5 STEPS TO AN EMPLOYEE EXPERIENCE THAT BOLSTERS BUSINESS

The value and impact of Oracle ME

1. MOVE FROM CONFORMITY TO INDIVIDUALITY

- Reimagine the modern workplace with a renewed understanding of what people need, want, and value.
- People want to be respected for their uniqueness and differences, not their conformity.

2. DESIGN A PERSONALIZED WORKFORCE EXPERIENCE

- Delivers a unique experience to each worker.
- Make it relevant to their circumstances and focused on their needs.

3. BUILD YOUR EXPERIENCE ON AN ANTIFRAGILE FOUNDATION

- A personalized workforce experience is only as good as the information we feed into it.
- Employee data should follow the employee from one phase of the employee lifecycle to the next, without anyone having to manually input it each time.

4. MEASURE WHAT MATTERS

- Technology is fuel for experience at scale, but most technology projects fail.
- Use a Vision Map and Vision Statement methodology to gain clarity and alignment around a shared digital vision for employee experience.

5. EXPLORE THE BENEFITS OF ORACLE ME

- Oracle ME converges workers' information, critical insights, workflows, and preferences with a technology-enabled solution to give each individual something they can call 'My Experience'.

**THE REAL REASONS WHY TECHNOLOGY PROJECTS FAIL AND HOW TO FIX IT**, Vasa Digital Architects, September 2020

**THE DEFINITIVE GUIDE: HCM EXCELLENCE**, Josh Bersin

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