

ORACLE CELEBRATE

Part of the Oracle ME
employee experience platform



Creating a strong company culture

It's no surprise that employee engagement leads to better productivity and business results. What's surprising is the rate at which the number of engaged employees is decreasing.¹ The main culprit: Employee needs aren't being met. To effectively address employee needs and drive engagement, organizations must recognize their people in a meaningful, timely, and ongoing way. According to a survey conducted by Gallup, the organizations that were able to increase the number of engaged workers over the past couple of years were using their culture and values to guide business decisions. Without the ability to effectively embed cultural behaviors, businesses risk a wave of disengaged and departing workers.

¹ Jim Harter, "U.S. Employee Engagement Needs a Rebound in 2023," Gallup, January 25, 2023

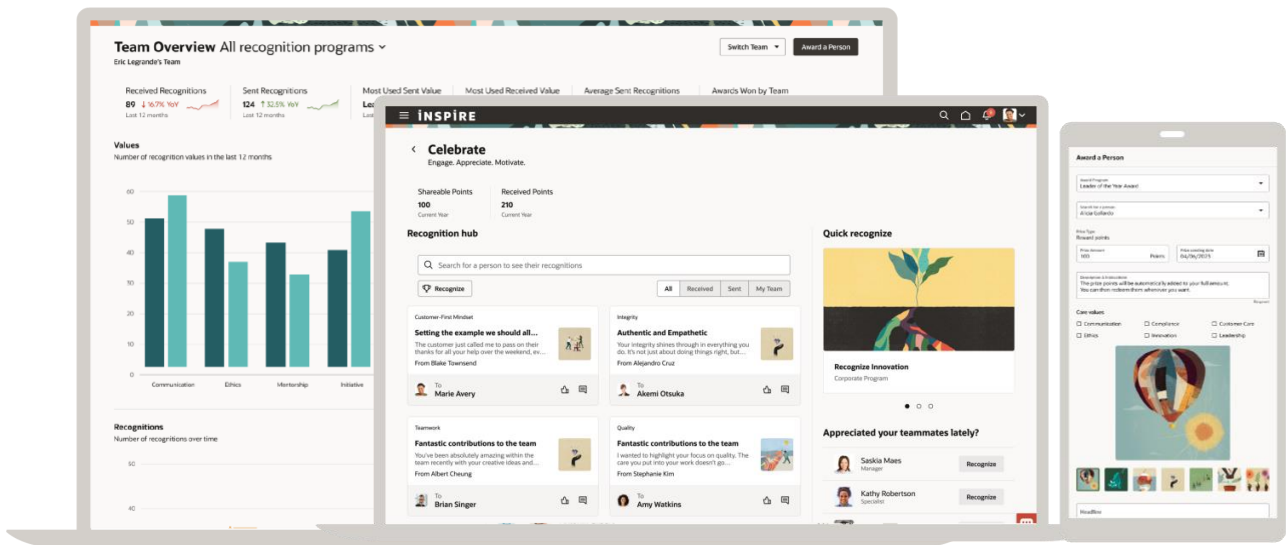
Challenges to driving engagement

However, when organizations try to increase employee engagement with third-party solutions, they encounter challenges. When so many disparate pieces of technology are used to deliver a great employee experience—including systems for core HR data, recognition information, performance metrics, and more—it becomes arduous for organizations to permeate every interaction with their unique culture and create compelling recognition programs.

At the same time, with multiple solutions and interfaces, employee adoption can plateau or trail off since recognizing colleagues becomes an additional task, completely separate from their flow of work. In addition, there's no accountability for employees or managers to ensure there's a healthy stream of acknowledgement since they lack insight into trends and activities.

Without connected data, organizations struggle to understand what's working and what they need to improve.

Introducing Oracle Celebrate



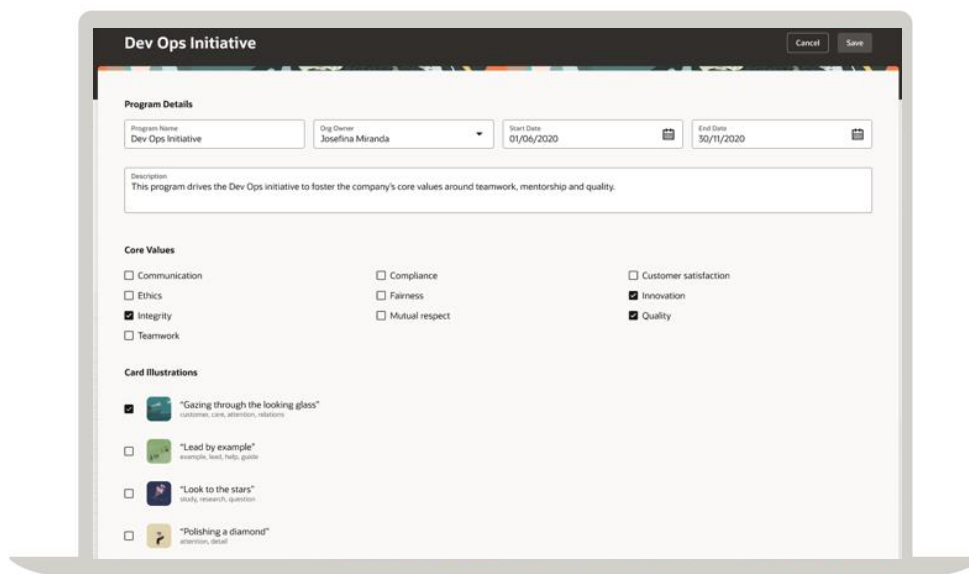
Oracle Celebrate, part of the [Oracle ME employee experience platform](#), delivers tailored, in-the-moment peer-to-peer recognition and holistic engagement insights to bring unsung heroes to the forefront and drives unique cultural values.

Build your purpose-driven culture

With Oracle Celebrate, organizations can build their purpose-driven culture through one experience. Because the solution is unified with Oracle Fusion Cloud HCM, companies can tailor recognition and rewards to the needs of different business groups, such as different countries or different lines of business, making recognition more relevant and meaningful to employees and driving the desired outcomes within each business group.

With Oracle Celebrate, you can

- ✓ Personalize recognition programs for different segments of the organization, such as employees in a specific country or department
- ✓ Improve company culture and drive desired behaviors by tying company values to moments of recognition
- ✓ Recognize peers for milestone events or nominate coworkers for an award, such as employee of the month
- ✓ Accurately manage budgeting for points-to-cash rewards programs through one native cloud HCM solution

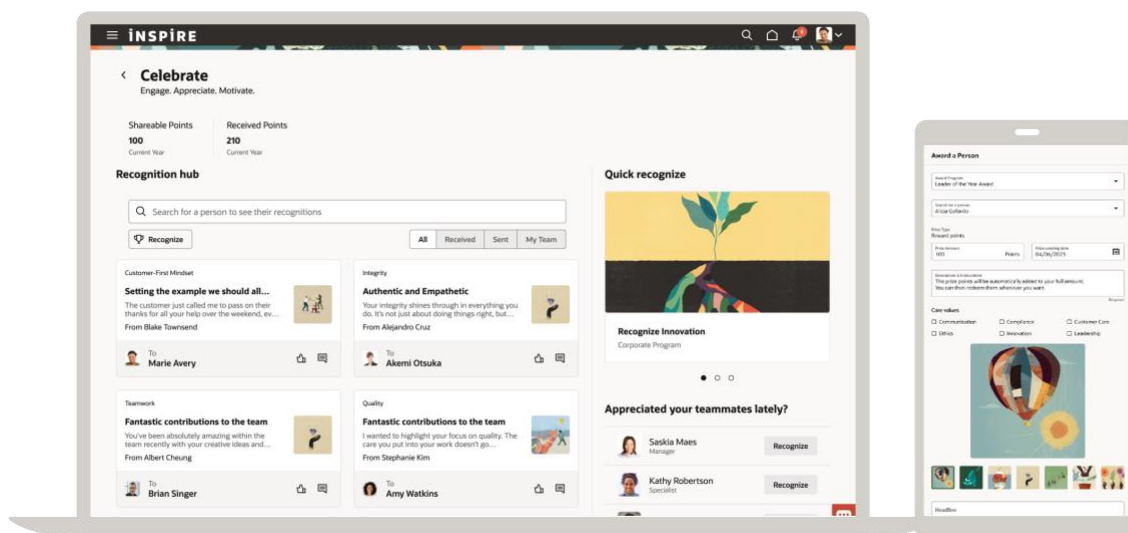


Recognize peers when it matters most

To make recognition programs impactful and bring unsung heroes and their efforts to the forefront, Oracle Celebrate helps employees recognize peers when and where it matters most with in-the-moment, contextual, and personal peer recognition. It embeds peer recognition into an employee’s daily routine via tools they already use, such as Slack, and boosts camaraderie and transparency with an active social recognition feed.

With Oracle Celebrate, you can

- ✓ Provide individuals with a single place to amplify their efforts and recognize peers across the organization
- ✓ Make it easy to acknowledge coworkers by providing guided templates to recognize individuals, teammates, or programs
- ✓ Embed peer recognition into an individual’s daily routine—for example, by providing recognition opportunities in Slack or weekly pulse surveys
- ✓ Provide a transparent and inclusive environment with an interactive social feed that shares team, business group, and organizationwide recognition

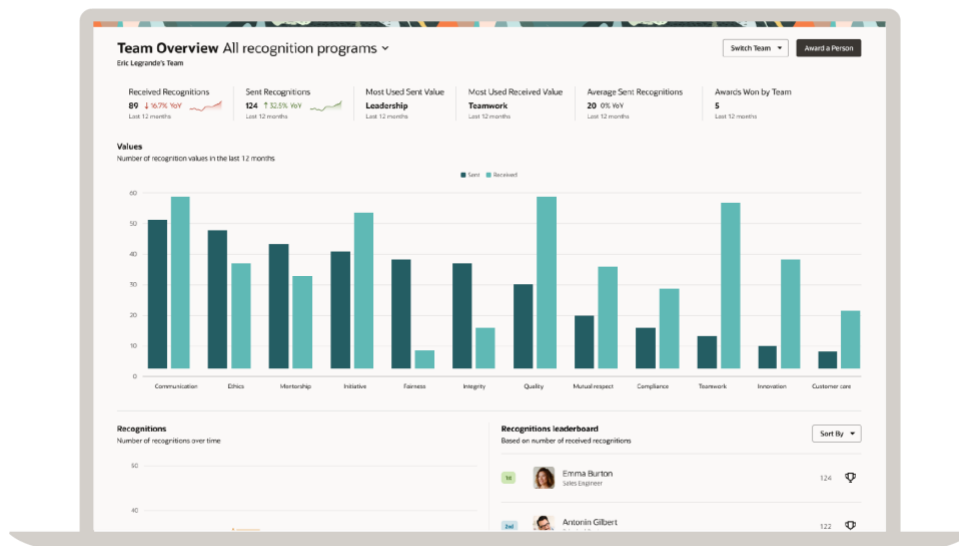


Drive better engagement and retention

With real-time, holistic HCM insights into recognition, engagement, and talent trends, organizations can continuously refresh their recognition programs by tracking engagement across teams and business groups and by tying recognition efforts to business impact, such as attrition and performance. In addition, managers can better support and motivate their team with team recognition insights and spot bonuses they can award employees in and outside of their team.

With Oracle Celebrate, managers and administrators can

- ✓ Gain visibility into the adoption of recognition and rewards programs through analytics, with breakdowns by team, business group, and organization
- ✓ Tie recognition efforts to business impact, such as attrition and DE&I, using real-time, connected HCM insights
- ✓ Support and recognize their team frequently and fairly with team and individual engagement insights
- ✓ Give spot bonuses to individuals across the organization who continuously deliver their best work



A complete employee engagement solution

Because Oracle Celebrate is part of a native cloud HCM solution, your HR leaders, managers, and employees can benefit from a seamless experience that leverages a complete set of data and technology to change behaviors in an organic way. Delivering Oracle Celebrate and [Oracle Touchpoints](#) together encourages two-way accountability between employees and managers to ensure the right support and recognition is being given and received. Because Oracle Celebrate is a core component of the [Oracle ME employee experience platform](#), you can gain the full set of capabilities you need to increase employee engagement, boost productivity, and improve customer satisfaction.

[Learn more about Oracle Celebrate](#)

[Take a tour](#)

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