

Лучшие практики управления талантами

опыт глобальной трансформации Oracle

Анна Горячкина, Ведущий эксперт по привлечению талантов
Нина Путинцева, Директор предпроектного консалтинга

История перехода операционной модели Oracle на облачную модель



Полученные результаты (2015-2018)



Сокращение TCO
на \$500M+



Снижение стоимости
поддержки на
\$2.6M+



Повышение
операционной
эффективности.
\$1 Млрд+
экономии



+60 %
Рост производительности
труда



Единая Главная книга
1 Глобальный план
счетов
122 бизнес единицы



Ускорение времени
закрытия периода на
20%



100% модернизация
системы принятия
решений



28% рост чистого
дохода на сотрудника



50+ сокращение
эксплуатируемых
систем



400+ часов
экономии за квартал за
счет исключения
ручной обработки
операций



1-3 месяца
обеспечения
возможности Time-2-
Market по новым или
изменяемым
продуктам



Повышение
эффективности инвест
капитала. Рост
коэффициента
прибыльности до **27%**



Good afternoon, Anna Goryachkina!

Me Expenses Procurement Sales Service Incentive Compensation Tools >

QUICK ACTIONS

-  Personal Details
-  Contact Info
-  Family and Emergency Contacts
-  My Organization Chart
-  My Public Info
-  Document Records
-  Change Photo

APPS

 Personal Information	 Directory	 Career and Performance
 Set Preferences	 Internal Job Search	 Other Self Service Apps





Welcome Anna Goryachkina

US Managers

If you are hiring in the US, you can open professional requisitions and submit offers in one place using the My Hiring tab in Self Service Apps. Visit mysites.oracle.com/ssa to get started or visit ahc.oraclecorp.com to learn more.

Show information for requisitions:



Candidates		
		Total
In My Folders	0	10
In Selection Process on Open Requisitions	16	108
- New	16	26
- Manually Matched	0	71

Requisitions		
		Total

Tasks		
Recruiting		Total
Tasks assigned to me	4	4
All staffing tasks	4	156
Requisitions		
To be completed	4	5
Approve Requisition	0	2
Extend Posting?	0	1
Candidates		

Find out Taleo supported browsers [here](#). Oracle's pre-employment process requires candidates to complete a background check. Your applicant's profile and resume must be accurate. If we are unable to verify their application information, they may not be hired. Click [here](#) for your local background check contacts.



Communications

Customer Support

Need Help? Log a new [Service Request](#). Use the Recruiting GA. Change Display Language [English](#) | [Francais](#) | [日本語](#)





Search Candidate



Advanced Search Search Queries

Requisition

Technology Sales Represen

Status **Draft**
Status Details **N/A**

Candidates for this requisition: **0**

Activated Languages
English (Base)

Requisition Type
Professional

Location
Moscow

Recruiter
Goryachkina, Anna

New Requisition

Requisition

Save Save and Close Cancel

* Show fields required to:

Save

1. Basic Information

Identification

Please use Taleo supported browsers to access this screen. Find out Taleo supported browsers here

It is against Oracle Policy to change some of the information after the requisition has been approved and posted. If you want to make changes, please log an SR in MyHelp with Talent Acquisition Cloud (Taleo) Support.

Number of Openings

1

* Requisition Title

Technology Sales Representative III

Department Name

Requisition Title is an Editable field. This is the Job Title that will appear on the career sites and job boards. Department (Field is Required for Germany-based positions).

* Type of Opening

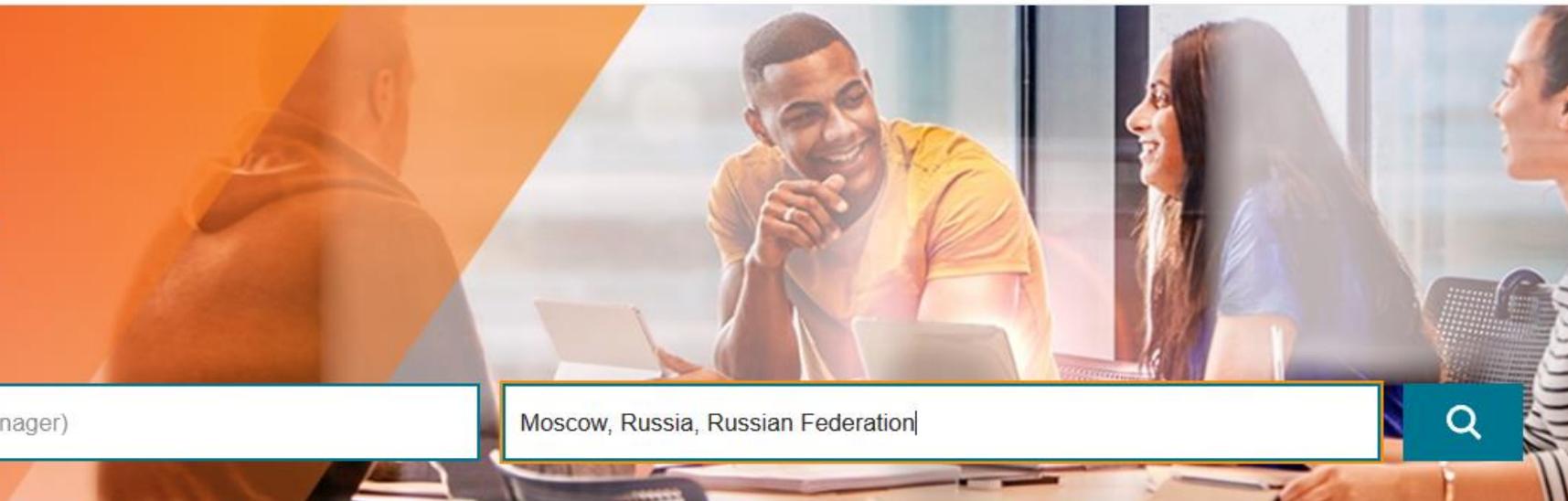
New Position

Job Name

3303.Technoloav Sales Representative III.SALES.SPECPROD.IC3



Create the FUTURE with Us



Keyword or job title (e.g. Project Manager)

Moscow, Russia, Russian Federation



Filter Your Search 

Job Openings: 1 - 15 of 15

Save this Search

Sort by: Relevancy 

Jobs available in: English (15) 

Administrative Assistant

Full-time 19001BPH
RU-RU,Russia-Moscow

Apply



Change Step and Status

Current Step
Under Consideration

Current Status
Hiring Manager Review

Information

New Step 

Interview

New Status

To Be Scheduled

1st Interview

2nd Interview

Additional Interviews

Move to Offer*

Rejected*

Save and Continue

Save and Close

Cancel



Requisitions I own | Requisitions I collaborate on | Requisitions I own/collaborate on

Welcome, Anna!

[Refresh Dashboard](#)

7 Reqs with High Engagement

(Open Requisitions actioned in last 10 days, with no offer/hire yet)

Expand for "Reqs with High Engagement" details

2 Reqs with Medium Engagement

(Open Requisitions actioned in last 10-30 days, with no offer/hire yet)

Expand for "Reqs with Medium Engagement" details

7 Offers/Pending Hires

(Open Requisitions with offers or pending hire in last 30 days)

Expand for "Offers/Pending Hires" details

2 Aged Offers/Pending Hires

(Open Requisitions with offers or pending hire for more than 30 days)

Expand for "Aged Offer/Pending Hire" details

3 Reqs with no applications

(Open Requisitions without applications)

References, Links, & Contact Info

Go To

- [Talemetry](#)
- [VIM](#)
- [iRecruitment](#)
- [Cube Salary Ranges](#)
- [Compensation Collection Tool](#)

- [All Open Requisitions](#)
- [Pipeline Lookup](#)
- [Create New Requisition](#)
- [Slack](#)
- [*Make Suggestion or Get Help*](#)

Knowledge Centers

- [OTA Knowledge Center](#)
- [Recruiting Systems FAQ](#)
- [Taleo User Guide](#)
- [Recruiter Dashboard FAQ](#)
- [Required Global Training](#)

15 Recently Filled Reqs

(Requisitions filled in Current Quarter)

Note: Reqs filled in Previous Qtr will be shown during first 5 days of the new quarter

Expand for "Recently filled" details

2 Open Pipeline Reqs



Welcome New Employees

Getting Started at Oracle



●●● Get started on your new career with Oracle:

[French version, click here >](#)



Complete My
New Employee Checklist



How Do I ...?



I Need Help!



Managers: On Board A
New Employee
(access restricted)



Managers New to Oracle:
Complete Your Checklist
(access restricted)

► **READY, SET, GO!** Complete Your Steps to Full Productivity.



We're here to help you cross that finish line with confidence. Start with **Complete My New Employee Checklist**. If you are a manager, also visit **Managers New to Oracle**. Refer to the other site sections if you need additional information or assistance.



Select MyOracle or Aria

MyOracle ▾

[Log Out](#)



MyOracle

Top Actions



Travel



Expenses



Global Holiday Calendar



MyHelp



Self-Service Apps



Procurement



WiFi



Beehive



MyDesktop



Grow Your Career

Explore, build, achieve your career goals at Oracle.

[Learn how](#)



New Employees

Welcome to Oracle. Get started on your new career.

[Learn how](#)



Managers

Grow your manager skills and build high performing teams.

[Learn how](#)





Manager Essentials

LEARNING AND DEVELOPMENT

Leading at Oracle: Developing inspirational leaders and impactful managers

ORACLE

● ● ● SELECT a topic below:



GET
STARTED



RECRUIT
AND HIRE



ONBOARD



MANAGE
PERFORMANCE



DEVELOP
EMPLOYEES



RECOGNIZE
AND REWARD



LEADER
DEVELOPMENT
RESOURCES

Manager Essentials Overview

Manager Essentials is designed to support Oracle managers by providing quick access to global, regional and local HR and learning and development

 **EVENTS**



**GET
STARTED**



**RECRUIT
AND HIRE**



ONBOARD



**MANAGE
PERFORMANCE**



**DEVELOP
EMPLOYEES**



**RECOGNIZE
AND REWARD**



**LEADER
DEVELOPMENT
RESOURCES**

● ● ● **Get Started**

[BACK TO MANAGER ESSENTIALS HOME](#)

Step 1: Explore the New Employee website

If you are new to Oracle, explore the [New Employee website](#) and complete the [New Employee Checklist](#).

Step 2: Review the Managers New to Oracle Checklist

Review the [Managers New to Oracle checklist](#) on the [New Employee website](#), which contains instructions for steps such as:

- Confirming your Manager Accounts in [Self-Service](#)
- Checking Employee Data
- Completing any any [Compliance training](#)

Step 3: Review Region Specific Information

Review the [Manager Resource Guide](#) for your country - [APAC](#) | [EMEA](#) | [Canada](#) | [LAD](#) | [India](#) | [United States](#) | [HR website](#)
Confirm with your manager whether or not you need to attend a regional managers' course. Information on the courses is specific to each region:

- [JAPAC- People Manager @ Oracle](#)



EVENTS

[Oracle Manager Events Calendar](#)



QUICK LINKS

[Accelerated Hiring Experience \(US only\)](#)

[Conversations Matter](#)

[Develop My Skills: Learning Centers](#)

[Global Approval Matrix](#)

[Global Compensation Training](#)

[Materials](#)

[Global Payroll Website](#)

[Harvard ManageMentor](#)

[Looking for a Class](#)

NEW: [Manager Fundamentals Guide](#)

[Mandatory Compliance Education](#)

[Mentoring at Oracle](#)

New Employees



When applicable, select the country or region your direct is pay rolled in.

✓ PRIOR TO FIRST DAY

- + Canada
- + India
- + LAD
- + US
- + JAPAC
- EMEA
 - + Prior to First Day Tasks

✓ FIRST DAY

- + Canada
- + India
- + LAD
- + US
- + JAPAC
- + EMEA

✓ FIRST WEEK

- + Canada
- + India
- + LAD
- + US
- + EMEA

✓ 30 DAYS AND BEYOND

- + Canada
- + India
- + LAD
- + US

●●● Managers: Onboard a New Employee: Things you need to do for your new employee to assist with the orienting process

When applicable, select the country or region your direct is pay rolled in.

✓ PRIOR TO FIRST DAY

- + Canada
- + India
- + LAD
- + US
- + JAPAC
- EMEA
 - Prior to First Day Tasks

●●● MANAGING PERFORMANCE & DEVELOPMENT: Orienting

Phase 1: Prior to First Day

- **Order Computer Equipment**
Please note that significant lead times may affect your ability to provide your new employee with a computer on the first day so ensure you order early in the hiring process. Ordering computer equipment, which can include laptop/desktop, monitors, keyboards, and printers, varies by organization. Review your hardware procurement policy with your manager before ordering. You may choose to use computer equipment already available within your group.

For Non-Product Development employees, please use the [Computer Selection Tool](#) to learn how to order the best computer for your new employee. For more information about ordering hardware, visit the [Commodities Information Technology Web site](#).

Product Development Employees only.

- Managers should visit the [Product Development Hiring Manager FAQ](#) page for instructions on how to request computer equipment and office supplies for new employees.
- **IMPORTANT:** In order for your new employee to receive his/her computer equipment in a timely manner, please make your request ASAP. (Normal lead time is 14 days)
- **DO NOT USE** Procurement Cloud for requesting computer hardware, unless instructed.

Non-billable

Create Your Development Plan HCM Cloud



My Career Development

Current Role: 9201.Senior Sales Consultant/PRESALES.PRODAPPS.IC3 | 0 Goals for this role

Overview

- 0 Active Goals
- 0 Goals Shared with Me

Explore Roles

- 0 Recommended Roles

Careers of Interest

- 0

Favorites

- 0 Colleagues

Career Statement

Save and Close Cancel

Arial 2 B I U

I aspire to advance at Oracle and I have a preference for project and portfolio management, over people management. I want to leverage my project management, influence, and consulting skills to lead significant projects or client engagements. I welcome the opportunity to include domestic or international travel in my role. I am looking to make a move in the next 1-2 years.

Discover Learning Resources to support your development plan.

Development Plan: Active Goals

Filter Sort By Creation Date

- Add Goal
 - New Goal
 - Library Goal
 - Shared Goal

No items to display

Related Media

ORACLE

LEARNING AND DEVELOPMENT

01:48

Learning and Development Website Tour

Feedback. Develop. Grow.

HUMAN RESOURCES

04:37

Update Your Skills and Qualifications in HCM Cloud

Growth Mindset: Set Your Mind for Career Success, Part 1



Related Media





Employee Tools



Human Resources



Learning and Development



Country and Region Sites



Lines of Business



Products and Services



About Oracle

Employee Tools

Top Tools

- Aria
- Expense Reports
- Global Holiday Calendar
- Self-Service Apps
- GSI E-Business Self Service
- Procurement
- Travel

Marketing Tools

- Cloud MRM
- Endeca Segmentation Dashboard
- GMSS Portal
- Marketing Template Builder
- Modern Marketing Website
- Preferred Marketing Partners Portal
- Oracle Templates

Collaboration and Social Tools

- Beehive Central
- Confluence
- MyForums
- Social Media Resources
- Slack
- Oracle Social Network (OSN)
- OraDocs



Oracle Skills And Core Competencies

SEE ALL >

Build your Development Plan,
Grow Your Career

Be active about your development and build your plan today >



Six Steps to Build Your Career Plan | The Future YOU

14 Learners | 24 steps | 0% Completed

 Created by Kristen Stevenson



Unconscious Bias

17 Learners | 16 steps | 0% Completed

 **SI** +1 Created by Andrea Kainz



Storytelling

2 Learners | 23 steps | 0% Completed

 +1 Created by Scott Brown

Onboarding Badge

Onboarding Badges recognize a new employee's completion of the in-person onboarding experience that prepares them for job readiness.



Onboarding	Policies	Process & Systems	Methodology
Skills	Solutions	Domain	Manager

Earn Badges

Oracle Training Badges provide a prescriptive path to achieve a level of

Oct 29 **Opportunity Planning and Management**
 This course will help you architect and execute on strategic plans to understand the customer,

Top News

Alert: Intermittent Issues for IE Users

OSAN is experiencing intermittent issues with course completion when using Internet Explorer. Until this is resolved, we recommend you use Google Chrome to take your training.

Verify Your Time Zone is Correct

Verify your time zone is correct in your OSAN profile. Click on your name in the right-hand corner to open your profile. Adjust the **Timezone** field if needed and then click on the **Submit** button.

Take a Look at Our Latest Offerings

For a comprehensive inventory of all our training offerings, please [review the course list](#) (VPN required). Inside you will find an overview of the available training for Demand Generation, Sales, PreSales, Sales Managers and CSMs.

Home > Training



MY LEARNING PATH **29%**



BADGES TO COMPLETE **10**

+ OTHER TRAINING **13**

Your attention is required



1



2





Sales Process & Systems - SE

Total Duration: 12h 03m

43%

	Solution Engineering as a Service - Service Request ...	Required ✔
	Solution Engineering as a Service - Service Request ...	Required ✔
	Accelerate Sales Effectiveness with Sales Central	Required ✔
	Value Navigator	Required ➔
	Upsell Wheel	Required ➔
	Account and Sales Rep Lookup	Required ➔



Good afternoon, Nina Putintseva!

Welcome Sales! Access your sales applications in the **Sales** folder. For more information about Sales Cloud in the Oracle Public Cloud [click here](#).



Me

My Team

Expenses

Procurement

Sales

Service

Incentive Compensation

Tools



QUICK ACTIONS



Change Manager



Change Job/Compensation



Termination



Change Location/Cost Center



Employment Info



Manage Document Records



Manage Direct Reports

APPS



My Team



Team
Compensation



Goals and
Performance
Overview



Annual
Evaluations



Career
Development



Talent Review



Workforce
Compensation



Manage Non-
Billable
Contractors





Employment Info

Nataliya Ksenz



Public Info



Goals



Skills and Qualifications



Career Planning



Career Development



Performance



Document Records



Employment Info



Compensation

Assignment

Legal Employer

DNU - old - Oracle Nederland B.V. - Moscow Representative Office

Business Unit

ORCL RU SVC

Job

9301.Principal Sales Consultant.PRESALES.PRODAPPS.IC4

Business Title

Principal Sales Consultant HCM

Department

104625 - 9WD - ECEMEA Presales - Local

Location

RU-Moscow-Presnenskaya Nab. 10

Person Number

577391

Legacy Cost Center

9WD0 - Local - Presales Apps

Managers



Nina Putintseva

Applications Solution Consulting Manager, Russia-Central Asia





Skills and Qualifications

Nataliya Ksenz

Edit Print Done

- Public Info
- Goals
- Skills and Qualifications**
- Career Planning
- Career Development
- Performance
- Document Records
- Employment Info
- Compensation

Areas of Expertise

BSL, EXJMP, Digital Initiative, Sales Plays, Cloud HCM, SaaS, Global HR, Goal&Performance Mgt, Talent Review&Succession Planning, Workforce Predictions, Compensation Mgt, Oracle Talent Acquisitions, Taleo Learn, Oracle Mobile HCM OeBS HRMS: HR, Payroll, OTL, iRecruitment Presentations, demonstrations, client meeting, POC, RFI/RFP, marketing events, partner education,

Competencies

Role Competencies: 9301.Principal Sales Consultant.PRESALES.PRODAPPS.IC4

ADDING AND RATING COMPETENCIES: The competencies and associated proficiencies for your job role are shown on the Role Competencies graph. Before adding or updating your competencies, 1) Have a conversation with your manager to agree on your current proficiency level; 2) Add each of the competencies with the agreed current ratings; 3) Your manager will receive a notification to confirm (approve) your entries.

Sort By Proficiency



Performance Overview

Review Period FY19 Review Period

My Team

Actions

Sort By Name ascending

<input type="checkbox"/>	 Alexandr Bernadskiy CX Sales Consultant	...
	Performance Rating Exceeds expectations	Completed Goals 5/5
<input type="checkbox"/>	 Denis Efremov ERPM Solution Consultant	...
	Performance Rating Successfully meets expectations	Completed Goals 4/6
<input type="checkbox"/>	 Svetlana Garankina Principle Sales Consultant - ERP	...

Help Me





Performance
Nataliya Ksenz

Review Period

Performance Evaluation ^

[Need Help?](#)

FY19 Annual Evaluation	Exceeds expectations By Nina Putintseva	...
Completed		

Check-Ins [+ Add](#) ^

There's nothing here so far.

Interim Evaluation [+ Add](#) ^

[Need Help?](#)

There's nothing here so far.



- Public Info
- Goals
- Skills and Qualifications
- Career Planning
- Career Development
- Performance
- Document Records
- Employment Info
- Compensation



Manager Share Performance Document: FY19 Annual Evaluation

Nataliya Ksenz

Document Details

Overall Summary

Manager Rating

Exceeds expectations

Employee Rating

Successfully meets expectations

Manager Comments

Nataliya, you demonstrated a good progress in several competencies like Change Agility, Collaboration, Solution Breadth and Depth. You did a lot for embedding Innovation Technics into pre-sales work - became DI expert. Thank you for your efforts and have a great FY20.

Employee Comments

It was a successful year but there is always room for improvement. I hope new fiscal will bring us more productive sales.

[Show Performance Rating Descriptions](#)

[Show Feedback](#)

Evaluation Topics

Participant Feedback

[View](#)

Performance Goals

6 of 6 commented

[View](#)

Manager Rating

Exceeds expectations

Employee Rating

Exceeds expectations





Questionnaire

Ksenz, Nataliya



Public Info



Goals



Skills and Qualifications



Career Planning



Career Development



Performance



Document Records



Employment Info



Compensation

Participant Daniel Niculescu - Other Participant



Participant Dmitry Titov - Other Participant



Participant Inna Ozhogina - Other Participant



IMPORTANT: Your name and the feedback you provide will be visible to the employee and manager.

Context My feedback is about this person's job role or project role, namely:

Presales consultant HCM

Strengths How does this person contribute value to the work of the team or organization?

Nataliya knows very well key priorities and strategic tasks of HR C-level managers. She can prepare and deliver very good value based presentations to customers. Nataliya is very good in Employee Journey Mappings sessions. She can do interesting demos. And she can vary her speech depending on the industry and audience. Nataliya is a very high professional and team benefits a lot from working with Nataliya

Suggestions & Development Inputs What should this person do differently?

just continue doing the same and keep high level of motivation!)



Talent Review Meetings

Meetings Overview

Search... Show Filters

Sort By Meeting Name

EMEA Hurd Le Guisquet Blan Lindsay FY19Q3 Individual Contributors Complete	...
Reviewer	
Meeting Date 1/22/19	Data Submission Deadline 1/18/19
Business Leader Lindsay, Christopher	
EMEA Hurd Le Guisquet Di Ianni Dimopoulos FY14 Q2 Apps PreSales Complete	...
Delegated reviewer	
Meeting Date 11/20/13	Data Submission Deadline 11/6/13
Business Leader DIMOPOULOS, VASILIS	
EMEA Hurd Le Guisquet Di Ianni Ozan FY15Q2 Complete	...
Delegated reviewer	
Meeting Date 9/10/14	Data Submission Deadline 9/9/14
Business Leader Ozan, Alain	

- Prepare Review Content
- Grant Access
- View Notes
- View Tasks

Help Me





Prepare Review Content

EMEA Hurd Le Guisquet Blan Lindsay FY19Q3 Individual Contributors

[View Dashboard](#)

Meeting Info



Meeting Date

1/22/19

Data Submission Deadline

1/18/19

Ratings



Search by employee or manager

Sort By

	Performance	Growth Potential	Risk of Loss	Impact of Loss	
Bernadskiy, Ale... Manager: Putintseva, Nina	Exceeds expectations	High Growth Potential	Medium Risk	High Impact	...
Efremov, Denis Manager: Putintseva, Nina	Successfully meets expectations	Some Growth Potential	Medium Risk	Medium Impact	...
Kharitonova, Na... Manager: Putintseva, Nina	Exceeds expectations	High Growth Potential	Medium Risk	High Impact	...

[Help Me](#)



EMEA Hurd Le Guisquet Blan Lindsay FY19Q3 Individual Contributors

Actions Printable Page Save and Close Cancel

Show Filters Performance_Growth Pot

Enter name Display

Growth Potential	High	7-Potential Talent 0 / 0.00%	2-Rising Talent 3 / 42.86% Bernadskiy, Alexandr Ksenz, Nataliya Kharitonova, Natalia	1-Top Talent 0 / 0.00%
	Some	8-Inconsistent Talent 0 / 0.00%	4-Key Talent 4 / 57.14% Efremov, Denis Sokol, Olga Shumeiko, Natalia Yakovenko, Yury	3-Adaptable Talent 0 / 0.00%
	At	9-Mismatched Talent 0 / 0.00%	6-Solid Talent 0 / 0.00%	5-Expert Talent 0 / 0.00%

Help Me



EMEA Hurd Le Guisquet Blan Lindsay FY19Q3 Individual Contributors

Actions Printable Page Save and Close Cancel

Show Filters

- Performance_Growth Potent
- Performance
- Performance_Growth Potential
- Impact of Loss - Show Details
- Performance v Risk
- Performance v Impact
- Risk v Potential
- Risk v Impact
- Impact vs Potential
- Risk of Loss - Show Details

Select Dashboard View

Enter name

Display



High	7-Potential	2-Rising Talent 3 / 42.86%	1-Top Talent 0 / 0.00%
	8-Inconsist	4-Key Talent 4 / 57.14%	3-Adaptable Talent 0 / 0.00%
Some			
At	9-Mismatched Talent 0 / 0.00%	6-Solid Talent 0 / 0.00%	5-Expert Talent 0 / 0.00%
Does Not Meet Expectations or Needs Improvement		Successfully Meets Expectations or Exceeds Expectations	Outstanding
Performance			

Total 7 Select Visible Workers

Help Me



EMEA Hurd Le Guisquet Blan Lindsay FY19Q3 Individual Contributors

Actions Printable Page Save and Close Cancel

Show Filters Risk v Impact

Enter name

- Display
- Clear All Display Options
 - Gender
 - Job
 - Location
 - Team
 - Impact of Loss
 - Mobility
 - Risk of Loss
 - Worker photos
 - Worker names

Impact of Loss	HIGH	Low Risk-Hi Impact 1 / 14.29%  	Med Risk-Hi Impact 3 / 42.86%      	Hi Risk-Hi Impact 0 / 0.00%
	MEDIUM	Low Risk-Med Impact 2 / 28.57%    	Med Risk-Med Impact 1 / 14.29%  	Hi Risk-Med Impact 0 / 0.00%
	LOW	Low Risk-Lo Impact 0 / 0.00%	Med Risk-Lo Impact 0 / 0.00%	Hi Risk-Lo Impact 0 / 0.00%

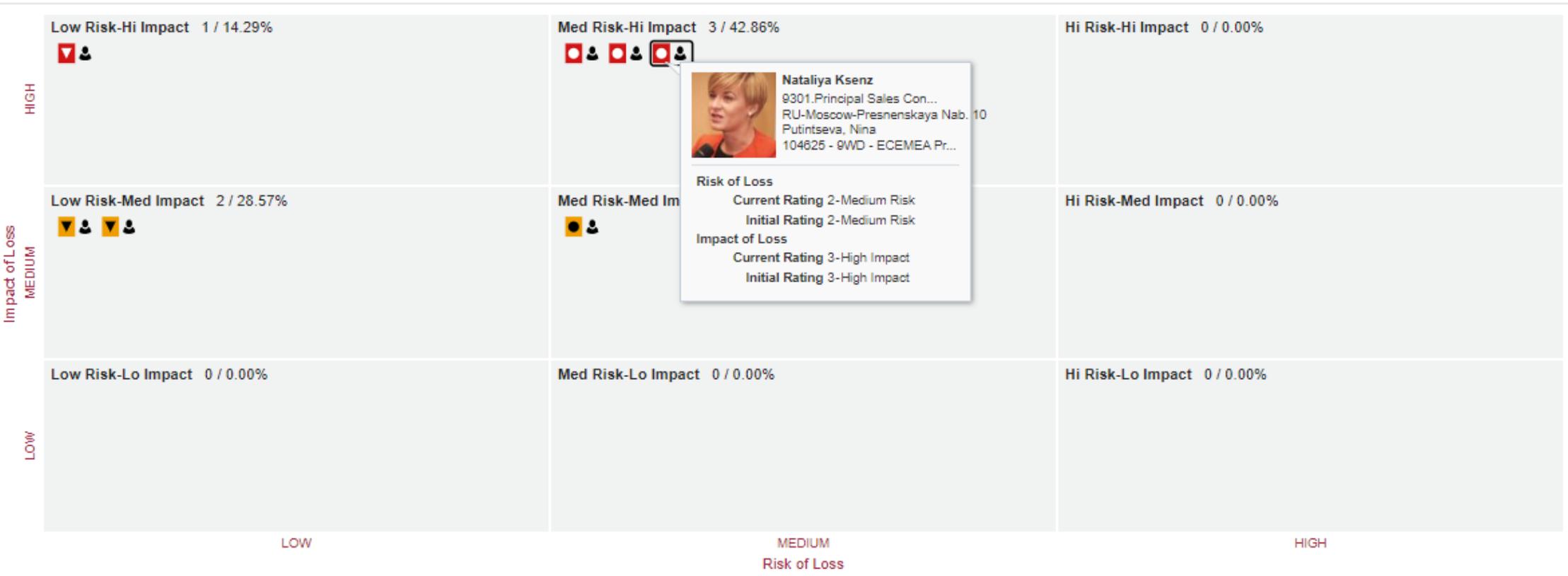
Help Me

EMEA Hurd Le Guisquet Blan Lindsay FY19Q3 Individual Contributors

Actions | Printable Page | Save and Close | Cancel

Show Filters | Risk v Impact

Enter name | Display | Icons



Nataliya Ksenz
 9301.Principal Sales Con...
 RU-Moscow-Presnenskaya Nab. 10
 Putintseva, Nina
 104625 - 9WD - ECEMEA Pr...

Risk of Loss
 Current Rating 2-Medium Risk
 Initial Rating 2-Medium Risk

Impact of Loss
 Current Rating 3-High Impact
 Initial Rating 3-High Impact

- View Summary
- Per Box
- Across Boxes
- Impact of Loss**
- High Impact(4)
- Medium Impact(3)
- Risk of Loss**
- Low Risk(3)
- Medium Risk(4)

Total 7 Select Visible Workers

Help Me





Potential Assessment

Nataliya Ksenz

Potential Assessment Questionnaire

Growth Potential

Growth Potential is defined as an employee's level of aspiration, cap:

Please look at the sets of statements below to explore this employee'

Rating scale:

- 1 - To some extent
- 2 - To a great extent
- 3 - To a very great extent

To arrive at the overall growth potential ratings the following ranges a

- High Growth Potential : 25 to 27;
- Some Growth Potential : 18 to 24;
- At Growth Potential : 17 and below

For further details please visit <http://my.oracle.com/content/web/cn>

*Aspiration: Level to which employee thrives on advancement, influence, and recognition (prestige, financial rewards)

Demonstrates self confidence influencing key stakeholders to get the job done. Stays with a task to completion overcoming obstacles and challenges

Actively works to develop and build a fulfilling career. Current status-quo is not an option. Grows network in support of business and career goals

Exhibits passion, energy and ambition. Takes on stretch assignments with drive to win. Focuses on achievement.

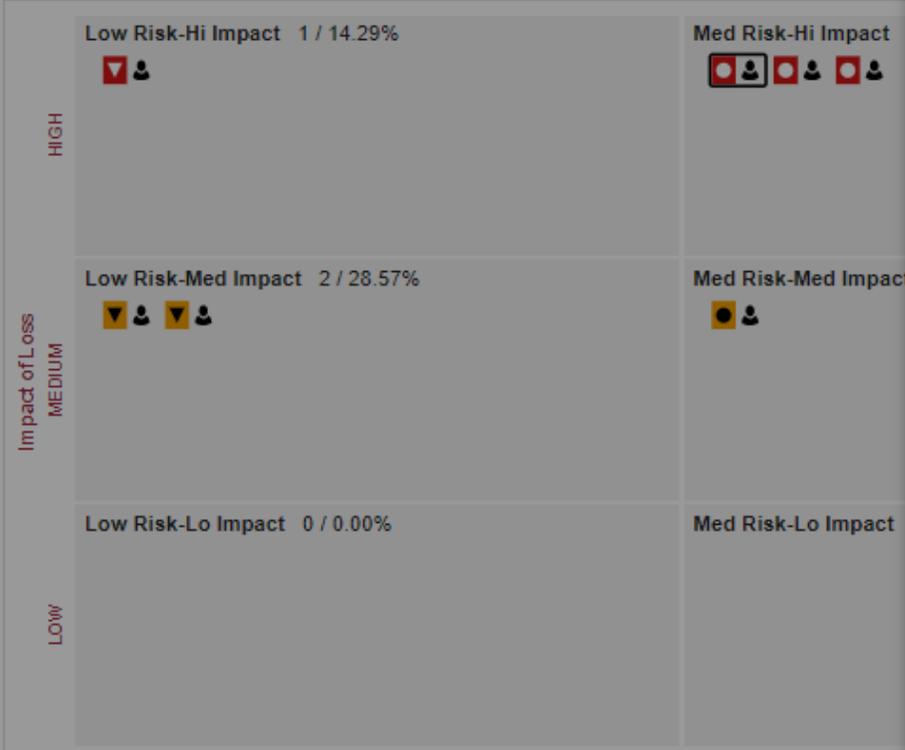
Help Me



EMEA Hurd Le Guisquet Blan Lindsay FY19Q3 In

Actions Printable Page Save and Close Cancel

Show Filters Risk v Impact



Print Profile

OK Cancel

Information to Print

- Person summary
- Experience
 - Assignments
 - Previous employment
- Talent overview
 - Performance Evaluations
 - Three sets of evaluations
 - Performance history graph
 - Talent ratings
- Education and qualifications
 - Competencies
 - Degrees
 - Education levels
 - Areas of study
 - Highest education level
 - Licenses and certifications
 - Languages
 - Honors and awards
 - Memberships
 - Accomplishments
- Career options and interests
 - Career statement
 - Work preferences
 - Career preferences
 - Careers of interest
 - Advancement readiness
- Goals
 - Performance goals
 - Development goals
 - Goals graph

Print Format PDF

Enter name

Display

View Summary

Per Box

Across Boxes

Impact of Loss

- High Impact(4)
- Medium Impact(3)

Risk of Loss

- ▼ Low Risk(3)
- Medium Risk(4)

Talent Pools

No data to display.

Total 7 Select Visible Workers

Help Me



EMEA Hurd Le Guisquet Blan Linds

Printable Page Save and Close Cancel

Print Profile

adfresource 1 / 9



Ksenz, Nat
 Preferred Name:
 Original Date of Hire 2013-07-0
 Length of Service (Months) 76

Person Summary

Person Information

About Me HCM Pre-Sales Consultant responsible for Russia&CIS. Experienced in OeBS HRMS and Oracle Cloud HCM. Dedicated to Fusion and Taleo Apps. Believe in future of SaaS.

Areas of Interest Oracle HCM Cloud. Adaptive intelligence. Innovations. Design Initiative.

Experience

Assignments

Job 9301.Principal Sales Consultant.PRESALES.PRO DAPPS.IC4

Business Unit ORCL RU SVC

Back Done

Print Profile

Talent Overview

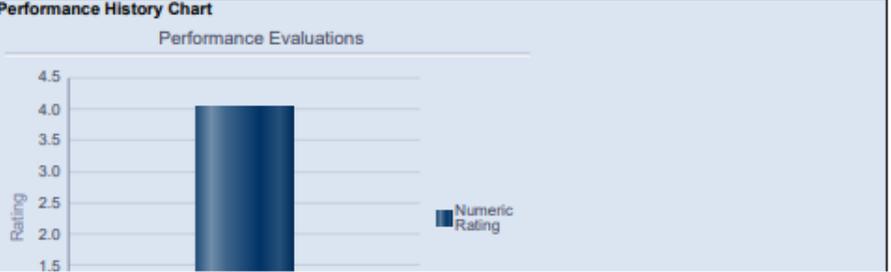
Performance Evaluations

Confidential – Oracle Restricted Page 1 of 9

Performance Document Period	FY19 Annual Evaluation 2018-06-01 to 2019-05-31	Overall Rating	Exceeds expectations	Overall Comments	Nataliya, you demonstrated a good progress in several competencies like Change Agility, Collaboration, Solution Breadth and Depth. You did a lot for embedding Innovation Technics into pre-sales work - became DI expert. Thank you for your efforts and have a great FY20.
------------------------------------	--	-----------------------	----------------------	-------------------------	--

Performance History Chart

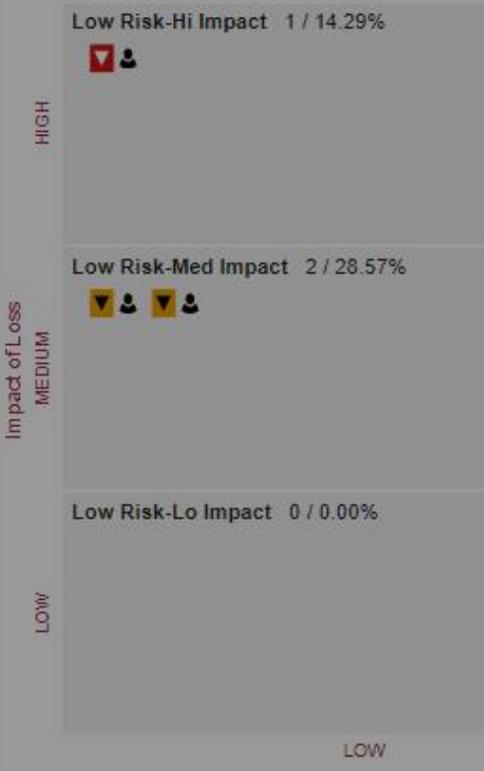
Performance Evaluations



Period	Numeric Rating
FY19 Annual Evaluation (2018-06-01 to 2019-05-31)	4.0

Back Done

Show Filters Risk v Impact

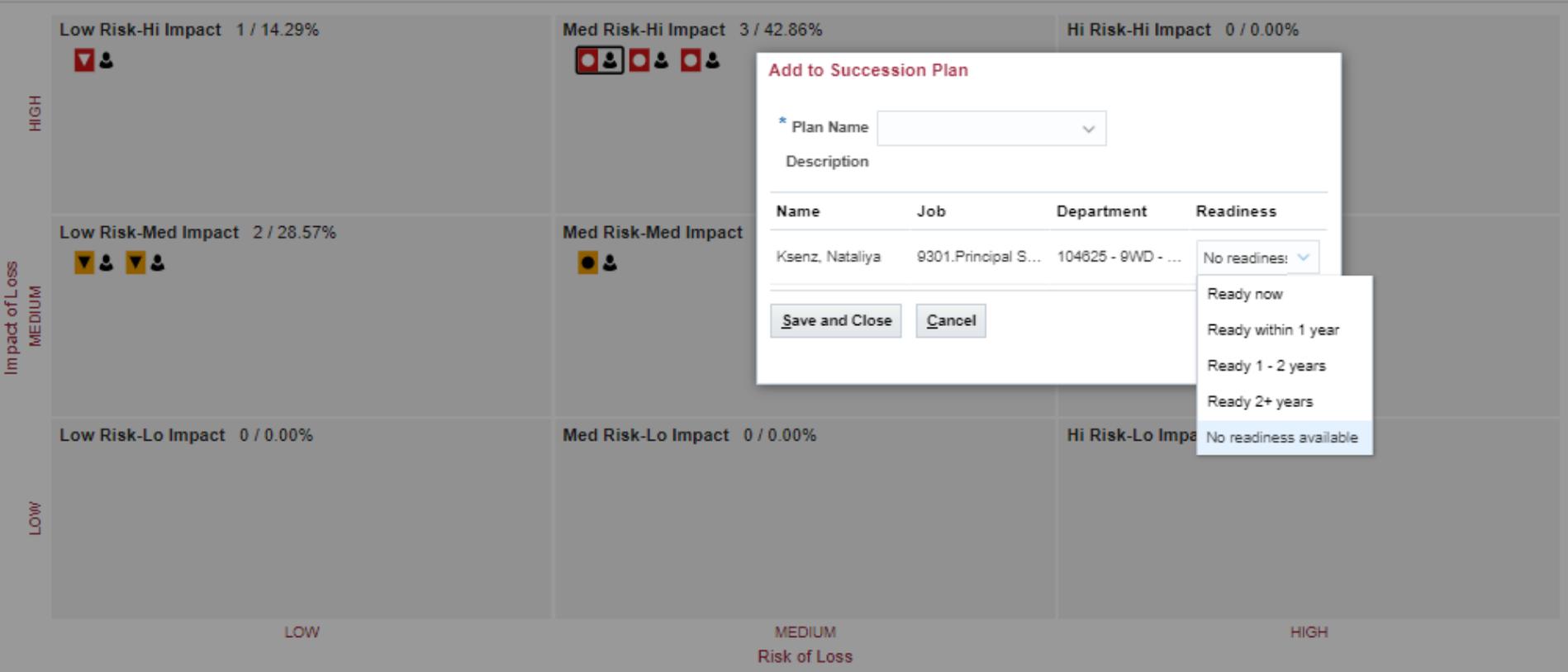


EMEA Hurd Le Guisquet Blan Lindsay FY19Q3 Individual Contributors

Actions | Printable Page | Save and Close | Cancel

Show Filters | Risk v Impact

Enter name | Display



Add to Succession Plan

* Plan Name

Description

Name	Job	Department	Readiness
Ksenz, Nataliya	9301.Principal S...	104625 - 9WD - ...	No readiness: Ready now Ready within 1 year Ready 1 - 2 years Ready 2+ years

Save and Close | Cancel

- View Summary
 - Per Box
 - Across Boxes
- Impact of Loss
- High Impact(4)
 - Medium Impact(3)
- Risk of Loss
- ▼ Low Risk(3)
 - Medium Risk(4)

Talent Pools
+ | No data to display.

Total 7 Select Visible Workers

Help Me

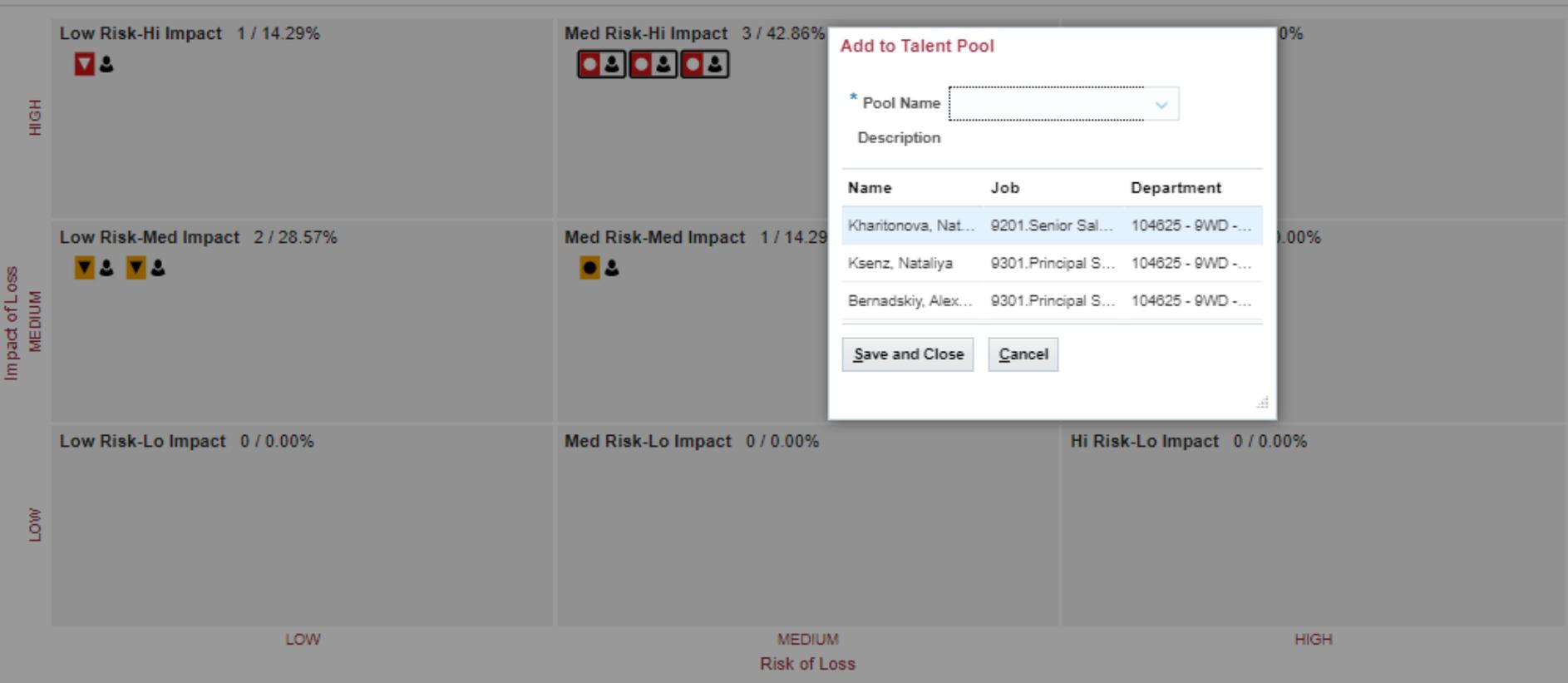


EMEA Hurd Le Guisquet Blan Lindsay FY19Q3 Individual Contributors

Actions | Printable Page | Save and Close | Cancel

Show Filters | Risk v Impact

Enter name | Display



Add to Talent Pool

* Pool Name

Description

Name	Job	Department
Kharitonova, Nat...	9201.Senior Sal...	104625 - 9WD - ...
Ksenz, Nataliya	9301.Principal S...	104625 - 9WD - ...
Bernadskiy, Alex...	9301.Principal S...	104625 - 9WD - ...

Save and Close | Cancel

View Summary

Per Box

Across Boxes

Impact of Loss

- High Impact(4)
- Medium Impact(3)

Risk of Loss

- Low Risk(3)
- Medium Risk(4)

Talent Pools

+ ▼

No data to display.

Total 7 Select Visible Workers

Help Me



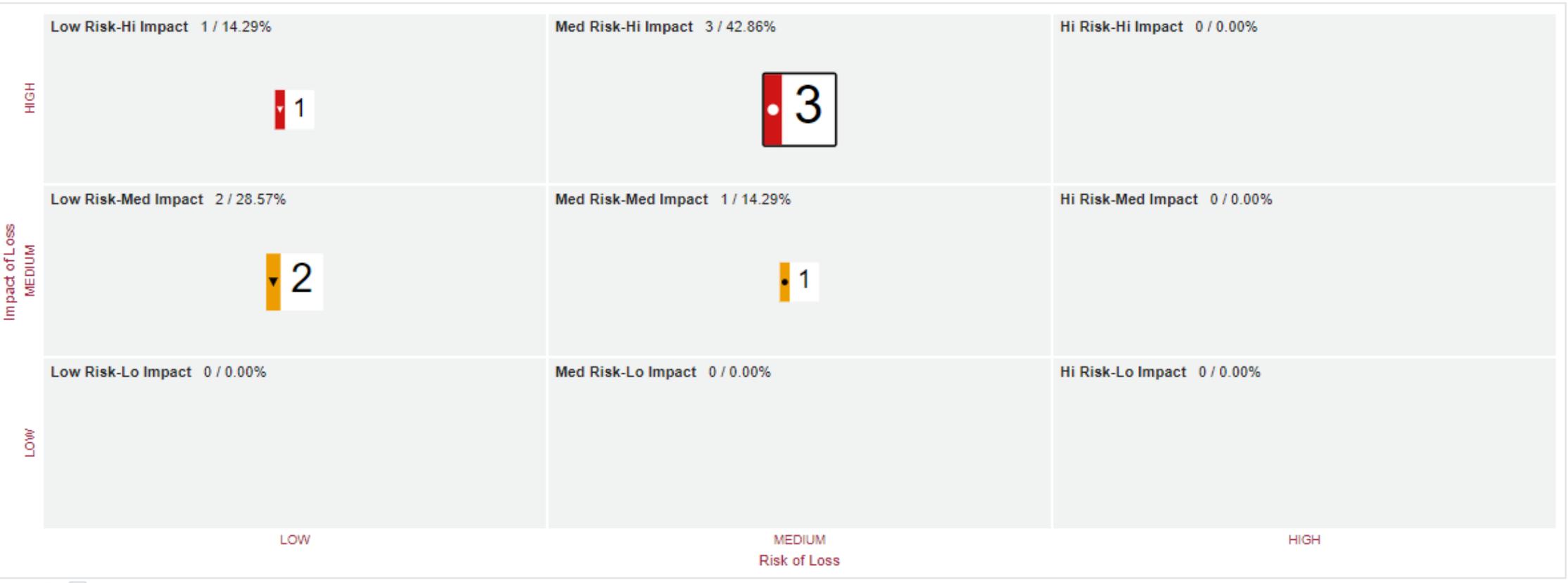


EMEA Hurd Le Guisquet Blan Lindsay FY19Q3 Individual Contributors

Actions | Printable Page | Save and Close | Cancel

Show Filters | Risk v Impact

Enter name | Display | App Icons



View Summary

Per Box
 Across Boxes

Impact of Loss

- High Impact(4)
- Medium Impact(3)

Risk of Loss

- ▼ Low Risk(3)
- Medium Risk(4)

Total 7 Select Visible Workers

Help Me



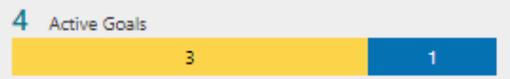
My Team's Development Goals

Add Goal

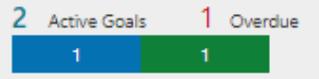
Not Started In Progress Completed



Alexandr Bernadskiy



Denis Efremov



Gleb Sagaydak



Natalia Kharitonova



Natalia Shumeiko



Help Me





Nataliya Ksenz: Career Development

Done

Current Role: 9301.Principal Sales Consultant.PRESALES.PRODAPPS.IC4 | 3 Goals for this role

Overview

- 6 Active Goals
- 0 Goals Shared with Me

Career Statement

Career Interests:
 Modern Solution Consulting, Cross functional team leading, Product development

Short Term Career Goal (1-3 years):
 Business Solution Architect (IC5)

Long Term Career Goal (5+ years):
 Product Development Director

Explore Roles

- 0 Recommended Roles

Careers of Interest

- 1

Career Preferences

Last Updated 10/2/17

Goals

[Discover Learning Resources](#) to support your development plan.

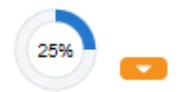
Development Plan: Active Goals

Filter Sort By Add Goal

Improve proficiency in Functional.Development.Functional Des...

Future Role

Due in 63 days



In progress

Help Me





Nataliya Ksenz: Career Development

Done

- Public Info
- Goals
- Skills and Qualifications
- Career Planning
- Career Development**
- Performance
- Document Records
- Employment Info
- Compensation

Current Role: 9301.Principal Sales Consultant.PRESAI

Goals

[Discover Learning Resources](#) to support your development plan.

Development Plan: Active Goals

Filter Sort By Creation Date Add Goal

Overview

- 6 Active Goals
- 0 Goals Shared with Me

Explore Roles

- 0 Recommended Roles

Careers of Interest

- 1

Career Preferences

Last Updated 10/2/17

Goal Title	Due Date	Progress	Status
Improve proficiency in Functional.Development.Functional Des... Future Role	Due in 63 days	25%	In progress
Improve proficiency in Functional.Development.Requirements D... Future Role	Due in 63 days	0%	Not started
Improve proficiency in Functional.Development.Go-To-Market S... Future Role	Due in 63 days	0%	Not started
Develop Oracle.Solution Depth Competency to Advanced Current Role		100%	Completed
Develop Customer.Delivery Excellence Competency to Advanced Current Role		100%	Completed



Done



Nataliya Ksenz: Career Development

Current Role:
9301.Principal Sales Consultant.PRESALES.PRODAPPS.IC4 | 3 Goals for this role

Overview

- 6 Active Goals
- 0 Goals Shared with Me

Explore Roles

- 0 Recommended Roles

Careers of Interest

- 1

Career Preferences

Last Updated 10/2/17

Careers of Interest

[17140.Product Manager/Strategy 4-ProdDev.PRODEV.PRODMG.IC4](#)
[3 Goals](#) | 64% Compatible – click job name to see details



Public Info

Goals

Skills and Qualifications

Career Planning

Career Development

Performance

Document Records

Employment Info

Compensation





Done



Nataliya Ksenz: Career Development

Current Role: 9301.Principal Sales Consultant.PRESALES.PRODAPPS.IC4 | 3 Goals for this role

Overview

- 6 Active Goals
- 0 Goals Shared with Me

Explore Roles

- 0 Recommended Roles

Careers of Interest

- 1

Career Preferences

Last Updated 10/2/17

Careers of Interest

17140.Product Manager/Strategy 4-ProdDev.PRODEV.PRODMG.IC4
 3 Goals | 64% Compatible – click job name to see details

Improve proficiency in Func...	0%
Target Completion Date 12/31/19	Not started
Improve proficiency in Func...	0%
Target Completion Date 12/31/19	Not started
Improve proficiency in Func...	25%
Target Completion Date 12/31/19	In progress

- Public Info
- Goals
- Skills and Qualifications
- Career Planning
- Career Development
- Performance
- Document Records
- Employment Info
- Compensation





Career Development Planning LEARNING AND DEVELOPMENT



HOME



EXPLORE



BUILD



ACHIEVE



CONNECT



MANAGERS



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EXPLORE | Career Stories

Learn from Others and Be Inspired

Check out what your colleagues are doing to manage their careers.

Each career story contains insights and advice from colleagues who have made successful career transitions—both within and across lines of business.

These employees are focused on building skills, knowledge, and experience while emulating Oracle's Core Competencies, networking, mentoring colleagues, and maintaining an integrated work – life experience.

Learn from their experiences to create a path that works for you.

Career Story - Name	Title
 Bob Belderbos	Principal Technical Support Engineer - Software Developer





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