

ORACLE



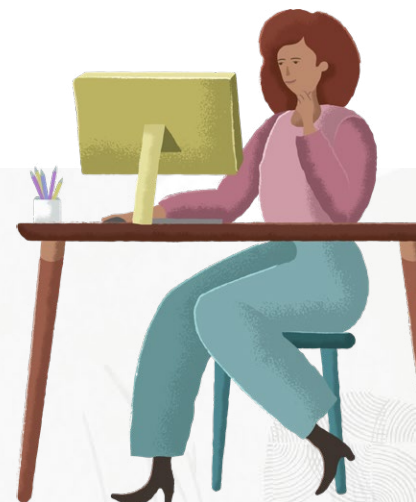
Oracle Talent Management

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Solution Overview

In the current environment of rapid market and technological change, leading organizations are re-examining their approach to talent management and focusing on five critical priorities: accessing the right talent and skills, reskilling and upskilling their workforce, aligning performance with organizational purpose, empowering and guiding leaders, and fostering a culture of well-being at work. Success in these areas requires HR teams to move beyond fragmented processes and adopt a more agentic, unified model—one that empowers every employee, manager, and leader with the data, insights, and tools they need to drive their own growth and business impact.

Oracle Talent Management, part of Oracle Fusion Cloud HCM, makes this vision a reality. As a unified, agentic AI cloud solution powered by a single talent profile that connects people, work, and skills data, Oracle Talent Management brings all the key talent processes together. Embedded AI delivers personalized development paths, real-time feedback, and adaptive opportunities to drive smarter hiring, equitable compensation decisions, continuous performance support, guided career mobility, faster reskilling, and increased workforce agility—enabling HR to achieve measurable results and support evolving business needs.

We built Oracle Talent Management, part of Oracle Fusion Cloud HCM, natively for the cloud from the ground up, focusing on the experiences and needs of employees, managers, and HR teams.



Oracle Talent Management modules

Oracle Dynamic Skills ▶

Build a dynamic workforce using AI to create and maintain a comprehensive skills library, inform hiring and development decisions, and help your organization quickly achieve its most important talent objectives.

Oracle Recruiting ▶

Attract and hire the right talent quickly with a unified, AI-enriched recruiting solution that transforms job discovery, engagement, and hiring.

Oracle Onboarding ▶

Deliver AI-personalized, digital onboarding that connects new hires to your organization's culture, supports compliance, and accelerates productivity from day one.

Oracle Learning ▶

Accelerate workforce growth with AI-powered, personalized learning that drives upskilling, compliance, and everyday development.

Oracle Career Development ▶

Promote growth and mobility by empowering employees with AI that helps them discover opportunities, spot skills gaps, and set actionable development goals.

Oracle Opportunity Marketplace ▶

Let AI help surface gigs, jobs, and careers so employees can find, connect with, and pursue opportunities across the organization and managers can fill critical needs fast.

Oracle Performance Management ▶

Elevate performance with adaptive, AI-guided coaching that enables ongoing feedback, agile goal setting, and continuous improvement aligned with business priorities.

Oracle Compensation ▶

Support pay equity and compliance with continuous, agentic AI-powered compensation management that enables transparent, data-driven decisions globally.

Oracle Succession Planning ▶

Develop future leaders with intelligent, AI-powered insights that help your organization identify critical roles, assess readiness, and build a resilient talent pipeline.

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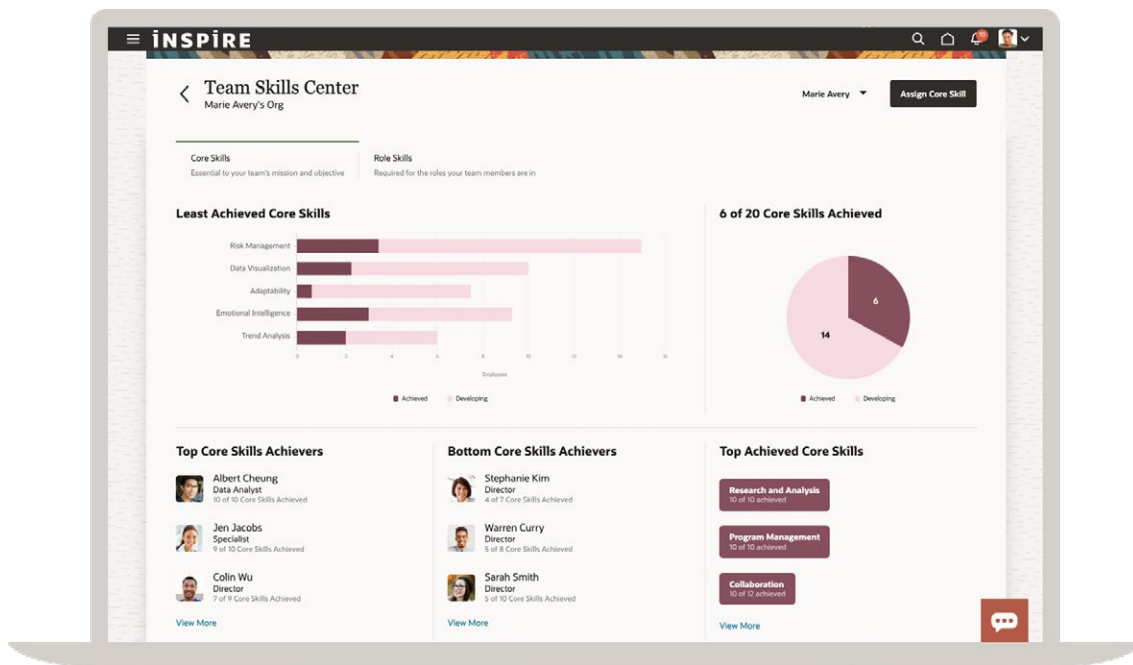
Oracle Dynamic Skills

Oracle Dynamic Skills empowers you to put skills intelligence at the heart of your talent strategy. By leveraging AI and unified skills data—from Oracle, third-party sources, and your own internal skills repositories—the solution builds a comprehensive, adaptive skills library tailored to your unique business needs. Dynamic Skills continuously updates as employee activity and business conditions evolve, maintaining a current and actionable view of your workforce’s capabilities. This gives you a common skills language across your entire talent ecosystem, making it easier to match people with roles, surface gaps, and support scalable growth. Whether your goal is rapid hiring, upskilling, or enabling career mobility, Oracle Dynamic Skills helps you quickly achieve your most important talent objectives.



With Oracle Dynamic Skills, you can

- ✓ Start where you are and let AI use Oracle, third-party, and your own skills data to help build a comprehensive, tailored skills library
- ✓ Keep skills data current and enriched with AI that continuously suggests relevant skills for employees, business leaders, and HR to select—leveraging activity and business data from across a single cloud application—to support talent processes such as recruiting, development, and succession
- ✓ Leverage a common language for skills across your talent ecosystem, making it easier to match people with jobs, spot gaps, and support employee growth
- ✓ Start small and realize quick wins by focusing on the talent priority that matters most, whether that's hiring, upskilling, learning and development, or career mobility



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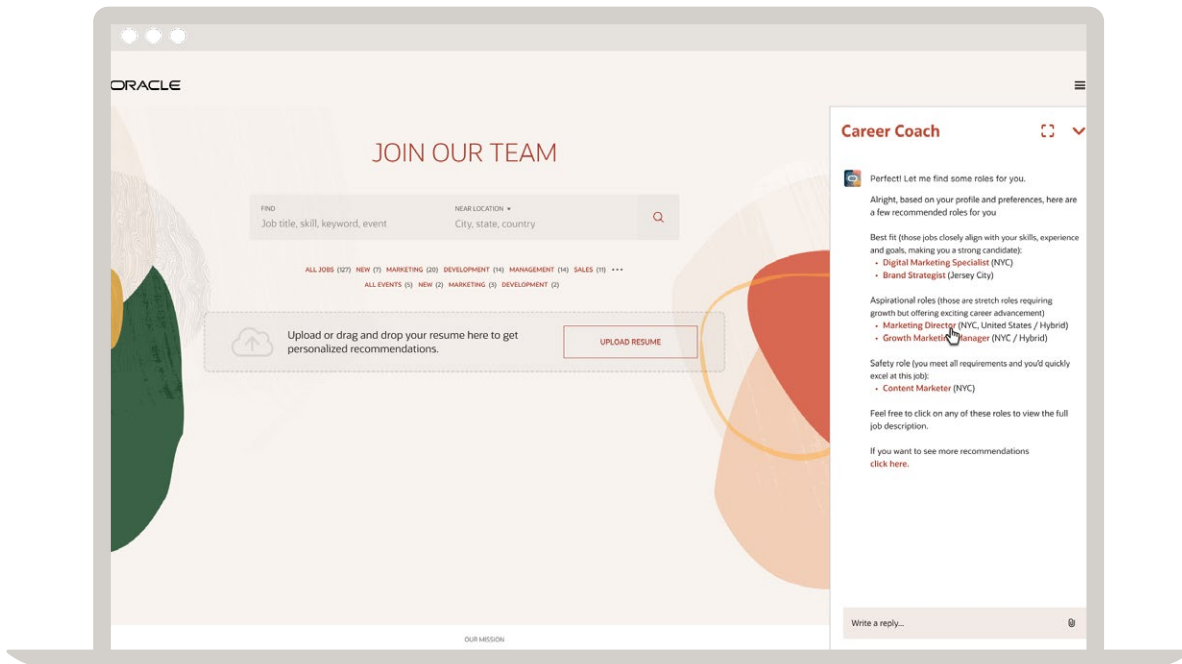
Oracle Recruiting

Oracle Recruiting offers a unified, AI-driven talent acquisition experience, enabling you to hire the right talent quickly and efficiently in a competitive market. The solution blends candidate-centric career sites, intelligent automation, and multichannel communication to deliver a seamless hiring journey—for both high-volume roles and highly specialized positions. By integrating internal mobility, virtual events, and real-time analytics, Oracle Recruiting connects your talent pools and reduces process fragmentation. Built-in generative AI enhances sourcing and engagement, helping recruiters and hiring managers identify, attract, and convert the best prospects at speed.



With Oracle Recruiting, you can

- ✓ Keep candidates engaged through AI-designed career sites, multichannel communications, and no-password application flows
- ✓ Identify best-fit external and internal candidates using AI and tailored job boards
- ✓ Link recruiting to skills, gigs, and succession plans to understand the full potential of every hire
- ✓ Launch virtual events, chat with candidates via text, and schedule interviews faster with Oracle Recruiting Booster
- ✓ Improve hiring productivity by using automation and generative AI to support requisition creation, messaging, and more
- ✓ Use Career Coach, an interactive AI agent, to provide candidates with job recommendations, application guidance, and 24/7 support



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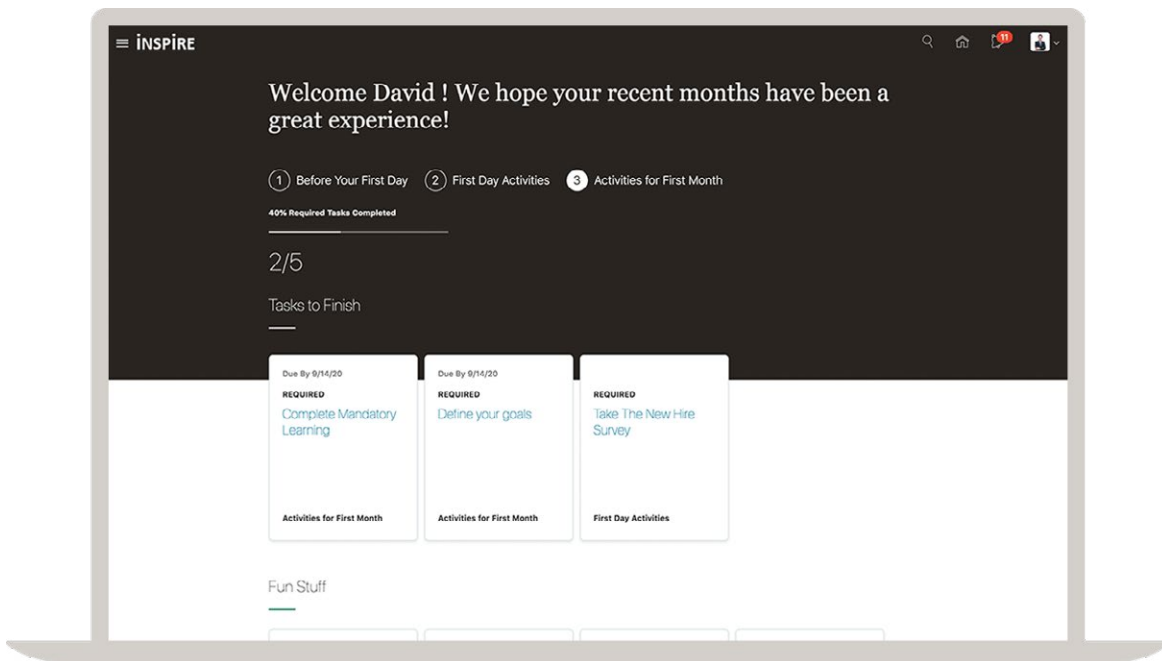
Oracle Onboarding

Oracle Onboarding reinvents the new hire journey with adaptive, AI-personalized guidance that removes friction and makes it easier for employees, managers, and HR to complete their assigned tasks. It delivers an inclusive, culture-rich onboarding experience from prehire to day one and beyond, providing support for each individual according to their role, skills, and location. The solution automatically assigns compliance training, learning courses, and potential mentors, enabling new hires to visualize their growth path and feel invested in their success from the start. AI-driven support answers questions and takes actions on employees' behalf, lowering time to impact and creating a positive and productive first impression for every new team member.



With Oracle Onboarding, you can

- ✓ Deliver easy-to-follow onboarding with a consistent experience, all via one HCM solution
- ✓ Drive productivity by providing a digital assistant to support easy, step-by-step task completion from any device
- ✓ Share tasks on a personalized to-do list so new hires can find everything they need and take action from one place
- ✓ Make new hires feel welcome and allow them to get a sense of the team and culture they'll be joining before their first day with preboarding



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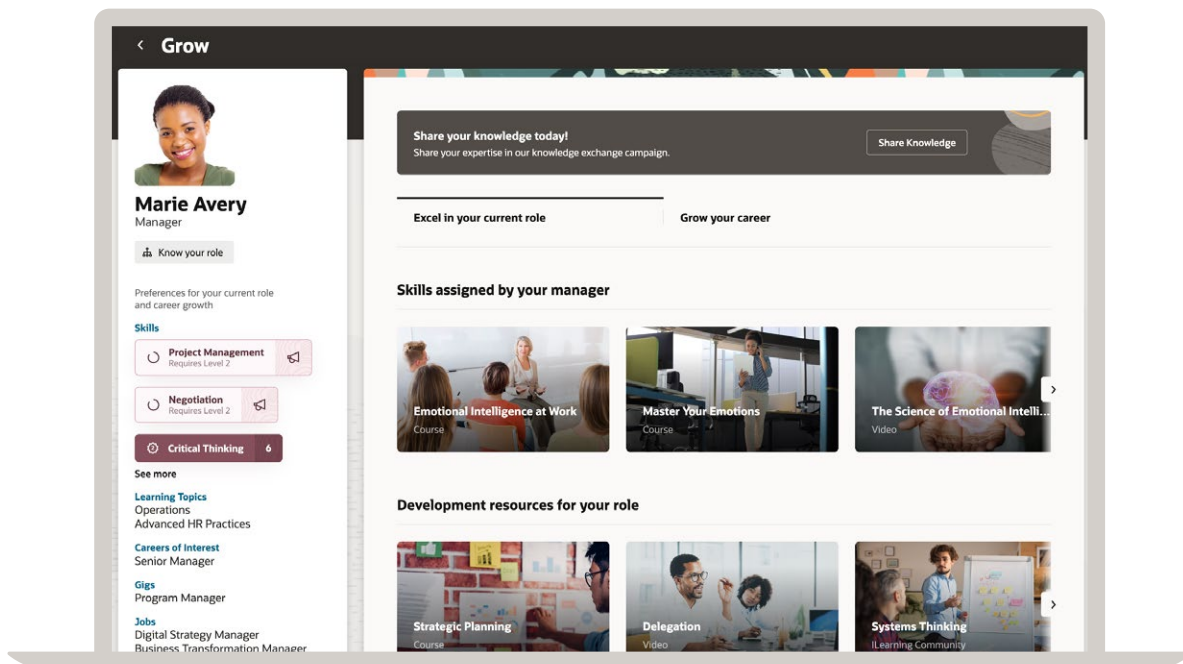
Oracle Learning

Oracle Learning transforms how organizations prepare their workforce for the future by connecting learning directly to daily work and business needs. Employees experience seamless skill building through AI-powered recommendations delivered in the flow of work. The solution unifies all learning—both internal and external—so teams can access all their resources, from regulatory training to curated content libraries, in one place. Oracle’s AI-driven orchestration helps ensure compliance is kept up to date, and managers gain rich analytics to link professional development to business impact. With Oracle Learning, growth is no longer episodic; it’s continuous, social, and intelligently personalized for every employee.



With Oracle Learning, you can

- ✓ Deliver a personalized homepage for employees to review learning recommendations, continue in-progress or assigned courses, and explore internal and external content
- ✓ Drive upskilling and reskilling efforts with AI-driven learning recommendations based on an individual's role, career goals, or desired skills
- ✓ Assess learning performance, uncover gaps, and track and drive compliance across teams by using interactive dashboards and reporting tools
- ✓ Simplify the execution of learning initiatives through automated learning assignments based on organizational and employee criteria
- ✓ Encourage knowledge sharing with social, peer-to-peer, and community based learning



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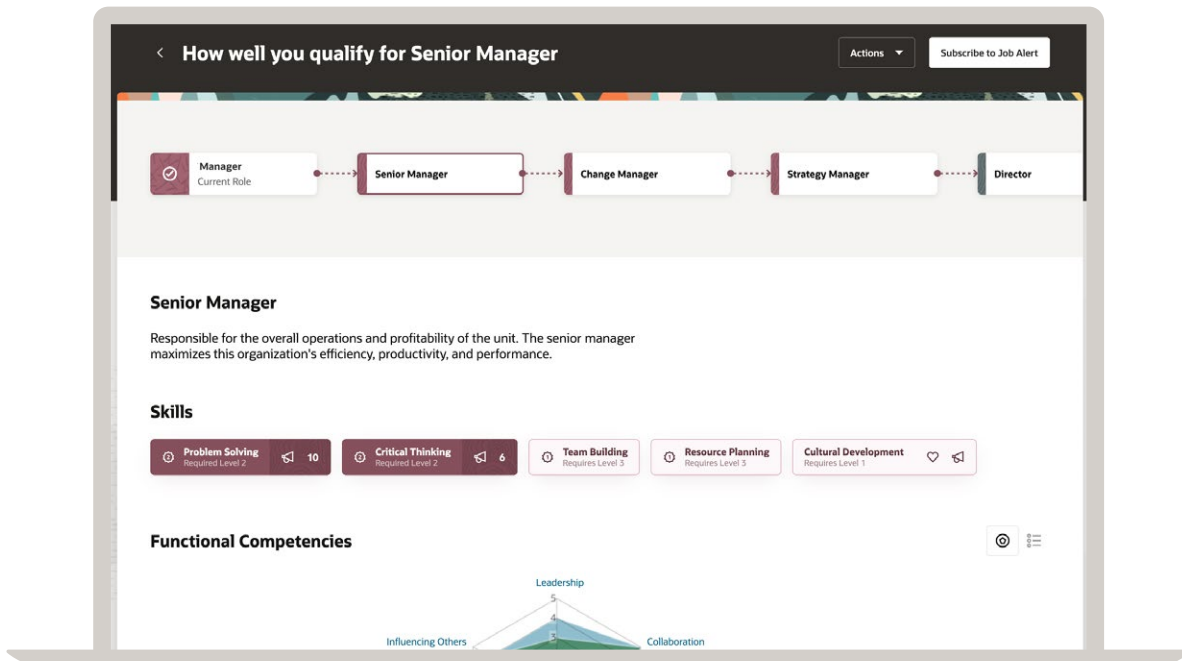
Oracle Career Development

Oracle Career Development gives employees the tools—and the agency—to take charge of their future and grow within your organization. AI-powered recommendations help individuals explore career paths, identify skills gaps, and set development goals that align with their interests, skills, and roles. Managers and employees can plan and collaborate on actionable development plans tied to career ambitions and organizational needs, bringing purpose and direction to every career conversation. By making growth opportunities tangible, transparent, and achievable, Oracle Career Development can help your organization boost engagement and retain top talent in today's dynamic job market.



With Oracle Career Development, you can

- ✓ Empower employees to discover opportunities, identify skills gaps, and set development goals with intuitive, AI-powered tools
- ✓ Provide personalized development recommendations based on each person's skills, interests, and current or desired role
- ✓ Enable employees and managers to plan and collaborate on growth tied to purpose—not just process
- ✓ Make career growth tangible and achievable to drive higher retention and enthusiasm for career mobility





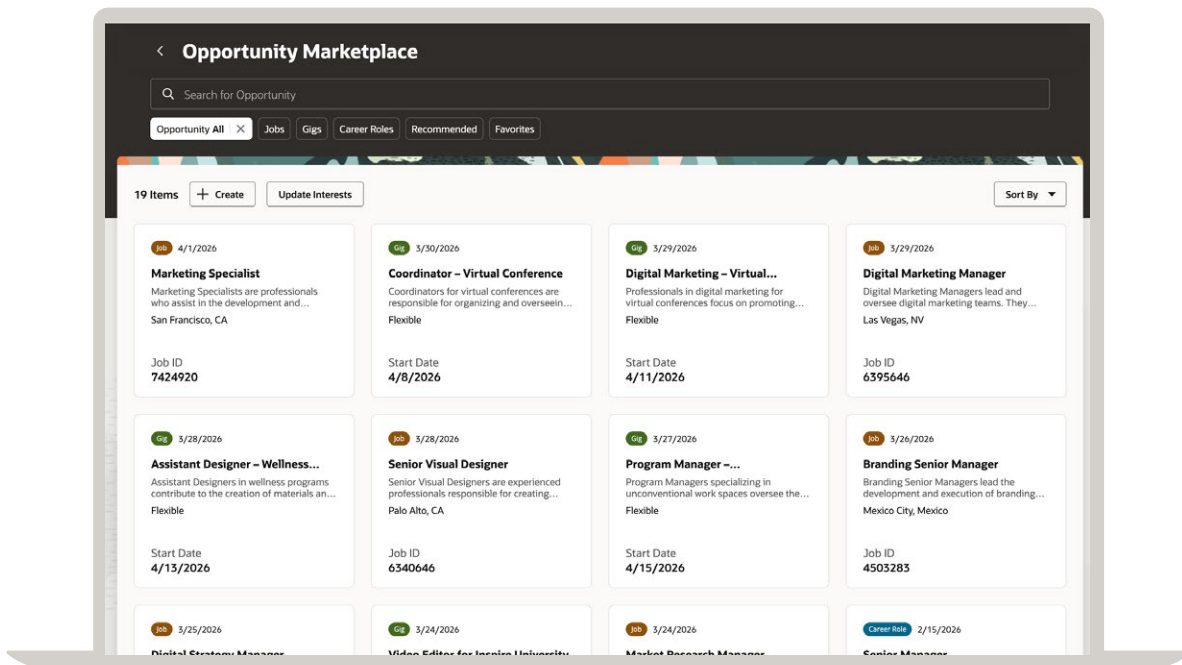
Oracle Opportunity Marketplace

Oracle Opportunity Marketplace helps employees proactively chart their own journey by connecting them with the full range of opportunities your organization has to offer. Powered by AI, the solution surfaces short-term gigs, job openings, and career opportunities—empowering employees to expand their networks and take on new challenges. Managers get rapid support finding talent to meet critical needs while the enterprise gains increased transparency into new initiatives and internal movement. Opportunity Marketplace transforms career mobility from a process into a culture, fueling innovation and continuous learning at every level.



With Oracle Opportunity Marketplace, you can

- ✔ Make it easy for employees to surface and access short-term gigs, jobs, and careers that allow them to apply and grow their skills
- ✔ Empower employees to pursue growth by finding and connecting to opportunities and building cross-team networks
- ✔ Rapidly fill critical roles through AI-powered recommendations that balance career mobility, employee interests, and business needs
- ✔ Enhance the visibility of initiatives and internal movement to boost transparency and fuel innovation across the entire organization



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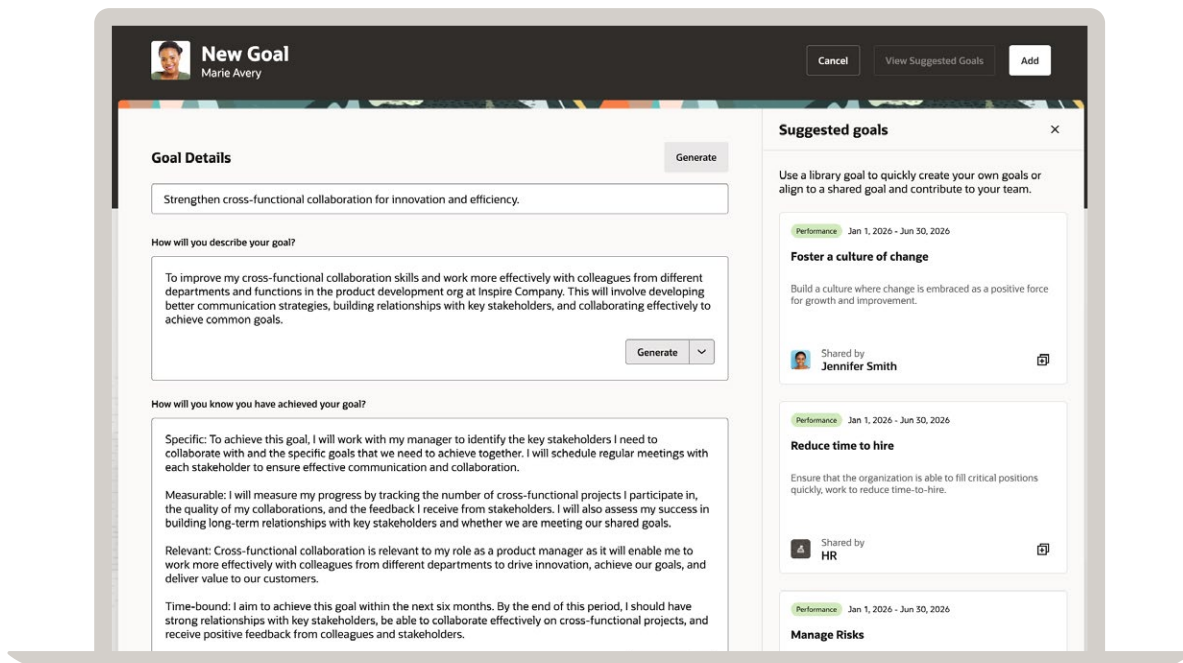
Oracle Performance Management

Oracle Performance Management redefines traditional performance management approaches by embedding adaptive, AI-guided coaching into everyday workflows. The solution equips managers to deliver real-time feedback, conduct meaningful, regular check-ins, and personalize action plans based on AI-recommended topics. Goal creation is simple for employees: They enter a goal name and AI drafts clear, relevant, measurable goals tailored to their business title and department, including descriptions, success measures, and timelines. Managers are empowered with team goal summaries and tools that show who is on track at a glance and make it easy to take action, such as assigning or reviewing goals. With Oracle, performance conversations become purposeful and strategic, with annual performance evaluations that aggregate goals and ongoing feedback, helping ensure everyone is aligned with business priorities and ready to grow.



With Oracle Performance Management, you can

- ✓ Accelerate goal setting and feedback delivery with AI that employees and managers can use to draft clear, relevant, actionable goals and comments
- ✓ Help managers and employees have regular, meaningful check-ins and development conversations, supported by AI-recommended discussion topics and personalized feedback
- ✓ Simplify year-end reviews with AI summaries that spotlight accomplishments, gaps, and trends and support formal evaluations
- ✓ Empower managers with the Team Goals Assistant AI agent, which delivers an at-a-glance view of team progress, showing who is on track and making it easy to assign, review, and adjust goals
- ✓ Equip managers with AI-driven performance coaching support that pinpoints development opportunities and helps them recognize achievements
- ✓ Provide conversational, contextual AI agents to answer performance management process questions and keep teams moving forward



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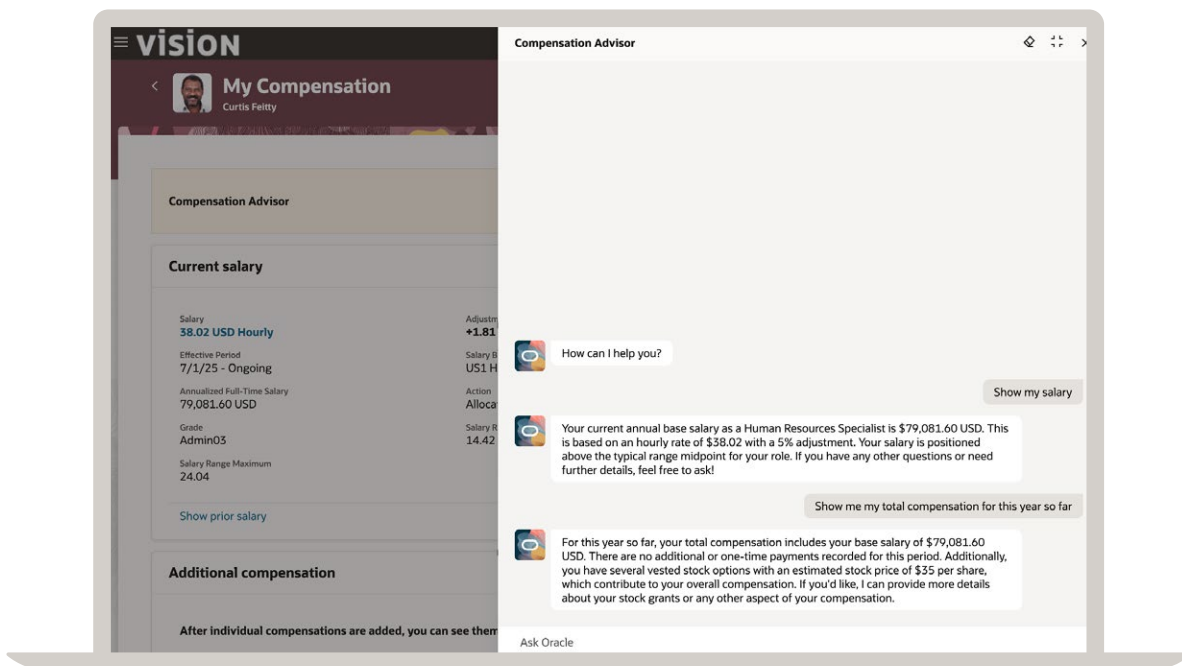
Oracle Compensation

Oracle Compensation empowers you to reward fairly, reduce pay inequity, and support transparency across the globe. By harnessing continuous, agentic AI, the solution automatically generates plan guidance and explanations, makes compensation decisions easier to understand, and facilitates compliance with ever-changing requirements. Managers can act with confidence, consistency, and speed—accessing instant insights on team pay, market data, bonuses, equity, and more. Flexible, intelligent workflows and proactive AI-driven alerts allow you to adapt and manage priorities in real time to maintain pay equity and compliance.



With Oracle Compensation, you can

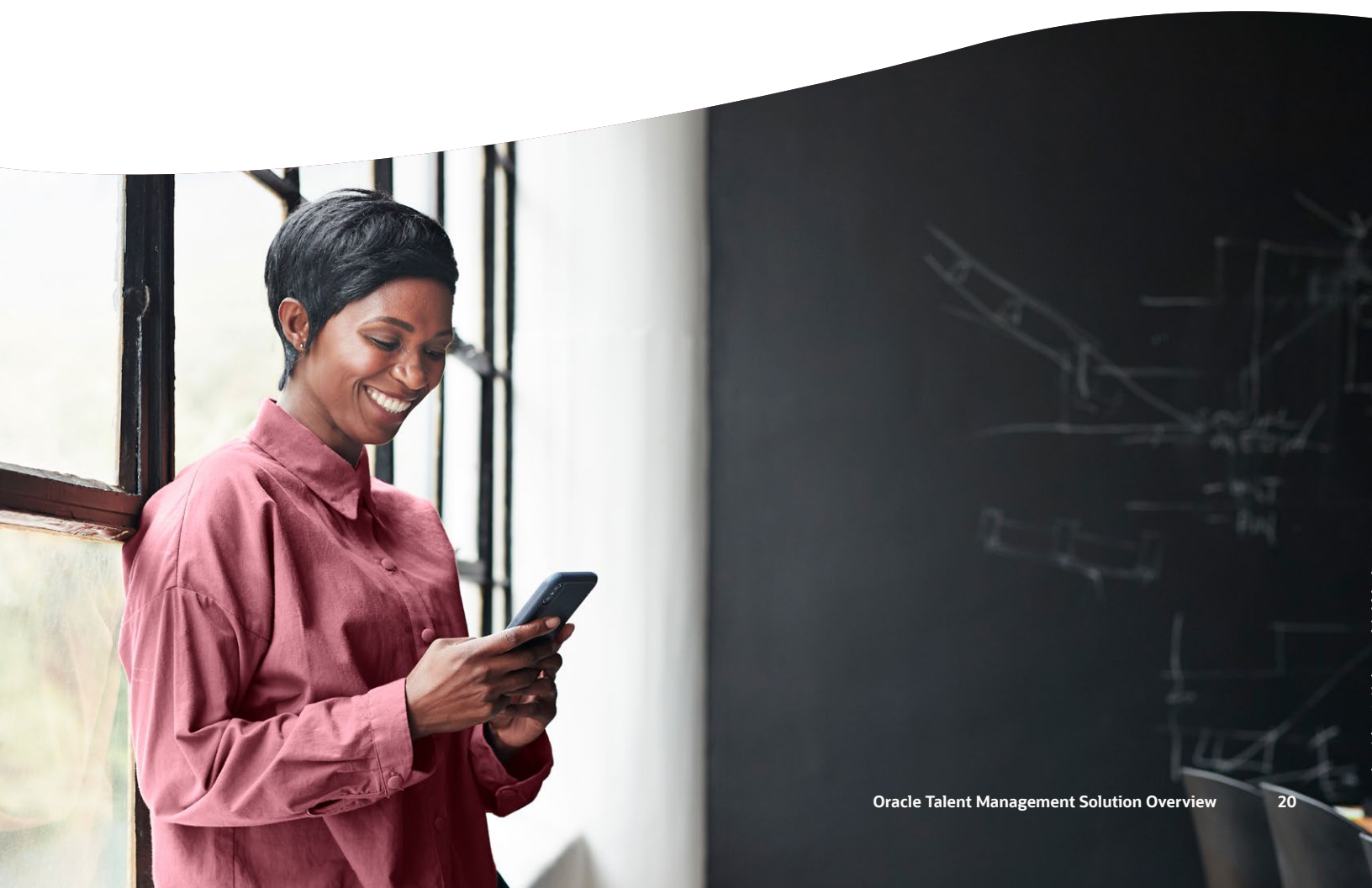
- ✓ Automatically generate clear, customized compensation plan instructions and market composite explanations with AI Assist, making complex guidelines easy to understand
- ✓ Access team pay, bonuses, stock, and pay history instantly using agentic compensation tools for confident, equitable management
- ✓ Make smarter pay decisions with quick, secure access to total compensation data using the Compensation Advisor AI agent
- ✓ Proactively identify and address pay gaps using an AI tool that strengthens equity, supports compliance, and adapts to nearly any compensation cycle
- ✓ Use external benchmarks and market pay data to support transparent, consistent, and fair compensation decisions
- ✓ Manage global and local compensation requirements to reward performance while maintaining transparency and compliance



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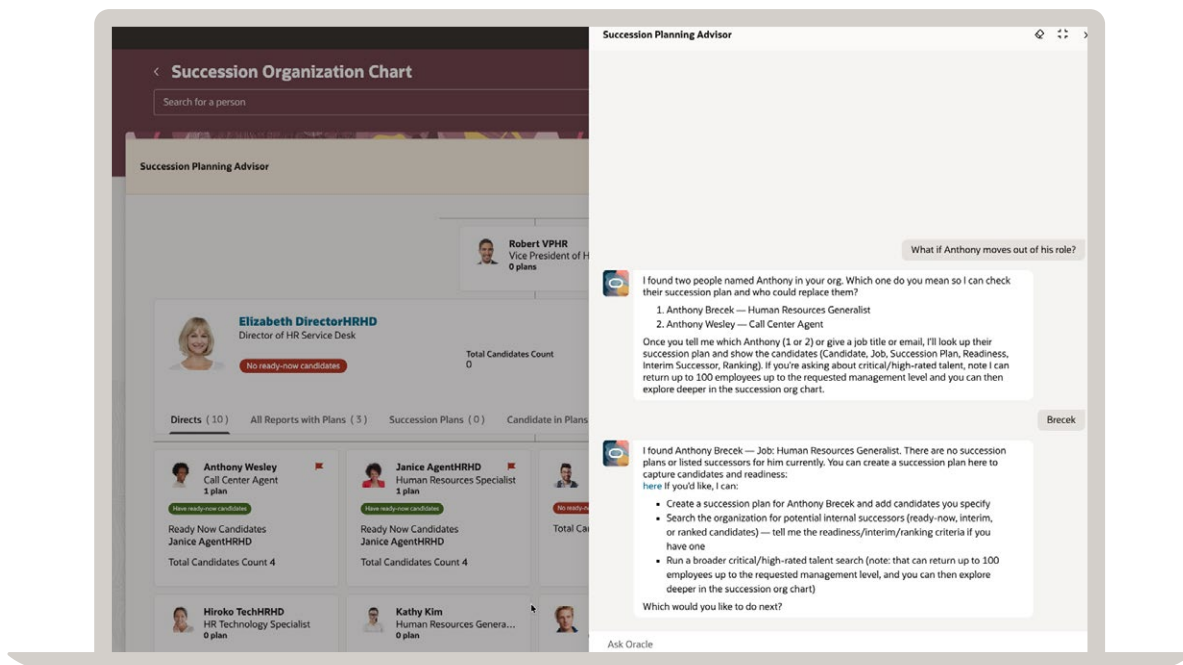
Oracle Succession Planning

Oracle Succession Planning helps organizations stay future-ready by providing rich, AI-powered insights and dynamic talent visibility to inform succession planning. The solution facilitates talent reviews that increase visibility and discussion, helps plan succession for leadership and other critical roles, and supports conversations about building talent pipelines, including where focused development is needed. By making succession planning inclusive and agile—and prioritizing resilience in critical roles—Oracle Succession Planning helps your organization stay prepared to fill key positions and drive long-term success.



With Oracle Succession Planning, you can

- ✓ Identify employees with the potential to grow into new roles and build talent pipelines to enhance organizational agility
- ✓ Uncover critical talent gaps and vulnerability risks with AI that reveals potential successors and evaluates readiness
- ✓ Use AI to simulate scenarios, track candidate readiness, and maintain a resilient, adaptable talent pipeline
- ✓ Create and manage talent pools to develop different groups for distinct needs, such as leadership tracks, scarce roles, or regional benches
- ✓ See the skills and qualifications of succession candidates in context and assign development goals directly, making plans immediately actionable
- ✓ Connect succession tracking, development, and analytics to stay prepared for change and growth



How Oracle can help

Oracle Talent Management helps organizations drive better talent outcomes by bringing people, work, and skills data together in one place. With embedded AI, it gives employees clear visibility into growth opportunities while helping managers and HR leaders make better decisions with relevant insights. This supports key priorities like accessing the right talent, developing skills at scale, aligning performance with business goals, and strengthening leadership effectiveness—while improving engagement and retention. By replacing disconnected systems, Oracle Talent Management helps organizations close skills gaps faster, support continuous development, and deliver measurable business results.

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