



Oracle Performance Management: Oracle Fusion Goal Management

STRATEGIC GOAL MANAGEMENT

KEY FEATURES

- Track goals on an ongoing basis
- Publish organization goals for strategy visibility
- Promote collaboration using goal sharing and social network
- View goal progress for your team at a glance

As an integral part of Oracle Human Capital Management (HCM), Oracle Fusion Goal Management (Goal Management) provides organizations a best-in-class solution to track and manage organizational and individual goals and closely align them with the overall talent management process.

Goal Management enables the setting and tracking of goals across the various levels of an organization, supporting an ongoing performance conversation throughout the year. Business leaders communicate high-level initiatives, and managers and employees can collaborate to set goals that align to the organization's direction. Personal development plans are delivered to allow employees to track their personal growth and career development.

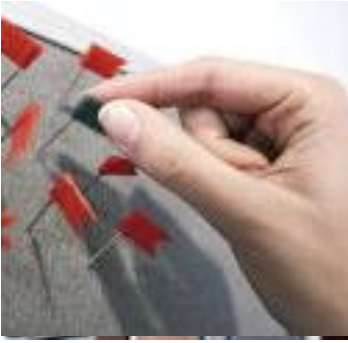
Collaboration amongst employees is fostered by goal sharing and the ability to collaborate on goals in the enterprise social network. Goal Management seamlessly integrates with Oracle Fusion Performance Management to enable a point-in-time evaluation of goal achievement.

Set and Track Performance and Development Goals

Effective goal management starts by setting both performance and development goals. Goal Management allows you to set and track these separately. This provides employees and managers the ability to maintain separation and track progress more easily. Development goals become a part of the employees' development plan and performance goals flow into a performance document within Oracle Fusion Performance Management. When setting performance goals, you have the ability to align to the goals of the organization, a manager or a peer. You can flow goals into performance evaluations to be rated during the performance period. Setting development goals separately gives employees and managers the flexibility to define goals that may be short term or long term and may span multiple periods.

Track Team Goal Progress

As a manager, having clear insight into how goals are progressing is important. Goal Management gives managers accurate insight for each direct report with an easy to interpret bar chart showing progress. Managers will quickly know when to provide coaching and guidance, as well as a means to compare and contrast. This enables managers to quickly and easily ascertain team member progress towards goals and access alignment. Managers can also assign new goals to employees or shift goals among the team as needed. This capability is also available for matrix managers.



Goal Sharing and Social Collaboration

Goal sharing allows employees to share goals with other individuals throughout the organization to help groups and teams work towards a common purpose. Goal sharing helps employees set goals by understanding what others are doing, and helps to promote collaboration.

Individuals can enhance their productivity by actively collaborating on their goals through the integration of Goal Management and the Oracle Social Network. Individuals can create *conversations* about any goal and invite others to exchange ideas and information, including sharing documents and links.

Executive Insight into Goal Alignment

Setting annual goals is easy. Tracking them is often problematic and causes a lack of both insight and measurable results. Executives are frequently unaware of how individuals, departments and business units reach their goals or at what speed. Goal Management allows organizational leaders to set and track organizational goals and publish or assign goals to the organization. Executives, managers and employees can easily see these goals and build them into their development plans. Goals set at the highest levels cascade to employees and can help them understand the importance of their individual contribution to the overall organization. Executives and multilevel managers can easily and intuitively access analytics on business goals at any time, effectively monitor progress, and take action as needed.

KEY BENEFITS

- Insight into how the organization or team is aligned and tracking to stated goals
- Set goals in the context of organization goals
- Share, align, and collaborate on goals with others

CONTACT US

For more information about Oracle Fusion Goal Management, visit oracle.com or call +1.800.ORACLE1 to speak to an Oracle representative.

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Hardware and Software, Engineered to Work Together

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