

ORACLE

Coach, Connect, and Recognize— Every Day

Oracle Touchpoints and Oracle Celebrate
Part of the Oracle ME employee experience platform



Constant change is hurting clarity and well-being

Work is changing fast, and many employees are feeling the strain. In Deloitte's 2026 Global Human Capital Trends survey, workers reported that workplace changes over the past year have collectively led to a decrease in well-being (68%), less clarity in their role (61%), and an increase in workload (60%).¹ When people are tasked with more work while feeling less clear about expectations, it becomes harder to stay on track, ask for help early, and maintain momentum on goals and growth.

Employees also need support that feels relevant to their situation—not generic guidance that ignores context. The same Deloitte research shows strong demand for change support that matches the individual: 84% of workers said it would help to pace change based on their unique change tolerance, and 81% said it would help to customize change initiatives based on their personal motivations, work needs, or interests. That's a clear signal that one-size-fits-all approaches won't keep pace with the day-to-day reality employees are navigating.

At the same time, feeling part of the company and having a true sense of belonging matters even more when work is shifting. When contributions are not consistently recognized, people can feel less connected, less confident about their path, and less supported through change. Employees need frequent moments of clarity, support, and appreciation to help them keep progressing, especially when roles, skills, and priorities are shifting. Small, timely touchpoints can reinforce that their work matters, that they still have a clear place on the team, and that the right behaviors are being noticed and valued.

When employees lose clarity and well-being declines, managers become the first point of contact. But as expectations rise, overburdened managers are facing their own challenge: how to provide their teams with more support and recognition, despite having less time.

¹ 2026 Global Human Capital Trends, Deloitte, March 4, 2026

Expectations are rising, and time is shrinking

Managers are asked to drive performance and guide people through ongoing change, but many are already at capacity. They're overloaded with admin, have less time for people development, lack tools to support meaningful coaching conversations, and struggle to balance business demands with well-being. One report estimates that managers spend only about 15% of their time developing the people who work for them.² This imbalance is at odds with today's employee needs: When workloads rise and role clarity drops, employees require more frequent check-ins, more coaching, and more consistent follow-through—work that typically sits with managers.

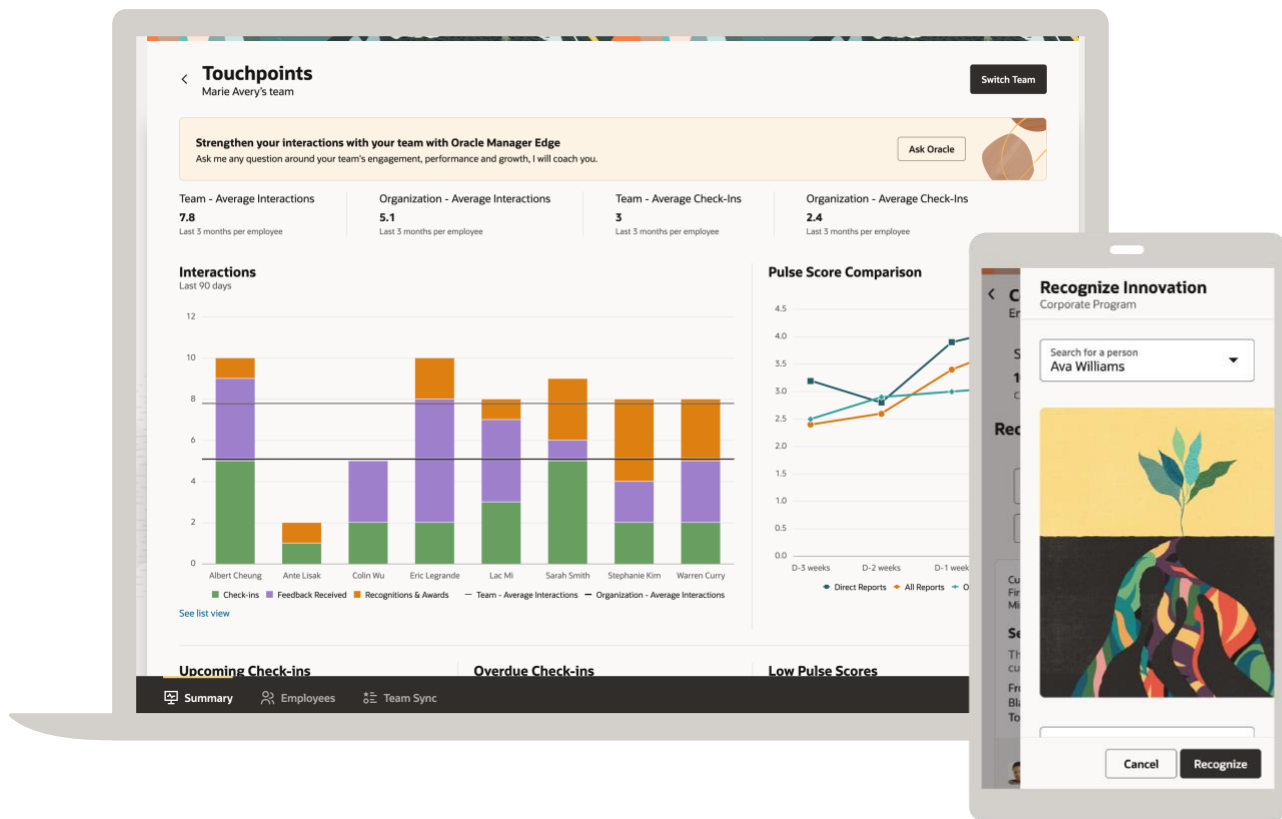
The challenge isn't that managers don't care; it's that the system often relies on manual effort. Managers need to quickly understand how their team is doing, spot who needs support, and prepare for one-on-ones without spending hours compiling context. They also need practical ways to consistently reinforce progress and recognize contributions, not just during milestone moments.

Siloed systems make this harder. When information is scattered across disconnected processes, managers have to piece together signals on their own—exactly the kind of work that gets pushed aside when time is tight. The urgency is straightforward: If managers can't sustain a steady cadence of coaching and recognition, employees lose clarity and momentum, and teams feel the drag of change more sharply.

² Reinventing performance management processes won't unlock human performance. Here's what will, Deloitte, March 23, 2025

A connected approach to coaching, check-ins, and recognition

Oracle Touchpoints and Oracle Celebrate, part of the Oracle ME employee experience platform, support ongoing manager-employee conversations and peer recognition. Oracle Touchpoints is an AI-powered, continuous employee engagement solution that uses signals from across Oracle Fusion Cloud HCM to help managers coach better and build leadership skills while giving employees an easy way to get support for performance and growth. Managers can see how their team is doing, summarize check-ins in digests that highlight team status, sentiment, and needs, and drill into employee responses to prepare for one-on-ones. Oracle Celebrate supports peer-to-peer recognition in the flow of work, helping teams reinforce desired behaviors and keep contributions visible as roles and priorities shift.

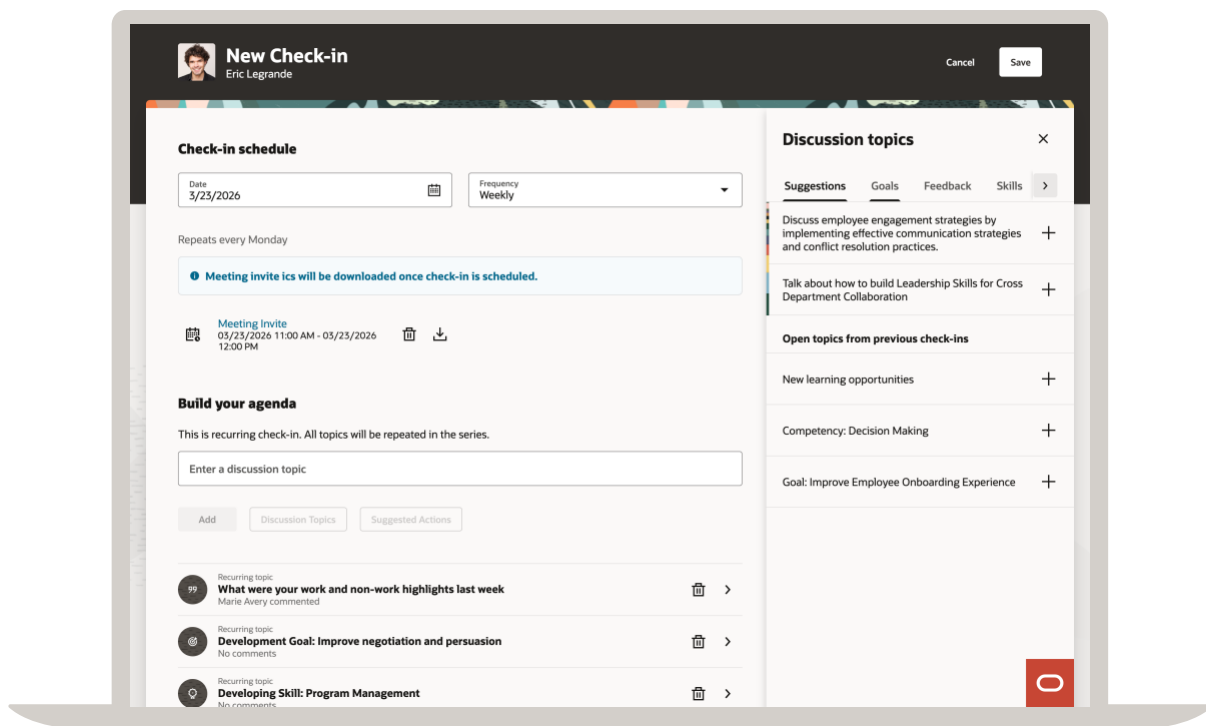


Improve role clarity and well-being with timely manager support

Give employees a dependable way to raise issues early, stay aligned on goals, and keep progress moving—especially when priorities and roles are shifting. Help managers maintain a consistent one-on-one cadence with tools that make preparation and follow-through easier.

With Oracle Touchpoints, employees and managers can

- Share in-the-moment sentiment and start a conversation when something needs attention
- Track regular check-ins with a record of past and upcoming one-on-ones
- Use AI-recommended discussion topics to stay on track and address obstacles
- Review AI-proposed summaries and follow-up items to support an ongoing one-on-one cadence

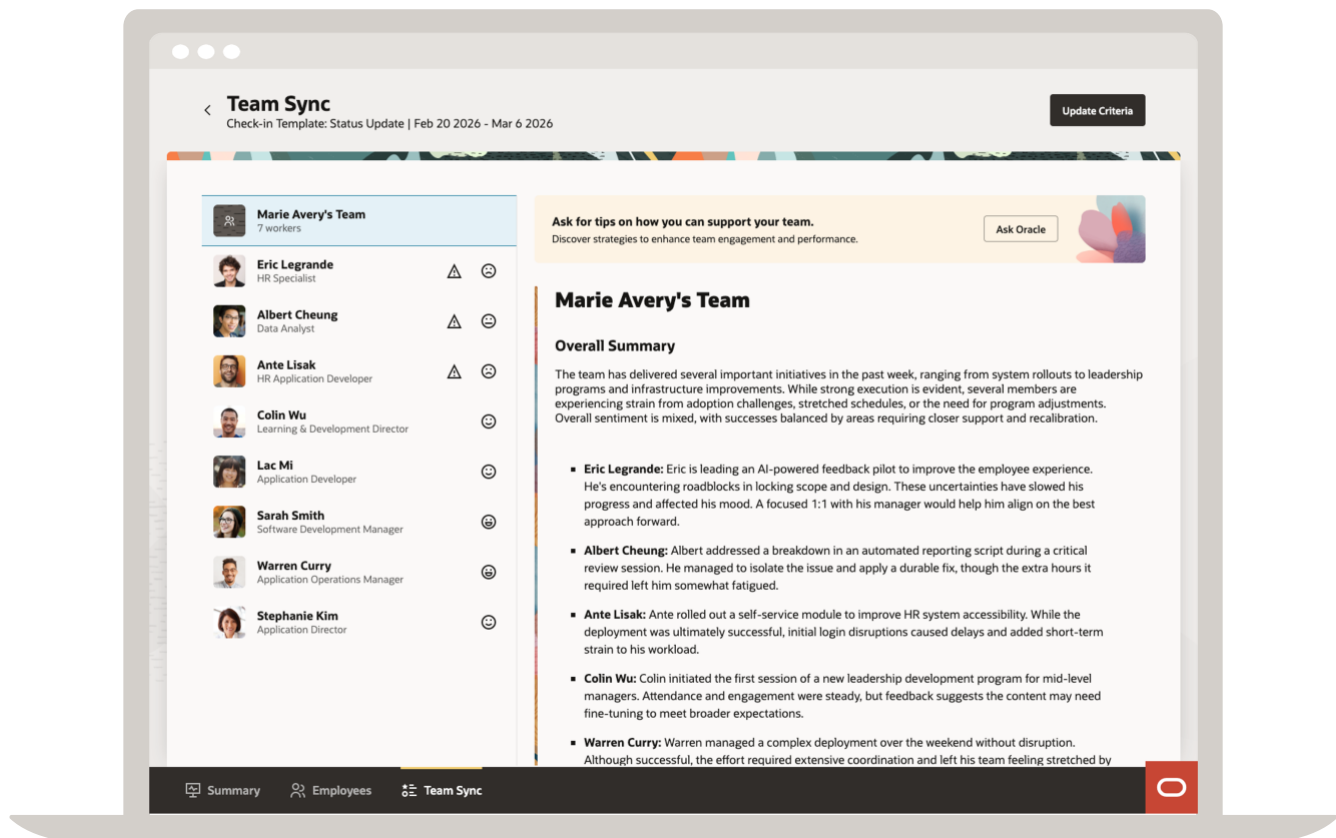


Focus managers' time on coaching, not compiling updates

Help managers quickly understand what's happening across their team and who needs support without spending hours piecing together context. Turn check-in input into practical next steps for coaching and support.

With Oracle Touchpoints, managers can

- Summarize team check-ins and notes in a digest that highlights team status, sentiment, and needs
- Roll up check-ins by template to focus summaries on topics such as performance or career development
- Drill into an employee's check-in responses to understand what's behind the summary and prep for one-on-one meetings
- Save time by asking the Team Sync AI agent for guidance, then have it take the actions it recommends

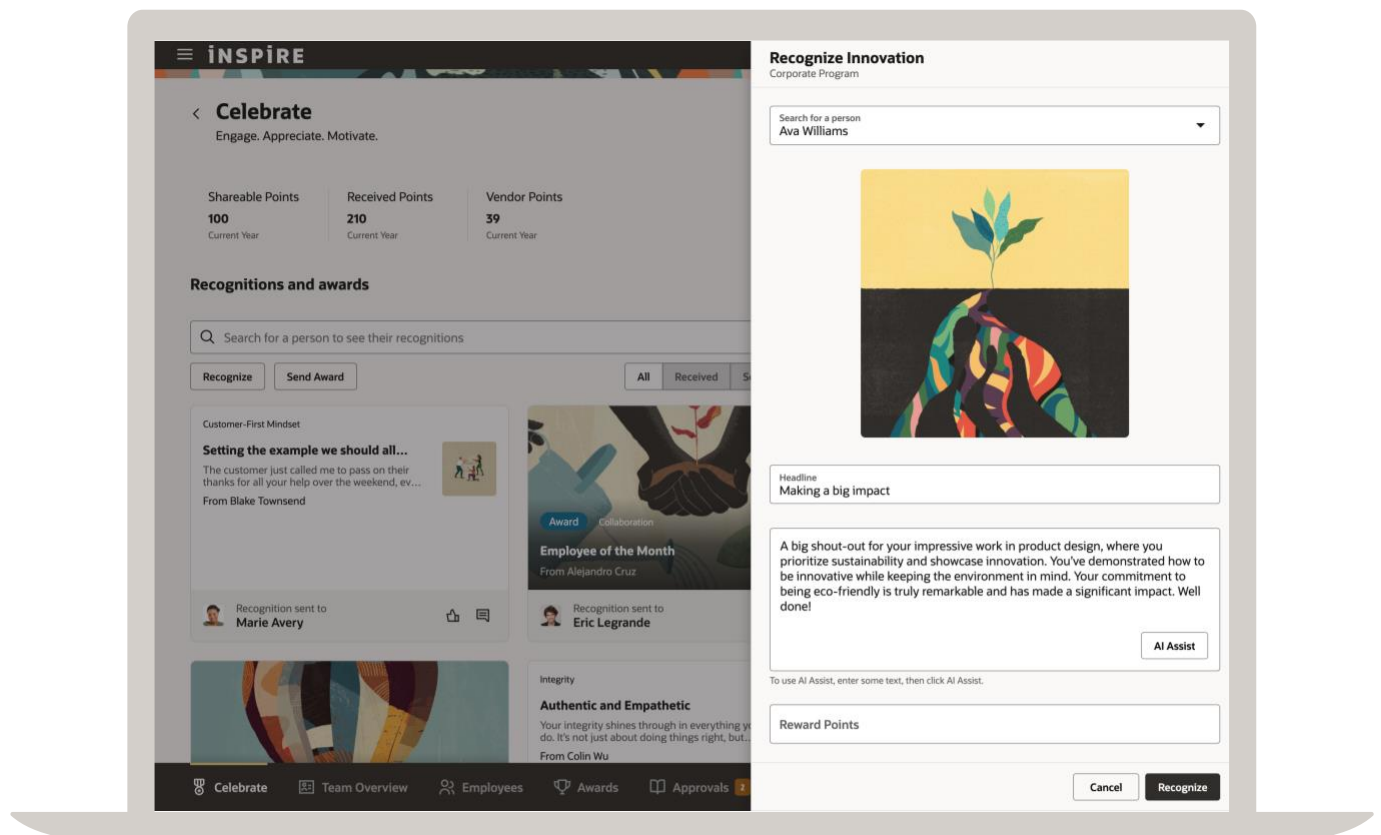


Reinforce the right behaviors and recognize contributions as change happens

Keep contributions visible and encourage the behaviors your organization values so people feel recognized and supported while work evolves. Make recognition easier to give and more consistent across teams.

With Oracle Celebrate, you can

- Provide a recognition and awards hub where employees can recognize peers across the organization
- Make recognition quick with guided templates for individuals, teammates, and programs
- Improve recognition and awards with AI-suggested message enhancements that provide more contextual details
- Embed recognition into daily routines—for example, by giving employees tools to recognize coworkers in the flow of work



Support people through constant change

Work is changing fast, and employees are feeling the impacts, including lower well-being, less role clarity, and higher workloads. As a result, teams need more frequent coaching, clearer follow-through, and recognition that keeps them motivated and on track. At the same time, managers are already overloaded with administrative work and have limited time for people development, which makes it difficult for them to provide consistent support through manual effort alone.

Oracle Touchpoints and Oracle Celebrate address these challenges with practical, day-to-day support that fits into how work gets done. Oracle Touchpoints helps managers maintain a steady cadence of manager-employee conversations with check-in support, AI-recommended topics, and proposed summaries and follow-up items, plus digests that highlight team status, sentiment, and needs and allow them to drill down into individual responses to prepare for one-on-ones. It also gives managers step-by-step coaching for tough talks, recognition, and day-to-day leadership moments, grounded in the Oracle environment and aligned with organizational procedures and priorities. Oracle Celebrate supports peer recognition in the flow of work, helping keep contributions visible and reinforce desired behaviors as priorities shift. Together, they help managers focus support where it matters most and employees stay clear, supported, and recognized as they navigate constant change.

Learn more about Oracle Touchpoints

[Learn more about Oracle Celebrate](#)

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