

# ORACLE GROW

Part of the Oracle ME  
employee experience platform



# Adapting to unprecedented change

Over the last few years, one thing we have learned to count on is uncertainty and change. In a recent research article, Deloitte points to the need for adaptability and resilience to navigate this highly dynamic world with an organization's people as the foundation<sup>1</sup>. According to the article, as environments change, so do business priorities, and effective organizations will position their people to adapt to meet them. However, this requires employees and managers to have the relevant insights and tools to develop the critical skills they need. If businesses struggle to deliver personalized development resources, they may find themselves falling behind.

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<sup>1</sup> "Your People Are Your Path to Adaptability and Resilience", Deloitte, April 2023.

# Challenges to driving growth

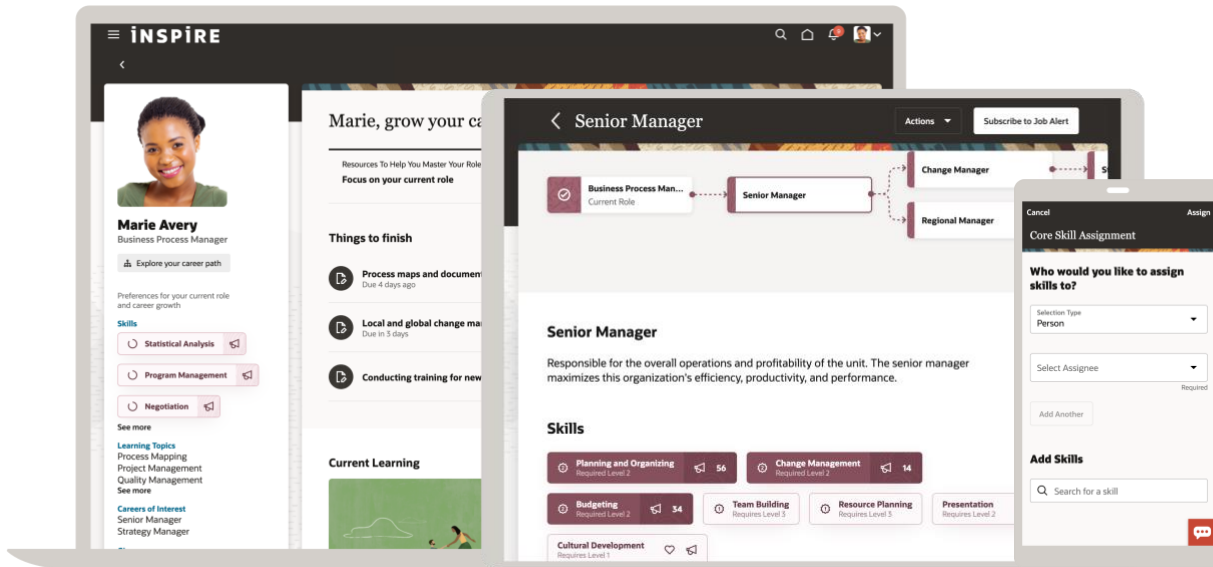
Trying to piece together disparate solutions, such as a separate learning experience platform (LXP), skills information, and more, to deliver a personalized development experience leads to multiple challenges.

Employees become frustrated. They lack the guidance to be more successful in their role and adapt to the rapid evolution of skills. They are forced to find what opportunities existed in the organization and try to piece together insights from different experiences.

At the same time, managers are confused and unsure what actions they should take to grow their team and achieve their team goals. They lack the visibility into what the current skills their team has, what they can do to close skills gaps, and how to track the progress of those upskilling and reskilling initiatives.

Without the ability to dynamically connect all these solutions, employees have poor visibility into role expectations and career growth, while the business is unable to know and grow the skills people need, and effectively track the progress and impact of upskilling and reskilling initiatives.

# Introducing Oracle Grow



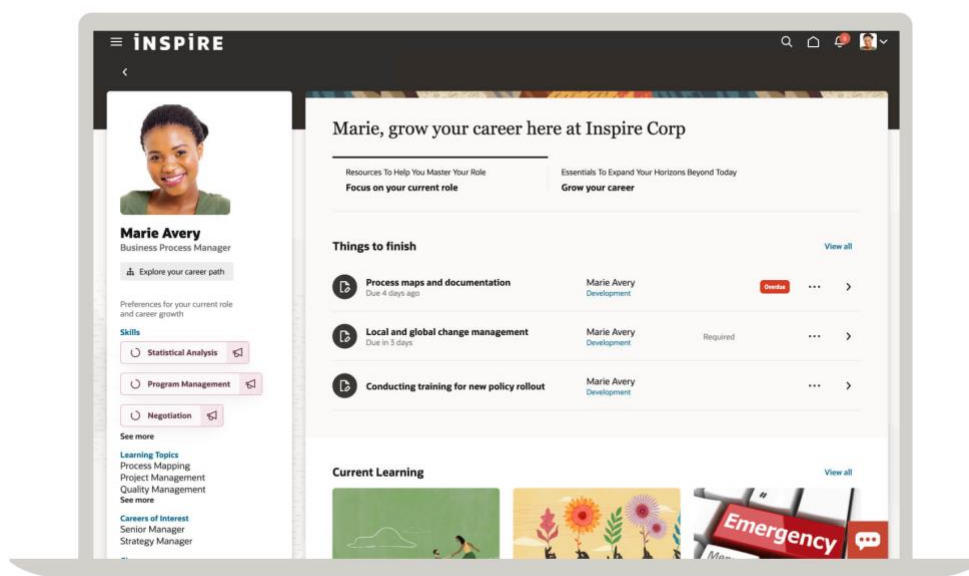
Oracle Grow, part of the Oracle ME employee experience platform, is a first-of-its-kind growth solution that unifies learning, skill development, and career mobility in one hyper-personalized experience.

## Learn what matters to you

With Oracle Grow, employees can take the guesswork out of what will help them level up in their role or to their next role. Acting as their personalized development coach, Oracle Grow looks at all employee data and uses AI to continuously deliver the most relevant growth opportunities that will help them be successful today and tomorrow.

With Oracle Grow, employees can:

- ✓ Discover personalized growth opportunities, curate learning playlists, and act on continuously evolving recommendations
- ✓ Create their own goal-based learning playlist with multiple ways to develop such as coaches, classes, gigs, and more
- ✓ Develop in the ways they want such as identifying specific skills to acquire, learning topics to follow, and more
- ✓ Act on the most relevant development opportunities that automatically adapt to changes in their role and the business

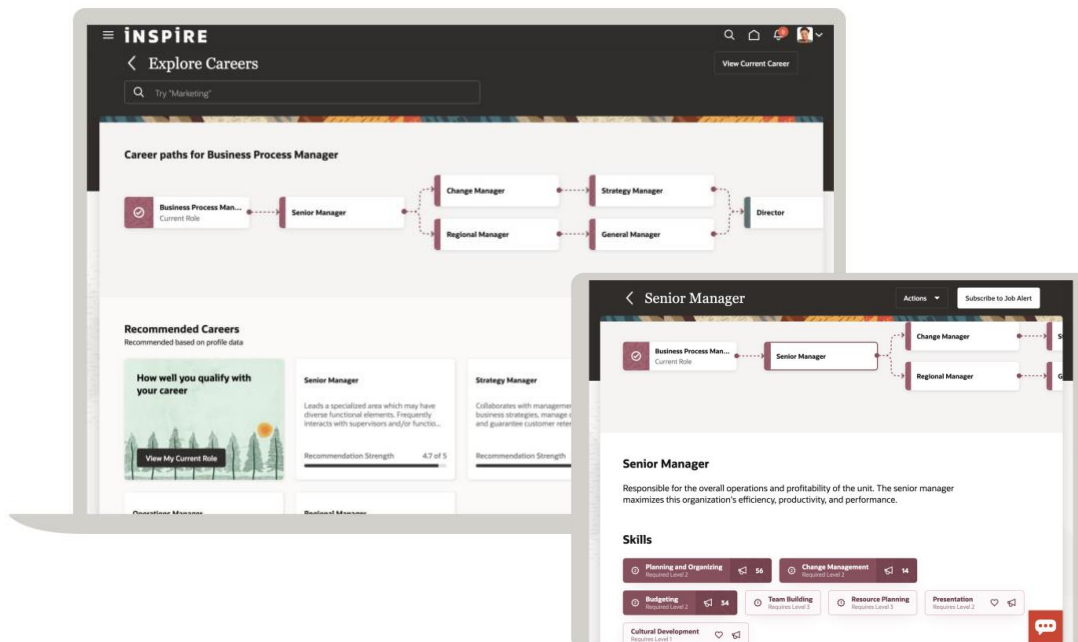


## Level up with the right skills and experiences

Oracle Grow is designed to surface the possibilities normally out of sight. Now, employees can visualize the different ways they can move in the organization, discover AI-recommended roles they may not have considered, and understand what skills they need to acquire to better qualify for those roles.

With Oracle Grow, your people can:

- ☑ Gain a single experience with multiple ways to grow such as gigs, development journeys, and internal and external learning resources
- ☑ Build their portfolio of experiences and skills with personalized development opportunities that align with their goals
- ☑ Visualize all the career growth possibilities by discovering different career pathways and AI recommended roles
- ☑ Level up their skills and better qualify for a specific career of interest by acting on recommended development journeys

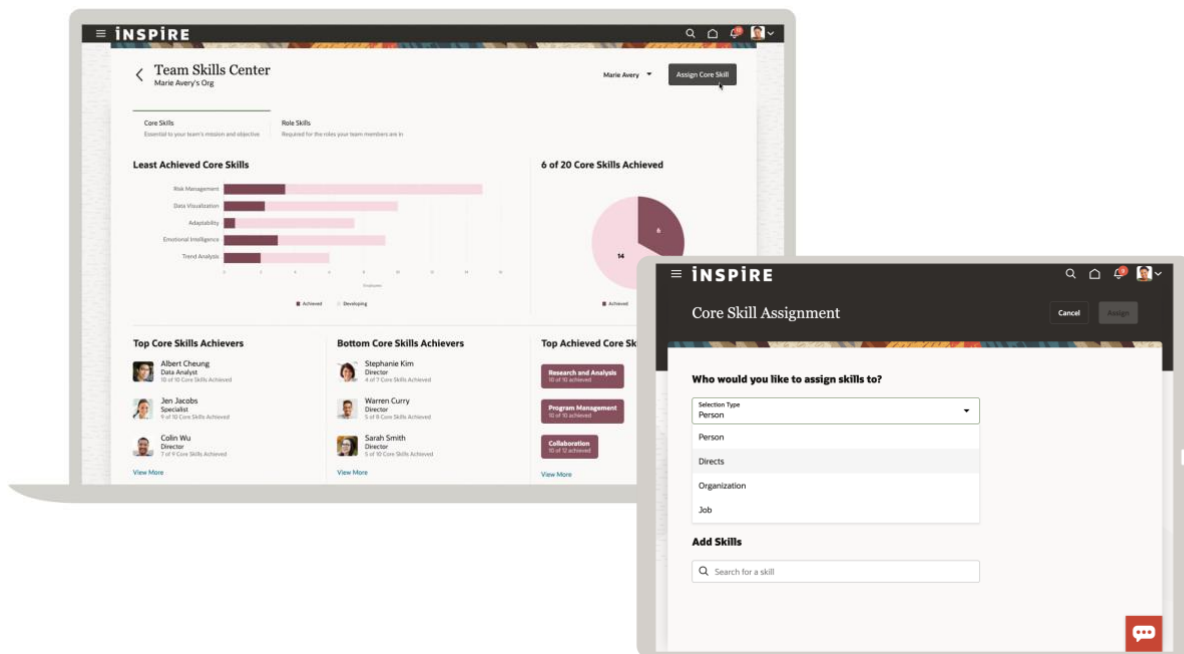


# Empower managers to drive skill development

Managers play a critical role when delivering a great employee experience. With Oracle Grow, they have the insights and tools to ensure their team is on the right track and cultivating the skills they need to move themselves and the business forward.

With Oracle Grow, managers can:

- ☑ Adapt to shifting priorities with a clear picture of their team’s skills and tools to close gaps
- ☑ Be empowered to adapt to change by personalizing skill requirements for their organization, department, and team
- ☑ Connect employee development to upskilling priorities through ongoing touchpoints



Oracle Grow is a core component of the Oracle ME employee experience platform, bringing you a full set of capabilities needed to increase employee engagement, quickly adapt to new priorities and expectations, and ensure employee success. By leveraging a native cloud solution where data is connected, your organization can get rid of rigid and static processes, and provide a better employee experience with insights in the flow of work for more informed, timely decisions. When learning, career growth, and talent mobility comes together in one place and is connected to individual and business goals, the entire organization can thrive and adapt to change with an experience that makes growth easy.

[Learn more about Oracle Grow](#)

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