

Next Generation Human Capital Management

Delivering on Talent Management with PeopleSoft HCM 9.0

Deloitte Consulting & Oracle Alliance – *Winning the War on Talent*

Today's challenging business environment and market trends continue to present significant issues for corporate leaders. While globalization continues to expand, the competitive landscape is resulting in a shortage of critical talent; hence a tightening marketplace. With fewer resources available in the marketplace, many businesses have focused on acquiring and retaining the most qualified resources. As a result, the need to establish a sound Human Resources strategy to attract the talent had taken precedence.

Deloitte Consulting LLP (Deloitte Consulting), in teaming with Oracle, is proactively bringing visibility and attention to the importance of Human Resources Transformation & Strategy. Deloitte Consulting professionals provide consulting services to help organizations prepare themselves to better manage the market drivers and focus on revenue generating activities, growth and innovation. In addition, Deloitte Consulting professionals work hand-in-hand with the client to help them in their quest to become the 'Employer of Choice'.

The Deloitte Consulting Difference

Deloitte Consulting professionals also provide consulting services to help organization's prepare themselves to better understand and embrace the talent management strategy and turn the strategy into action. We believe the organization must first understand that talent management is a holistic approach, not a departmental initiative. Every aspect of talent management touches each and every department across the enterprise. Consequently, breaking down silos is essential. Next, the organization's leaders must engage stakeholders to work collaboratively which can help promote the value

of working together as a team on a common goal. In this way, the talent management strategy can take on different dimensions of ownership and levels of accountability. Finally, we encourage broad support and focus throughout the organization to better establish an appropriate level of momentum. Talent Management strategies take time and energy to develop and implement, and, to be effective, requires commitment.

Talent Management Philosophy

Talent Management is a holistic view of the employee population and should help organizations to regard their workforce as a valued entity. The implementation of Talent Management transcends many diverse platforms and begins with workforce planning. It can help the organization more effectively plan for the appropriate resources expected to address their current and future challenges. These resources will influence and shape the organization's culture that will help to establish an environment that thrives on a positive, progressive, and high-performance approach to conducting their business.

Talent Management can help an organization focus on recruiting and retaining top-tier and essential talent. It can help the leadership team provide the opportunities for educating, training, mentoring, and coaching the workforce, and provide them with the necessary tools and equipment to perform their duties. It can help the leadership team establish clear and concise performance objectives and goals with each employee. In addition, it can help in the development of a strategy designed to facilitate the employees' performance

and productivity, thereby creating the opportunity for each employee to reach their full, optimal potential. Moreover, it can help facilitate the achievement of the organization's strategic goals by leveraging the unique strengths of the workforce, and providing direction for positioning employees for more productive positions. Finally, and most importantly, it can help the leadership team recognize and reward the workforce through bonuses, salary increases, and/or advancements within the organization.

Talent Management Strategy

One of the most important principles of Talent Management is to help organizations focus on applying the full force of their available resources to address business challenges. Efficiently and effectively deploying their employee's competencies (knowledge, skills, and abilities) can have a dramatically positive impact on an organization's performance. In order to achieve a high level of performance, an organization must be cognizant of the skills and capabilities required by their business. If the productivity level is low, then the organization must focus on attracting, developing and retaining key talent. When the talent is effectively positioned, the organization is much better positioned to analyze and evaluate every aspect of their business and draw efficiencies from their people, processes, and technology.

Talent Management & Technology

Oracle's PeopleSoft HCM 9.0 supports an integrated Talent Management solution that can help facilitate the development and implementation of a Talent Management strategy. Deloitte Consulting and Oracle have teamed to develop a Talent Management service offering with PeopleSoft HCM 9.0 as a key component.

PeopleSoft HCM 9.0	Additional Functionality
<ul style="list-style-type: none"> Talent Acquisition Manager Candidate Gateway Career and Succession Planning Performance/ ePerformance Management Learning Management Competency Management & Analytics Development/ eDevelopment Management 	<ul style="list-style-type: none"> Person Profile Person of Interest Contingent Workforce Talent Match & Analysis SmartHire

As one of the largest system integrators in the world, Deloitte Consulting has a sustained track record of assisting clients in their efforts to identify and realize the potential value of

an integrated HR solution through the use of technology. Moreover, Deloitte Consulting can help an organization prepare themselves to more fully realize the value of their employees as a major investment.

The new functionality in PeopleSoft HCM 9.0 can help organizations to better understand their employees and their interests, better prepare their employees to evolve into key roles, and to better recognize and address their resource needs for key roles. The latter can serve as a foundation to recruit the right talent for the right positions throughout the organization. Most importantly, qualitative and quantitative data will now be available on demand to help improve the organization's overall planning and decision-making processes.

Call to Action

Deloitte Consulting has an established track record of helping clients in their efforts to align their people, processes, and technology. With assistance from the skills, knowledge and experience of Deloitte Consulting, together with Oracle's PeopleSoft HCM 9.0 solution, your organization can begin to take the right steps in the right direction to help address the 'war on talent' and position your organization to become an 'Employer of Choice'.

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