

HR Leaders Enable Growth with Cloud Solutions



Why Organizations Are Moving to the Cloud

A recent MIT Technology Review Survey found that 66% of organizations have either already deployed, or are in the late stages of deploying, HR in the cloud.¹

Why? According to a new study by Oracle and Research Now SSI, the primary reasons are to keep pace with change (54%) and drive business growth (32%).² As an Oracle's PeopleSoft customer, you can achieve these benefits in the cloud—and much more—by upgrading to Oracle Human Capital Management Cloud.

¹ MIT Technology Review, Finance and HR: The Cloud's New Power Partnership, 2017.

² Research Now SSI, Tomorrow's HR, Today: Exploring the Role of Human Resources in Digital Transformation, 2018.

Blackboard

Blackboard, an education technology leader, upgraded from PeopleSoft to Oracle HCM Cloud to streamline its HR processes and better scale for growth. Its HR leaders chose Oracle HCM Cloud because they needed a global solution that could:

- Integrate with existing systems to provide an enterprise view
- Handle multiple currencies, languages, and local regulations with out-of-the-box features
- Deliver predictive and real-time analytics to make better talent decisions

With Oracle HCM Cloud, Blackboard has been able to achieve its growth goals by taking advantage of innovation faster and staying focused on its core business.

Why Move from PeopleSoft to Oracle HCM Cloud?

As an Oracle's PeopleSoft customer, you're accustomed to having the features, flexibility, and control you need to manage your organization. Oracle HCM Cloud continues this formula for success and adds substantial benefits, including:

- **New functionality**—Evolve HR with predictive analytics, next-generation recruiting, complete workforce management, talent review, and contextual learning
- **Emerging technologies**—Get the innovations you need to compete and attract the best talent with adaptive intelligence, machine learning, and chatbots
- **More agility**—Configure, rather than customize, business requirements so you can rely less on IT, safely upgrade, and easily navigate business changes
- **Increased productivity**—Prioritize tasks with a personalized homepage, run analytics and reports from visually intuitive dashboards, and complete transactions and approvals in only a few clicks—all from any device
- **Faster innovation**—Take advantage of the latest features and automatic updates to keep up with the pace of change and free IT resources
- **Easier integration**—Easily integrate Oracle HCM Cloud with existing Oracle and non-Oracle technologies to support business processes and maximize your investments
- **Improved data security**—Protect your data and simplify compliance with security at every level, data encryption at rest and in transit, and enterprise-grade cloud data centers



“We also felt very strongly about the information security capabilities that Oracle brought to the table. That was one of our decision criteria and our IT and Information Security teams helped us with that. They felt that Oracle HCM Cloud was the best offering.”

Brian Jones

VP of Human Resources
American Eagle Outfitters

PeopleSoft to Oracle HCM Cloud customer

Oracle HCM Cloud Is Simply Powerful

Oracle HCM Cloud offers a complete set of standardized, modern best-practice processes that deliver a delightful user experience. With a rich feature set, Oracle HCM Cloud can help you:



Attract, hire, and engage top talent using adaptive intelligence and machine learning



Gain workforce visibility, insight, and collaboration with one source of HR truth



Assess and optimize your talent pool with an interactive, visual talent dashboard



Make strategic, data-driven decisions using workforce modeling and predictive analytics



Improve employee competency and time-to-productivity with streamlined onboarding and learning embedded into transactions



Boost employee satisfaction and resolve issues rapidly with fully integrated case management



Improve employee engagement, performance, and retention with gamification and wellness features



Automate security, compliance, and internal controls to reduce manual work



Learn from our large customer community and discover prebuilt integrations in our app marketplace

“The foresight that the management team had to begin with a cloud first strategy has put us in a solid position for growth and scalability. We want to take the opportunity to use the tools and the technology to automate the mundane and create the space for our human talent to be business strategists.”

Jessica Ross

VP and Controller
Stitch Fix

PeopleSoft to Oracle
HCM Cloud customer

What Is Soar to the Cloud?

Soar to the Cloud is an automated cloud upgrade offering that enables Oracle's PeopleSoft 9.x³ customers to move to Oracle HCM Cloud quickly and easily.

By giving you a clear plan, Oracle Soar can help you move to the cloud in 20 weeks at a cost less than two times the annual recurring revenue of your Oracle HCM Cloud software. Once in the cloud, you can rapidly adopt new innovations, including voice user interfaces, manual task automation, automatic updates, visual builder to extend HR applications, and Oracle's self-patching database.



³ PeopleSoft customers on version 9 and higher are eligible for the Soar to the Cloud upgrade program.

Soar to the Cloud: The Last Upgrade You'll Ever Do

Here are the six core components of your Oracle Soar plan:

1

Propulsion and launch systems

—eliminate 80% of the effort of a standard upgrade.

Your launch systems include automation and other tools for moving your PeopleSoft environment to Oracle HCM Cloud. These tools eliminate 80% of the effort of your upgrade. They include:

- **Discovery Questionnaire**—Collects your business requirements and defines solution scope
- **Evaluator**—Evaluates customizations and extracts information to determine size and complexity
- **Analyzer**—Downloads existing configuration parameters
- **Configurator**—Automatically configures Oracle HCM Cloud
- **Data Migration Dashboard**—Extracts, transforms, and loads data between systems
- **Integration Accelerator**—Increases speed and reduces complexity for integrating third-party systems with Oracle Cloud

2

Launch kit

—simplify your upgrade with prebuilt integrations and reports.

The automated upgrade includes a prebuilt toolkit with 30 integrations, 30 reports, and three recommended environments that make it faster and easier than ever to manage your project.

3

Dedicated launch team

—move quickly, efficiently, and with full visibility.

Upgrade success is simpler with a dedicated launch team that comes onsite to understand your business, define your upgrade plan, and help create simple, efficient processes with Oracle HCM Cloud.

4

Flight plan

—leverage the True Cloud Method and implementation guide.

Your implementation is powered by Oracle's True Cloud Method (TCM), which includes a step-by-step implementation guide and mobile dashboard, along with the best people and resources from across Oracle to accelerate your upgrade to Oracle HCM Cloud. TCM guides you through five accelerated stages:

Number	Project Stage	Project Deliverable	Oracle Resources
1	Sales Cycle	Receive the upgrade utility; align cloud solution to your needs	Product development, applications sales manager
2	Mobilization	Provision and update your environment	Operations
3	Delivery	Innovate solution and upgrade with speed	Consulting
4	Post Go-Live (120 days)	Enable cloud adoption and confirm product quality	Oracle University, support
5	Extended Support (Up to one year)	Ensure successful go-live and maximum value from solution	Customer success manager

5

Flight school

—learn and succeed with Oracle University.

Oracle empowers you to succeed by providing a complete set of learning tools, from live project team training to cloud learning subscriptions, hands-on labs, assessments, and certifications.

6

Mission control flight director

—your point person for success.

You are also supported by your customer success manager, who acts as the flight director—providing expert advice on training, best practices, products, and architecture—while helping connect you to the right experts within the Oracle ecosystem.

Start now: Get ready to soar

There is no better time to move to the cloud. For more information, please contact us:

Call: +1.800.633.0738 **Chat:** oracle.com/goto/chat **Visit:** go.oracle.com/hcm