

# 5 STEPS TO AN EMPLOYEE EXPERIENCE THAT BOLSTERS BUSINESS

ORACLE + leapgen

## The Value and Impact of Oracle ME

The workforce experience is begging to be more about journeys, interactions, and business outcomes and less about transactions, processes and HR efficiency.

Personalized employee experience is not a luxury. Proactive listening, contextual guidance, and personalized communication is what the workforce needs and deserves.

### 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.

#### CONFORMITY

- Learn the rules
- Dress the part
- Follow the "company model"

#### Defined linear careers



Source: <https://joshbersin.com>

#### INDIVIDUALITY

- Be yourself
- Celebrate your uniqueness
- Do this job "your way"
- But maintain the company standard

#### Each individual to their own

### 2

## DESIGN A PERSONALIZED WORKFORCE EXPERIENCE

Deliver 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.

#### Antifragile — What is it?



### 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.

\$8B<sup>1</sup>

spent per year on HCM technology

70%<sup>2</sup>

of companies report not meeting success measures on new technology projects

#### ELEMENTS OF A VISION MAP

**STORY (VISION STATEMENT)**  
Declaration of what the workforce experience should be and how it will deliver value and to whom.

**GUIDING PRINCIPLES**  
A framework of rules and values that add context to the story and guide design decisions.

**EXPERIENCE ATTRIBUTES**  
How things will look and feel to different workforce personas.

**MEASURES**  
How you define success and drive accountability in alignment with the vision and design principles.

**What do we do with it?**  
Clarity on what we're trying to achieve. Alignment for decision making. Targets for accountability.

### 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'.



#### TO THE ORGANIZATION

- Connected across the business
- Trusted, secure data



#### TO PEOPLE

- Personalized & guided
- Anytime, anywhere access



#### TO PEOPLE MANAGERS

- Understand your team
- Take recommended action



#### TO HR

- Modern experience delivery
- Better measure what matters
- Self-configurable



DOWNLOAD THE FULL PLAYBOOK HERE

<sup>1</sup> The Real Reasons Why Technology Projects Fail and How to Fix It, Vasa Digital Architects, September 2020

<sup>2</sup> The Definitive Guide: HCM Excellence, Josh Bersin