

ORACLE

Empowered Managers Empower Teams



The world of work is constantly evolving, but the past few years have tested many businesses, forcing them to rethink, communicate, and implement new processes. To adapt, many organizations have prioritized improving the employee experience and redefining how work gets done by emphasizing development, providing guidance to help workers complete tasks, and keeping colleagues connected. Not prioritizing your people can have serious consequences. Gallup found that employees who are not engaged or who are actively disengaged cost the world US \$7.8 trillion in lost productivity.¹

We've seen new technology entering the market aimed at improving an organization's ability to better understand their employees, but there's an important group of employees who have often been overlooked—managers. Managers are core to the success of your business for many reasons, including contributing to 70% of the variance in your employees' engagement.²




¹ "State of the Global Workplace: 2022 Report", Gallup 2022

² Jon Clifton, "The World's Workplace Is Broken -- Here's How to Fix It", Gallup, June 14, 2022



However, while trying to know, grow, evaluate, and lead their teams, managers are facing three big challenges that are demanding more from them.

1 The skills imperative



Rapidly evolving skill needs and the historic number of people quitting their jobs have made it a necessity for managers to understand what skills they have, gaps that exist, and how to fill those for the future. According to Gartner, HR leaders' number one priority in 2022 is building critical skills and competencies.³ Without the right tools, organizations cannot adapt fast enough to remain competitive.

2 Manager burnout

Managers are experiencing increased workloads and demands to adapt to shifting business needs. Shockingly, while 68% of HR leaders agree that many managers are overwhelmed by their responsibilities, only 14% of organizations have made changes to ease managerial demands.⁴ Alleviating managerial demands by providing solutions that support quicker, smarter, and fairer decisions can give managers more time to focus on what their team needs and prevent burnout.

³ "Gartner Survey Reveals HR Leaders' Number One Priority in 2022 will be Building Critical Skills and Competencies" Gartner, May 4, 2021

⁴ "Gartner HR Research Shows Organizations Are Eroding Employee Performance and Well-Being with Virtualized Office-Centric Design", Gartner 2021



3 Elevated employee expectations

People want their companies to listen to them, and they want to see that their manager is invested in their well-being by acting on the things that matter to their growth and workplace experience. To truly make an impact, managers require visibility into the needs of their team and a channel to continuously communicate with individuals in quick, natural, and meaningful ways that help to build trust and promote an inclusive, collaborative work environment.

At Oracle, we are committed to helping our customers and the HR community provide tools that make the work experience better. New innovations from Oracle Fusion Cloud HCM address these challenges by empowering your managers to empower their teams—providing them with a single place to identify organizational risks by skill and individual, quickly and equitably evaluate the performance of their entire team, and respond to employee and team engagement trends.



1 Know and grow your team's skills

To make their team successful, managers need to know who has the skills required to perform their role and meet organizational goals and who may fall short. With this knowledge, they can be better positioned to guide individual development and meet business objectives.

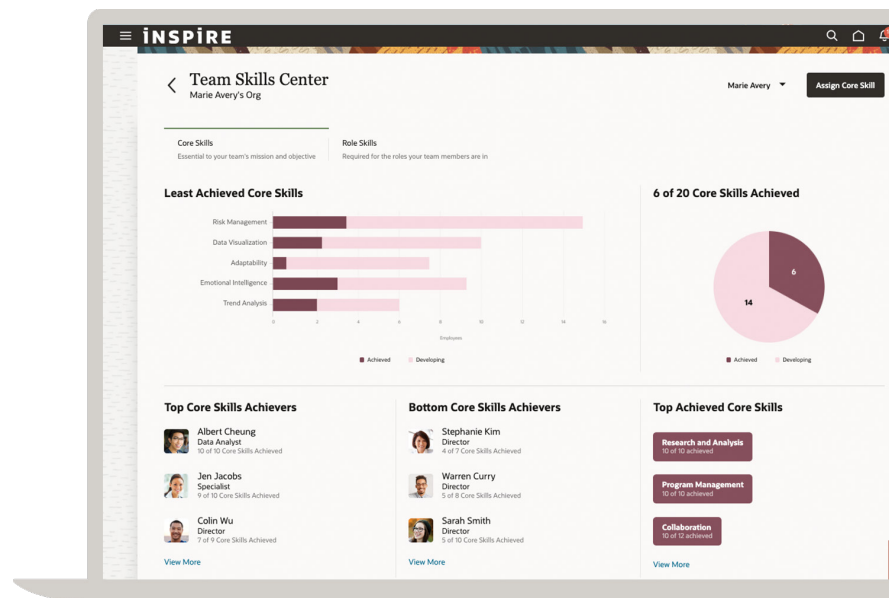


Team Skills Center

Team Skills Center, in Oracle Dynamic Skills helps managers quickly identify and close skills gaps by providing a central place to review, assign, and manage skill development across their team. When managers have a holistic view of their team's current skills and those they're developing, they can provide better guidance to each team member, helping the organization prepare for changing needs.

With Team Skills Center managers can

- Access a centralized location with an always-current view of their organization's skills
- Review, assign, and manage skills development across the team in a single experience
- Quickly identify organizational risks by skill and individual and take action to close the gaps
- Manage the core skills needed for business objectives and role-based skills needed for each team member
- Assign individuals or entire teams new skills to develop as organizational needs change



② Make it easy to equitably evaluate large teams

More is being asked of managers to support and meet rapidly changing business priorities. Annual performance evaluations create even more pressure for managers with large teams since they need to separately review individual performance documents, evaluate every team member, and complete performance processes fairly and on time. By making these processes more efficient, your managers can make smarter decisions, recoup precious time, and be more effective leaders for their teams.

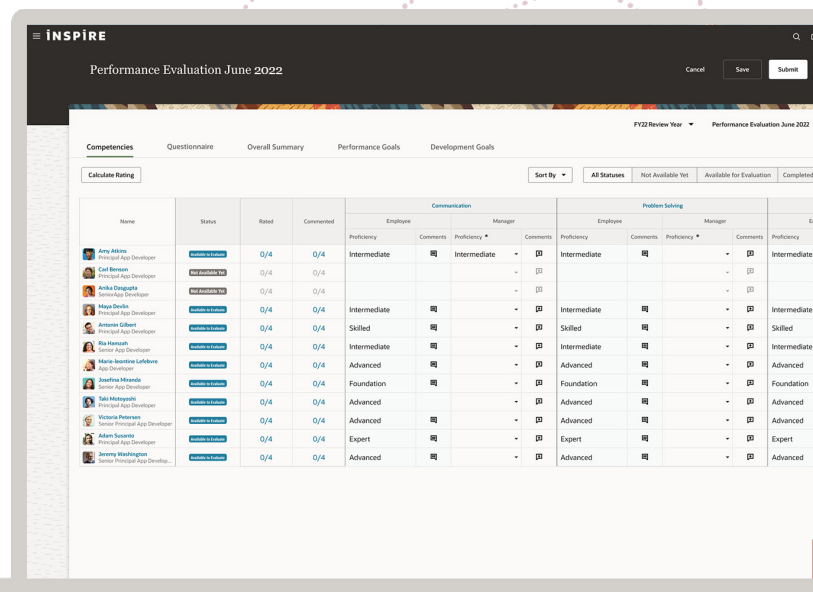


All-in-One Evaluations

To help ease managerial demands, **All-in-One Evaluations** in Oracle Performance Management provides your managers with a single, consolidated view of the criteria, such as competencies and performance ratings, they need to evaluate their team consistently, comparatively, and equitably. By seeing all team members in one view with relevant performance measures, your managers can save time and make thoughtful and equitable performance evaluation decisions without needing to open every individual performance document.

With All-in-One Evaluations, managers can

- Gain a single comparative view of their team along with consistent evaluation criteria
- Evaluate performance measures, such as competencies, questionnaires, and performance goals, for their entire team, in one space
- Save time during annual or period review cycles, while ensuring that they will not forget to evaluate a team member



3 Listen, learn, and act every day

87% of employees believe their company should be doing more to listen to their needs.⁵ Individuals can feel heard and valued when organizations provide their managers with the tools to understand changes in their team's engagement, receive feedback from their employees on the support they need, and remain connected through meaningful and impactful touchpoints.



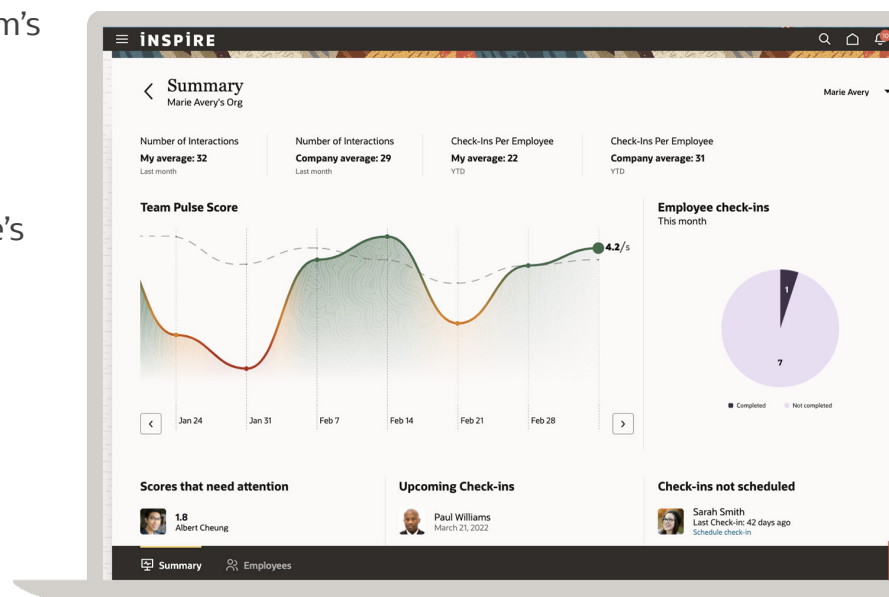
⁵ "Back in the Driver's Seat: Employees Use Tech to Regain Control, AI@Work Global Study," Oracle and Workplace Intelligence, 2021

Oracle Touchpoints

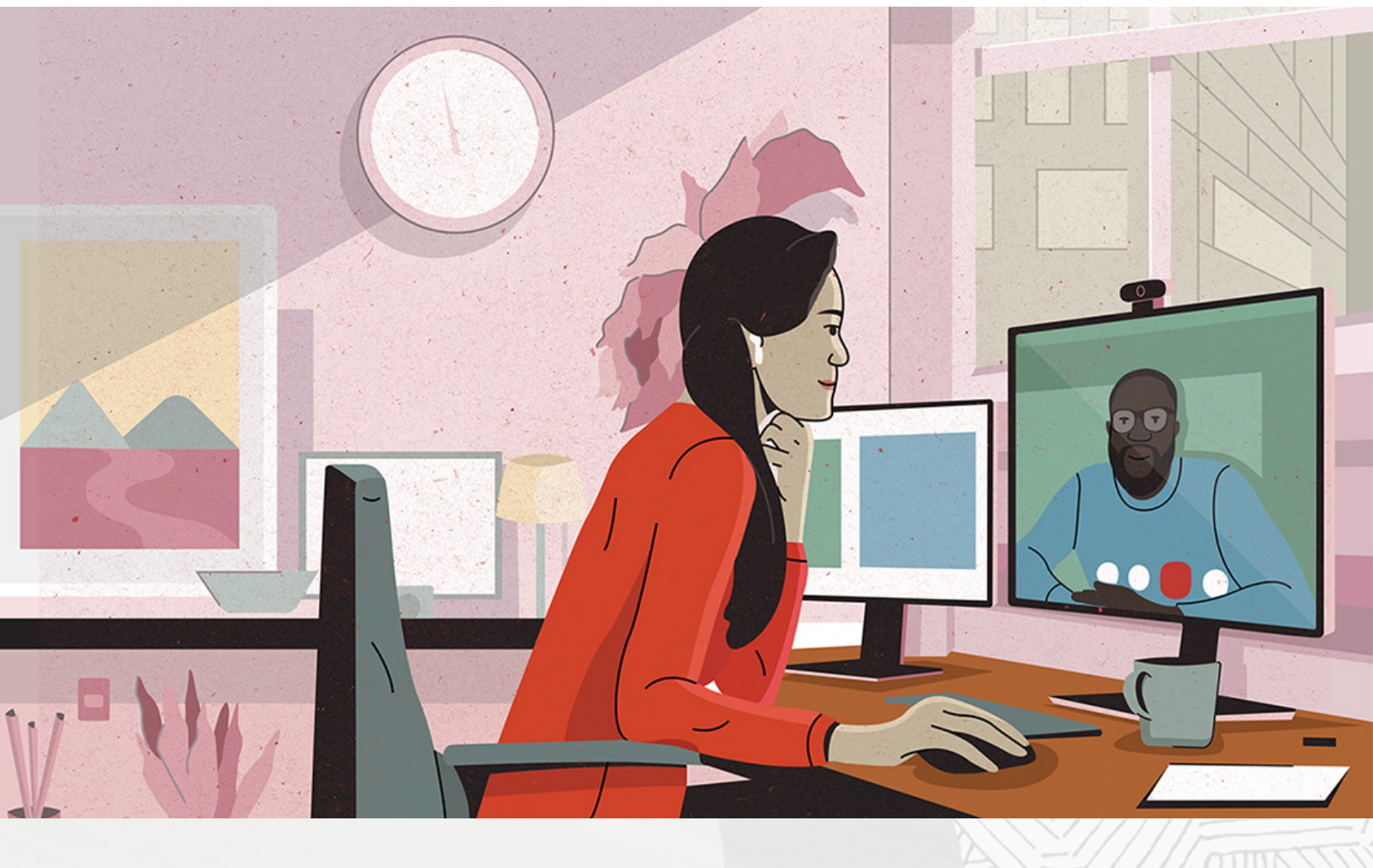
With **Oracle Touchpoints**,⁶ recently announced as part of the **Oracle ME employee experience platform**, managers can provide the support and recognition employees need and expect by responding to sentiment trends, scheduling check-ins, and acknowledging their milestones and contributions. A continuous and personalized communication channel between employees and managers helps boost engagement and productivity by making each person feel seen and valued.

With Oracle Touchpoints, managers can

- Review real-time insights into their team's pulse trends and how they compare to trends across the organization
- Understand changes in engagement scores with a timeline of each employee's sentiment and interactions
- Receive feedback from individuals regarding the support they need through pulse surveys or check-ins
- Maintain continuous, impactful conversations and interactions through ongoing check-ins with custom or recommended discussion topics
- Celebrate employees with messages that highlight important moments, such as a contribution or milestone

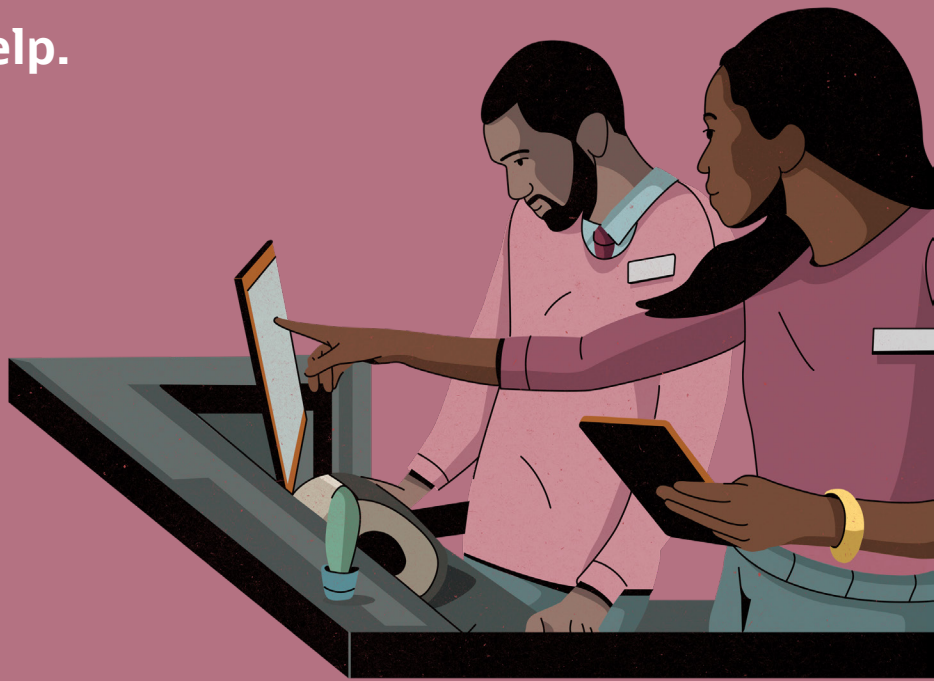


When reimagining work and your employees' experience, it is crucial not to overlook the role of your managers. Improving their experience helps improve productivity, retention, and engagement. New innovations from **Oracle Cloud HCM** help empower your managers to empower their teams in meaningful and impactful ways, including developing the right organizational skills, making timely and equitable performance decisions, and providing personalized support so every team member feels seen and valued.



We are here for you as you empower your managers to adapt to business and employee needs. Learn more about how Oracle can help.

Learn more



Connect with us

Call **+1.800.ORACLE1** or visit **oracle.com**. Outside North America, find your local office at: **oracle.com/contact**.



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