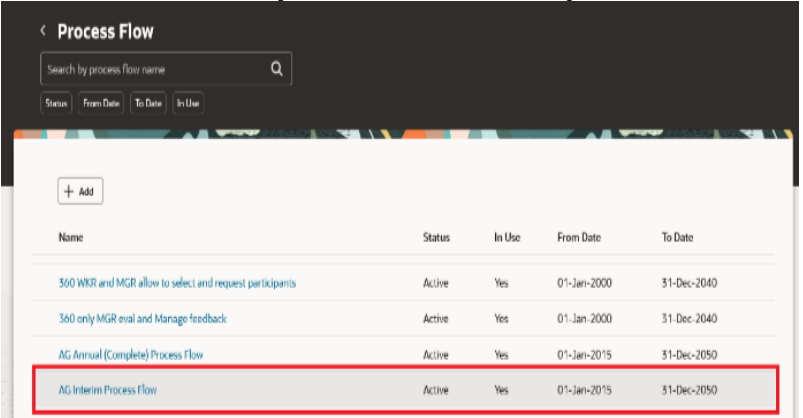
Quick Win **YES**

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

REDWOOD EXPERIENCE FOR PERFORMANCE PROCESS FLOW SETUP PAGE

Details: As an HR specialist you can leverage the Redwood Performance Process Flow setup page to create, view, and edit process flows. From the Performance Process Flow page, you can do the following:

- Search and select an existing performance process flow to edit it.
- Create a new performance process flow.



CHECK-INS BETWEEN MANAGERS AND INDIRECT REPORTS

Performance management

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **YES**

Quick Win **YES**

Details: Managers can now create a Performance check-in for an indirect report. When creating a check-in for an indirect report, the manager's name defaults as the check-in manager and can't be changed. The employee is notified when the check-in is created. Similarly, employees can choose an indirect manager in Performance and Touchpoints. Employees, if they have multiple assignments, can select a specific assignment for which they want to create the check-in and also select the manager for that assignment.

New Check-in
Kalyan Mishra | AssignmentName127

Cancel Schedule

Check in with **Steve Hagi**

Review Period: 2024 Review Period | Template

Date: 4/24/24

Build your agenda

Enter a discussion topic

Add View Recommended Topics

After discussion topics are added to the agenda, you can see them here.

New Check-in
Pranesh Soman | 10030.Software Development Sr Manager

Cancel Schedule

Select the employee business title: 10030.Software Development Sr Manager

Check in with **Meg Fitzimmons**

10030.Software Development Sr Manager

NewAssignment

Frequency: Never

Build your agenda

Enter a discussion topic

Add View Recommended Topics

After discussion topics are added to the agenda, you can see them here.

New Check-in
Pranesh Soman | 10030.Software Development Sr Manager

Cancel Schedule

Select the employee business title: 10030.Software Development Sr Manager

Select the check-in manager: **Meg Fitzimmons**

Date: 4/25/24

Frequency: Never

Build your agenda

Enter a discussion topic

Add View Recommended Topics

After discussion topics are added to the agenda, you can see them here.

Business Benefits:
This feature provides the flexibility for employees to schedule check-ins with other managers, and managers to schedule check-ins with indirect reports as required.

Performance management

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **YES**

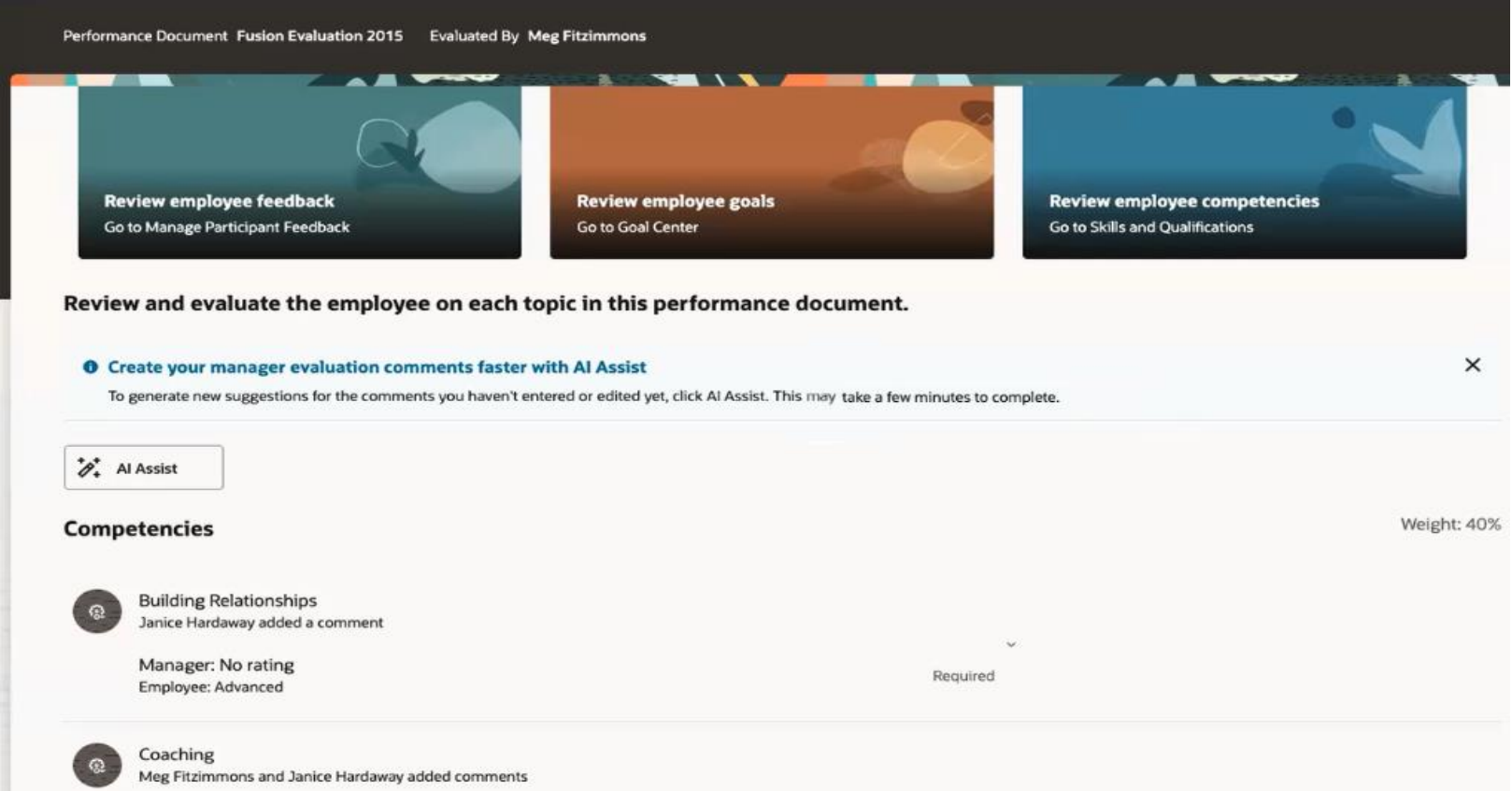
Quick Win **YES**

Business Benefits:
This feature provides an easy way for managers to generate suggested comments to use for their evaluation in an employee's performance document in one click.

AI ASSISTANCE ENHANCEMENTS FOR MANAGER EVALUATIONS IN REDWOOD PERFORMANCE DOCUMENTS

Details: Managers can now leverage the power of artificial intelligence (AI) to create multiple comments for the manager evaluation by clicking the AI Assist button at the page level.

The AI generated comments are added in fields where the manager hasn't yet added any comments.



DYNAMIC SKILLS CHIP DISPLAYED FOR REDWOOD CHECK-IN DISCUSSION TOPICS

Performance management

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

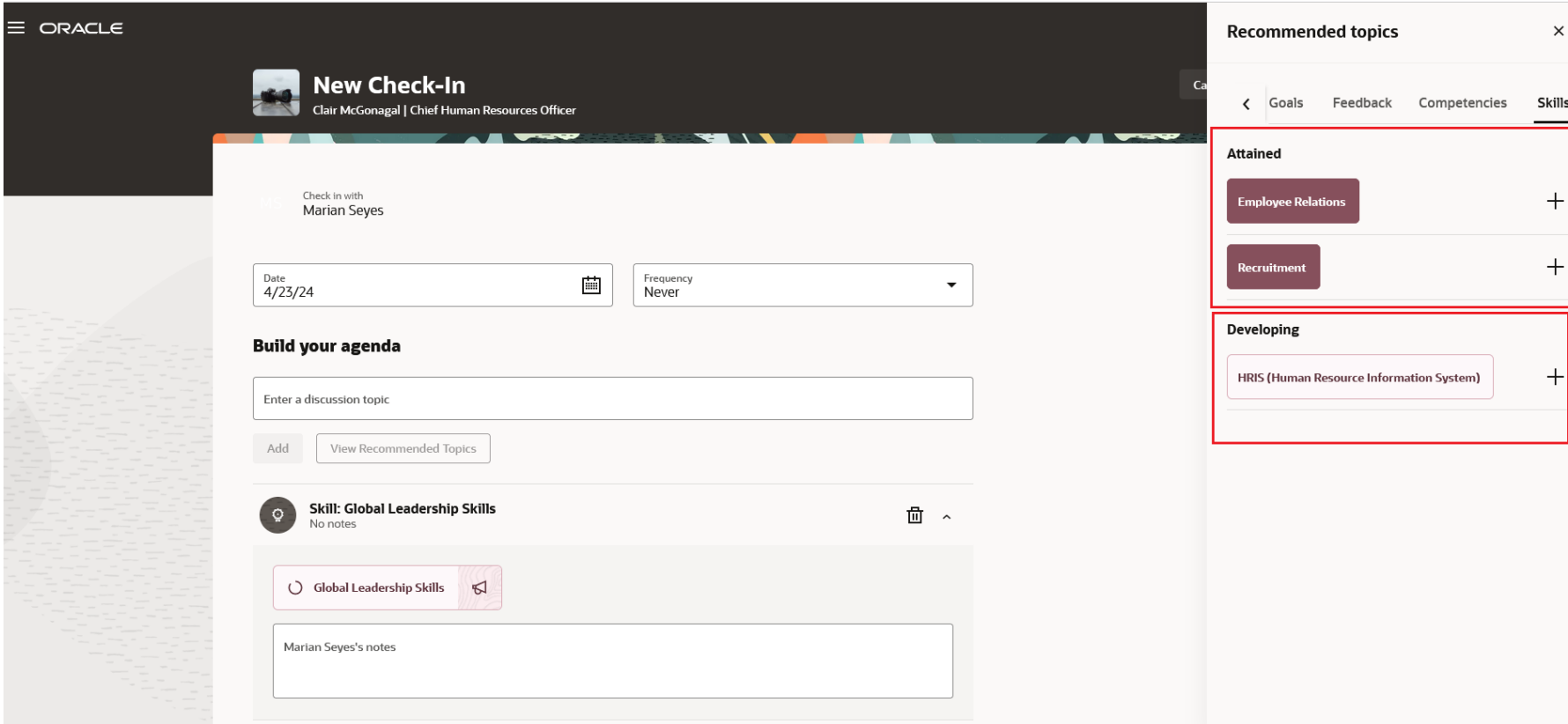
Configuration **YES**

Quick Win **YES**

Business Benefits:
This feature provides an easy way for managers to generate suggested comments to use for their evaluation in an employee's performance document in one click.

Details: Employees and managers can now leverage the skill chip that displays in discussion topics in a Redwood Performance or Touchpoints check-ins to get additional details for a Dynamic Skill added from Skills Center.

After adding a skill as a discussion topic, employees can rate the skill and view or invite endorsements from others.



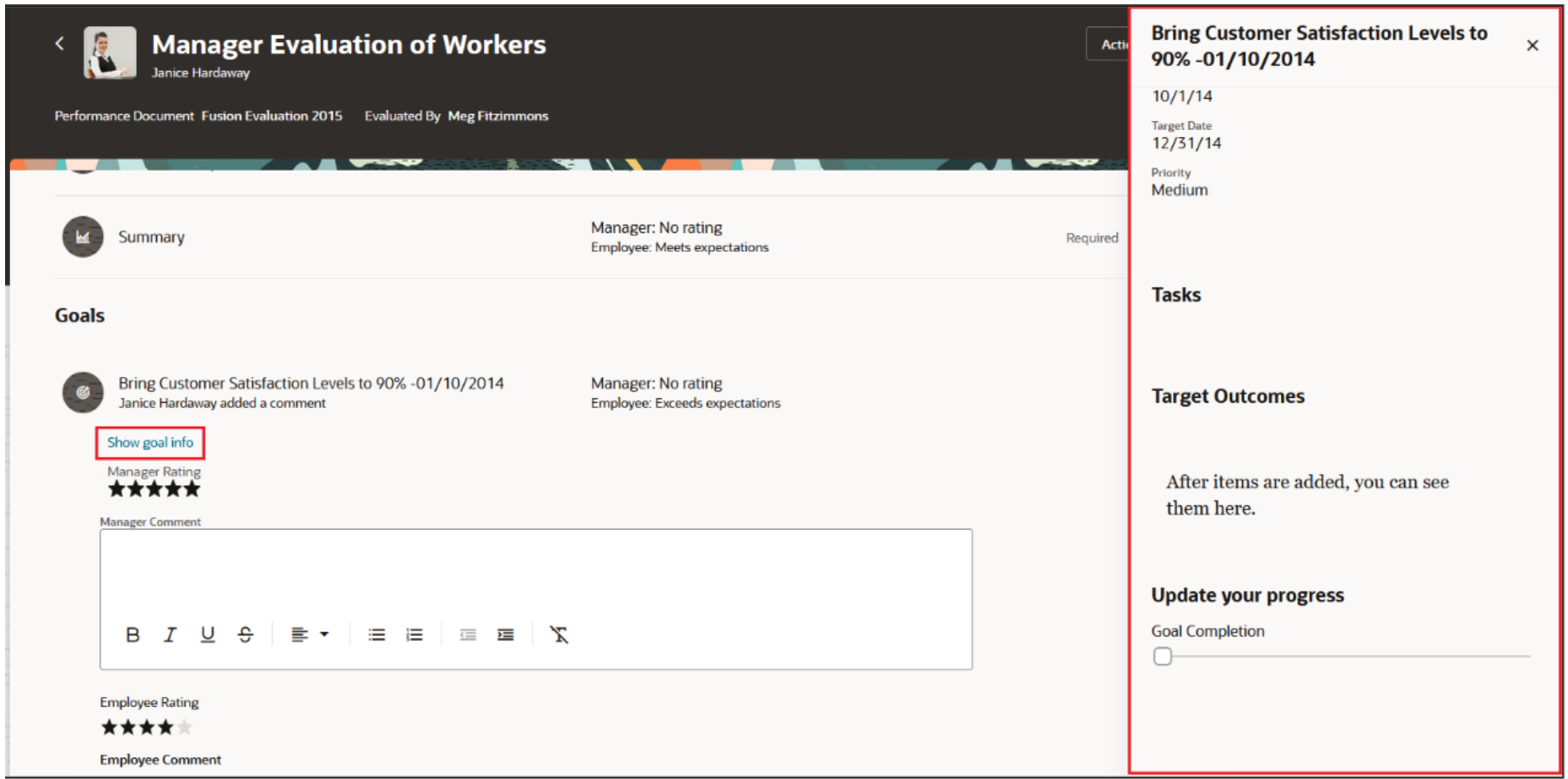
ADDITIONAL GOAL ATTRIBUTES IN REDWOOD PERFORMANCE DOCUMENTS

Details: You can now view an employee's performance or development goal with all the related information for that goal in a performance document. When you click **Show goal info**, a read-only drawer displays the details such as the basic information, progress notes, measurements, tasks, and target outcomes.

Performance management

Impact Analysis

Impact Level	LOW
Need to Enable	YES
Configuration	YES
Quick Win	YES

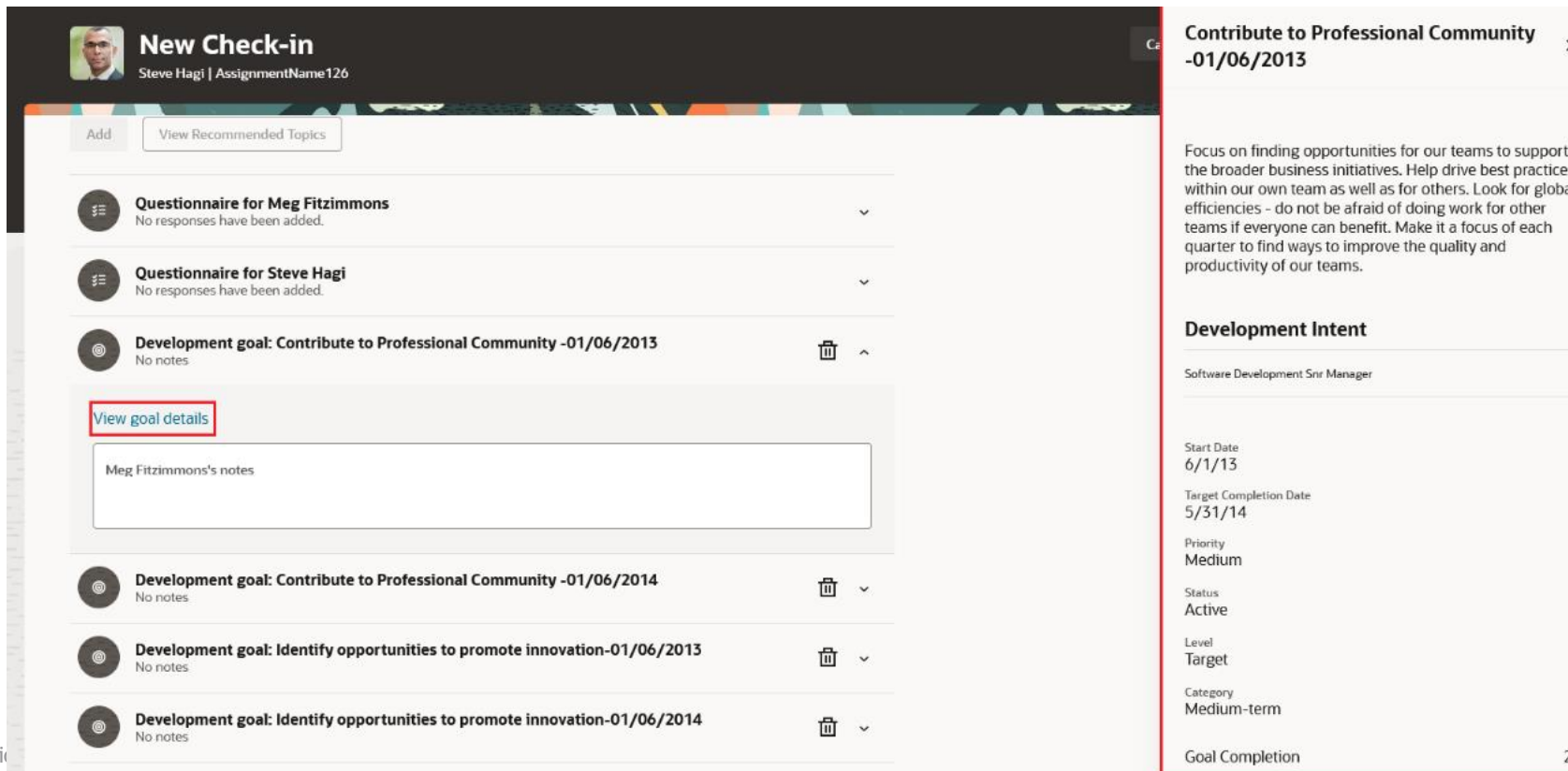


The screenshot shows a performance document titled "Manager Evaluation of Workers" for Janice Hardaway. It features a "Goals" section with a goal: "Bring Customer Satisfaction Levels to 90% -01/10/2014". A "Show goal info" button is highlighted with a red box. A read-only drawer is open, displaying details for this goal: "Bring Customer Satisfaction Levels to 90% -01/10/2014", start date "10/1/14", target date "12/31/14", and priority "Medium". The drawer also includes sections for "Tasks" and "Target Outcomes", and an "Update your progress" section with a "Goal Completion" progress bar.

Business Benefits:
This feature enhances user experience by providing consistent information for goals across all the pages.

ADDITIONAL GOAL ATTRIBUTES IN REDWOOD CHECK-INS

Details: You can now view an employee's performance or development goal with all the related information for that goal in a Touchpoints or Redwood Performance check-in. When you click **View goal details** in a check-in, it displays a read-only drawer that displays the details such as the basic information, progress notes, measurements, tasks, and target outcomes. The attributes that display can be controlled using page properties in Visual Builder Studio.



Performance management

Impact Analysis

Impact Level	LOW
Need to Enable	YES
Configuration	YES
Quick Win	YES

Business Benefits:
This feature enhances user experience by providing consistent information for goals across all the pages.

ANYTIME FEEDBACK, REQUESTED FEEDBACK AND CHECK-INS IN REDWOOD PERFORMANCE DOCUMENTS WITHOUT OVERALL SUMMARY

Details: Employees, managers, and HR can now leverage the availability of check-in and general feedback information in a performance document even if the overall summary section isn't configured.

When the overall summary section isn't configured, users can use **Show more info** to view information related to Check-ins, Requested Feedback, and Other (Anytime) Feedback in the **More info** panel drawer.

This feature facilitates better performance evaluation discussions between managers and employees by giving them access to all performance information.

Performance management

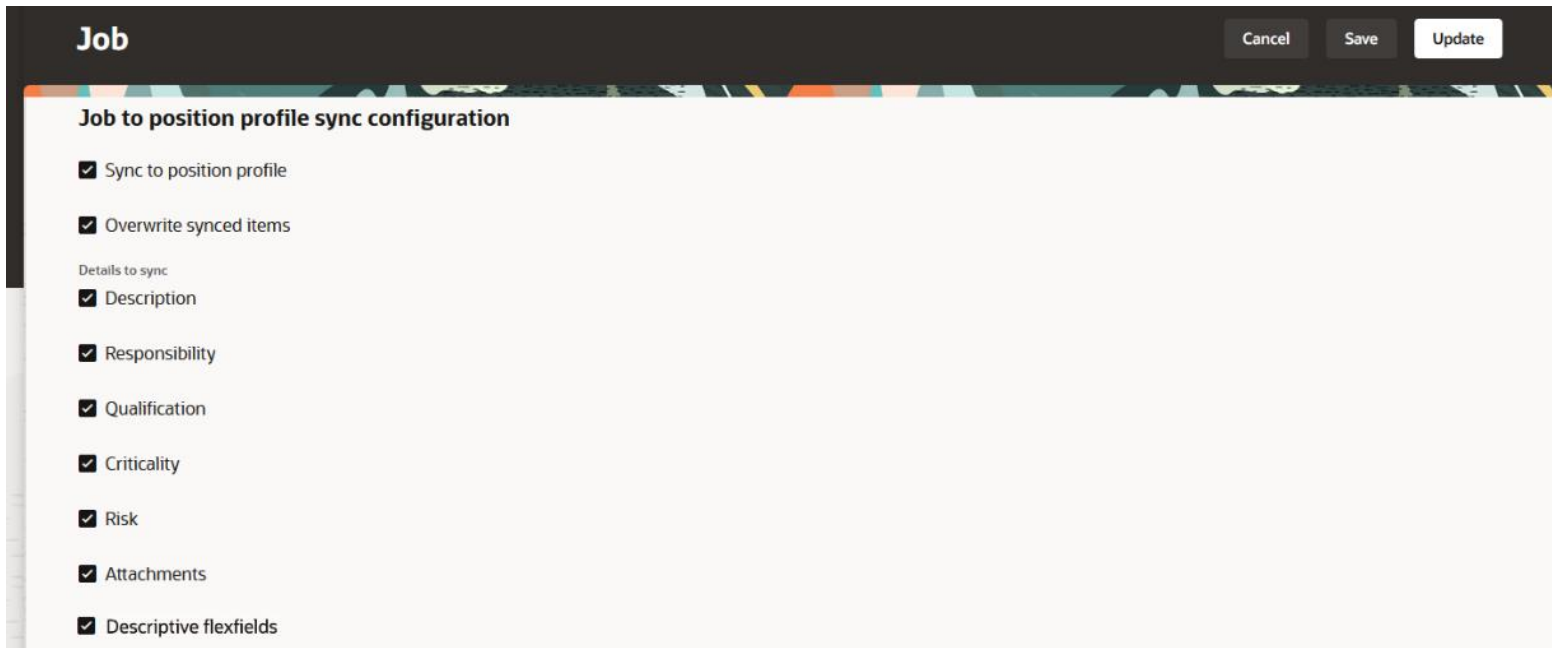
Impact Analysis

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

AUTOMATED SYNCHRONIZATION OF LINKED JOB AND POSITION PROFILES

Details: Enables the sync process to consider descriptive flexfield attributes as well when inheriting items from job profile to position profiles. Enable workers to keep up with and qualify for roles as applicable and advance organizational objectives as a result.

Few options that are available in the job to position profile sync configuration section under *My Client Groups ->Profiles ->Profile Types ->Job*. The sync is initiated only if Sync to position profile is selected. To include descriptive flexfield content for sync, select the *Descriptive flexfields* check box.



Profile management

Impact Analysis

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

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

Profile management

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **YES**

Quick Win **YES**

Business Benefits:
Enables customization of field labels.

REDWOOD - FIELD LABELS FOR SKILLS AND QUALIFICATIONS CAN BE CHANGED ON THE PROFILE TYPES PAGE

Details:Field label customizations for the Skills and Qualifications page don't migrate when switching from Responsive to Redwood UI. In Redwood, you can customize these labels on the Profile Types page.

Person
Licenses and Certifications

Cancel Delete Apply

Template: Certification

Section Name: Licenses and Certifications

Description: Licenses and Certifications

Active

Approval Required

Default Section

LinkedIn Enabled

Section Context: PERSON_CERTIFICATION

Label	Custom Label	Field Type	Display	Value Set Name	Default Value	Action
License or Certificate	Custom License	Item Value Set	Summary	Licenses and Certifications		

Person
Licenses and Certifications

Cancel Delete Apply

Active

Approval Required

Default Section

LinkedIn Enabled

Section Context: PERSON_CERTIFICATION

Label: License or Certificate

Custom Label: Custom License

Field Type: Item Value Set

Display: Summary

Value Set Name: Licenses and Certifications

Default Value: Default Value

Cancel Apply

REDWOOD: SUCCESSION INFO QUICK ACTION

Details: Managers and HR specialists can now use the Worker Succession Info quick action to view succession and talent pool information for a selected worker. Managers can find this quick action under My Team. HR specialists can find it under My Client Groups.

When managers use this quick action, they can see their team members on the People page. HR specialists can see the people they have access to. They can search for a specific employee or apply filters to view a subset of the people listed.

Succession management

Impact Analysis

Impact Level **LOW**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

Business Benefits:
By using this quick action, you can enhance the succession planning of your organization.

People

Search by name or assignment number


Business Title 2 X Assignment Status Effective As-of Date Include terminated work relationships Termination Date Worker Type Filters Clear (2)

Name	Business Title	Person Number	Assignment Number	Assignment Status	Worker Type	Work Email	Work Phone
Harfan Upatkoon	Consultant	ZFRCE1531_ZBEN	EZFRCE1531_ZBEN	Active - Payroll Eligible	Employee	sendmail-test-discard@oracle.com	1-925-234-6785
Nadzin Chee	Consultant	ZFRCE1532_ZBEN	EZFRCE1532_ZBEN	Active - Payroll Eligible	Employee	sendmail-test-discard@oracle.com	1-925-234-6785
Rajen Chokun	Consultant	ZFRCE1533_ZBEN	EZFRCE1533_ZBEN	Active - Payroll Eligible	Employee	sendmail-test-discard@oracle.com	1-925-234-6785
Tarry Hon	Consultant	ZFRCE1534_ZBEN	EZFRCE1534_ZBEN	Active - Payroll Eligible	Employee	sendmail-test-discard@oracle.com	1-925-234-6785
Luq Hashim	Consultant	ZFRCE1536_ZBEN	EZFRCE1536_ZBEN	Active - Payroll Eligible	Employee	sendmail-test-discard@oracle.com	1-925-234-6785
Hardi Cheeming	Consultant	ZFRCE1537_ZBEN	EZFRCE1537_ZBEN	Active - Payroll Eligible	Employee	sendmail-test-discard@oracle.com	1-925-234-6785

Worker Succession Info
Richard McInyre

Job Criticality
Not assessed

Succession plans
+ Add

Operations Manager Job Succession Plan
Job | Operations Manager
Owned By: Carole Thomas, Thomas Walters and 1 more
Active Candidates: 5
Plan Strength:  Active

Candidate in plans
+ Add

Executive General Manager, Operations Job Succession Plan
Candidate since 9/16/22
Ready now

Executive General Manager-Maintenance Position Succession Plan
Candidate since 9/16/22
No readiness available

Member of pools
+ Add

ZHRM CDRM test talent pool
Member since 5/3/24

REDWOOD EXPERIENCE FOR TALENT REVIEW

Talent Review

Details:

Use the Redwood redesigned Talent Review Template configuration guided process pages to create and manage your Talent Review templates with ease. To view the Talent Review templates overview page, use the **Search Talent Review Template** quick action under My Client Groups. On the overview page, you can search for and select a template to edit it or create a template.

Impact Analysis

Impact Level	LOW
Need to Enable	YES
Configuration	YES
Quick Win	YES

Business Benefits:
By using the Redwood Talent Review Template configuration pages, you can create talent review templates more efficiently. You can have a more cohesive user experience by using the Redwood print profile pages.

New Talent Review Template

1 | 5

General info

Template Name: Template for Meg Org | Status: Active

Owner: Meg Fitzimmons | Maximum Records Allowed: 500

Include succession plans

Include talent pools

Include matrix managers as reviewers

Submission Process Threshold: 30
Enter a value below 50 to ensure optimal submission time.

Cancel Continue Submit

- General info
- Rating options
- Box chart views
- Data options
- Display options

New Talent Review Template

2 | 5

Rating options

Add a rating and then select the rating model for each rating.

+ Add

Rating *	Display Label *	Rating Model *	Use to Rate Review Population	Content Section
Potential	Potential	Potential Rating Model	<input checked="" type="checkbox"/>	
Performance	Performance	Performance Rating Model	<input checked="" type="checkbox"/>	
Impact of Loss	Impact of Loss	Impact of Loss Rating Model	<input checked="" type="checkbox"/>	

Cancel Continue Submit

- General info
- Rating options
- Box chart views
- Data options
- Display options

NEW ATTRIBUTES IN GOAL SUBJECT AREAS

Details: The new attributes added across various goal subject areas are summarized in the following table. Additional attributes in Goals Subject Areas for reporting

Subject Area	Dimension	New Attributes
Workforce Goals - Goal Status Overview Real Time	Performance Goal Plan	<ul style="list-style-type: none"> •Minimum Number of Goals in Goal Plan •Maximum Number of Goals in Goal Plan
Workforce Goals - Goal Plan Assignments Real Time	Performance Goal Plan	<ul style="list-style-type: none"> •Minimum Number of Goals in Goal Plan •Maximum Number of Goals in Goal Plan
Workforce Goals - Goal Tasks Real Time	Task Name	<ul style="list-style-type: none"> •Description •Actual Completion Date •Completion Status •Completion Status Code •UOM •UOM Code •Target Type •Target Type Code •Target Value

Transactional
Business Intelligence

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Business Benefits:
Additional attributes in
Goals Subject Areas for
reporting

REPORTING ON TALENT REVIEW POTENTIAL ASSESSMENT RESPONSE COMMENTS

Transactional Business Intelligence

Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

Details: Enhance your reporting on Talent Review meetings by including reviewers comments for potential assessment responses.

Use the **Potential Assessment Response** column in the Manager Assessed Potential > Potential Assessment folder of the Workforce Talent Review - Talent Review Meeting Real Time subject area.”

A new attribute named 'Potential Assessment Response Comment' has been added to the Potential Assessment folder.

Reporting on Potential Assessment Response Comments

Closing Q&A



**CLOUD
ENHANCEMENT &
MANAGED SERVICES**

CLOSING NOTE

1. What happens next?

1. Presentation

2. Session Recording

SCM (Inventory & Order Management) Oracle Quarterly Updates 24C	10-Jul-24	4:30 PM GMT / 5:30 PM CEST / 11:30 AM EST
Benefits & Compensation Oracle Quarterly Updates 24C	11-Jul-24	3:00 PM GMT / 4:00 PM CEST / 10:00 AM EST

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 ?

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is here to
help you!

THANK YOU



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