

**Hardware and Software**  
Engineered to Work Together



## Oracle Taleo Enterprise Cloud Service

Talent Intelligence for Employee Insight



*“At Davita, analysis helps us drive the business. The analytics capabilities in [Oracle Taleo Enterprise Cloud Service] are the best in the market. When we implemented [Oracle Taleo Analytics Cloud Service], we immediately started finding bottlenecks in our processes that we never knew about. We were then able to identify and fix the behaviors that created these bottlenecks.”*

**Randy Larson**  
Director HRIS, Davita

Talent intelligence comprises insight and information about your people. It provides executives with a high-level view of their biggest expense and largest asset. And it provides business managers with better decision support for managing people.

Talent intelligence also provides career, goal, and performance visibility for employees so they know what they're doing and where they're going. Simply put, talent intelligence is your greatest advantage for realizing growth, innovation, and customer satisfaction.

Oracle Taleo Enterprise Cloud Service provides the talent intelligence necessary to run your business. Give your managers the insights they need in order to make more-informed decisions about how they hire, assess, and develop people—and then watch your business thrive.

## Designed for People, Built for Business

Talent management is the process of hiring, managing, retaining, and developing employees to create the best-possible workforce for achieving your business objectives.

Capture and use information about skills, experience, performance, and career objectives to put people into roles in which they will succeed. And then use those insights to attract, manage, motivate, and retain top performers for better business outcomes—all via a single online system designed for people and built for business.

From recruiting to compensation, Oracle Taleo Enterprise Cloud Service provides a single talent platform with simplicity in mind. All the solutions that run on this platform are designed to help managers and employees better manage people and their careers. Best of all, the more these tools are used, the more information you can capture (automatically) into employees' profiles as employees manage and grow their careers.

The talent profile feature of Oracle Taleo Enterprise Cloud Service then provides a quick, comprehensive view of current and future talent across candidates, employees, and alumni. Need to see more? Analytics enable powerful visibility and insight into all levels of the organization for immediate action.

*"[Oracle Taleo Enterprise Cloud Service] is important to us for a number of reasons—one being the increased usability of the system and another being the ability for us to provide a cutting-edge career portal platform for our external candidates. We were able to implement it in just a few months and deliver better results at a lower cost."*

**Ken MacFerrin**

Director, Global Staffing and Talent  
InfoPrint Solutions Co.


## Get the Most out of Your Talent

With the insight you collect through Oracle Taleo Enterprise Cloud Service, you can

- Build talent pipelines strategically to fill gaps in skills and competencies
- Develop future leaders by identifying, tracking, and nurturing top talent
- Move talent according to business needs while increasing engagement
- Align individual goals with business initiatives, performance, and rewards
- Employ compensation practices that create a pay-for-performance culture



Figure 1. Capture and use information about skills, experience, performance, and career objectives to put people into roles in which they will succeed.



*“In less than six months after implementing our company’s first learning management system, we’ve realized cost efficiencies of nearly 30 percent from reductions in travel and outsourced training. More importantly, however, we’ve significantly expanded training for all employees throughout our company to more than 1,000 courses online.”*

**Judy Whitcomb**

VP of Human Resources,  
Learning and Organization Development,  
Classic Residence by Hyatt

**Recruiting**

Oracle Taleo Recruiting Cloud Service delivers on the true promise of creating a high-performance workforce by using talent intelligence—while dramatically reducing costs. Unlike most simple career sites and applicant tracking systems, which promise quality of hire, Oracle Taleo Recruiting Cloud Service delivers proven results by connecting new-hire performance and retention data with sourcing strategies and recruiting programs.

**Performance**

Oracle Taleo Performance Management Cloud Service transforms the typical performance review process into an insightful management tool that drives better business results and helps retain top employees. The solution’s integration with desktop productivity tools enables employees and managers to provide regular and timely updates and feedback. Continuous performance conversations ensure that employees are being regularly assessed and coached rather than evaluated once a year.

**Learning**

Oracle Taleo Learn Cloud Service enables organizations to manage essential training tied to compliance, regulatory requirements, job roles, and onboarding requirements, using formal learning with structured curriculum and learning events. Social learning features such as discussions, ratings and reviews, and file sharing create true learning communities. With Oracle Taleo Learn Cloud Service, you can tailor the mix of formal and social learning to match your culture and your business drivers for greater performance and productivity.

**Development**

Oracle Taleo Development Planning Cloud Service helps companies invest in their people so that they’re prepared to meet future challenges. By providing opportunities for employees to self-direct their career and personal development, organizations can increase engagement. Development activities become relevant and timely when they are embedded within goal, succession, and career plans.



*"It takes dedicated effort on the part of top leadership to put a process in place that will grow leaders that know how to keep employees engaged. This is the process we have implemented [with Oracle Taleo Enterprise Cloud Service]."*

**Steve Rugg**  
Director, HR Technology  
United Airlines

## Succession

Oracle Taleo Succession Planning Cloud Service provides insight across organizations and the global talent marketplace for true talent mobility and succession. In a single view, you can systematically evaluate and compare individual experience, skills, and competencies for internal and external candidates. Move beyond simple performance and potential to compensation, career preferences, and risk of loss. Now your executives can create, monitor, and develop stronger talent pipelines for leadership and critical positions.

## Reliable and Scalable Technology Platform

Oracle Taleo Enterprise Cloud Service is optimized to meet the needs of on-demand talent management and software as a service (SaaS) delivery. The platform combines a scalable, elastic, and secure infrastructure that offers the best reliability in the industry with a software platform that is open, mobile, and flexible for easy integration, in addition to a unified suite of talent management applications.

## World's Largest Talent Community

Oracle connects the world's largest ecosystem of customers, partners, and candidates. No one else offers instant knowledge from thousands of talent management experts, best-of-breed applications from dozens of partners, and talent profiles from millions of candidates. Oracle customers can take advantage of all these resources.



**Oracle Corporation**  
World Headquarters  
500 Oracle Parkway  
Redwood Shores, CA 94065  
U.S.A.

Worldwide Inquiries:  
Phone: +1.650.506.7000  
Fax: +1.650.506.7200

[oracle.com](http://oracle.com)



Oracle is committed to developing practices and products that help protect the environment

Copyright © 2012, Oracle and/or its affiliates. All rights reserved. This document is provided for information purposes only and the contents hereof are subject to change without notice. This document is not warranted to be error-free, nor subject to any other warranties or conditions, whether expressed orally or implied in law, including implied warranties and conditions of merchantability or fitness for a particular purpose. We specifically disclaim any liability with respect to this document and no contractual obligations are formed either directly or indirectly by this document. This document may not be reproduced or transmitted in any form or by any means, electronic or mechanical, for any purpose, without our prior written permission.

Oracle and Java are registered trademarks of Oracle and/or its affiliates. Other names may be trademarks of their respective owners.

AMD, Opteron, the AMD logo, and the AMD Opteron logo are trademarks or registered trademarks of Advanced Micro Devices. Intel and Intel Xeon are trademarks or registered trademarks of Intel Corporation. All SPARC trademarks are used under license and are trademarks or registered trademarks of SPARC International, Inc. UNIX is a registered trademark of The Open Group. 0612

**Hardware and Software, Engineered to Work Together**