

# Oracle Talent Management

Oracle Talent Management manages core talent management processes that keep your talent engaged, and be more strategic and productive in their work. It allows you to review and analyze your talent, nurture and retain important skills, provide career opportunities, coach them to attain their goals and improve performance, conduct talent reviews, and plan ahead for succession to optimize bench strength.

## INCREASE ROI WHILE LEVERAGING YOUR EXISTING INVESTMENTS

Oracle Talent Management easily integrates with your existing on-premises Oracle investments and leverages the latest in applications technology, talent processes, and business intelligence. Non-Oracle core HR applications can leverage Oracle integration tools and integrate to Oracle Talent Management Cloud. All existing software investments can be linked together, as needed including legacy systems, or home built systems of records.

## UNDERSTAND YOUR TALENT NEEDS

The talent profile feature enables employees to create an up-to-date profile of their skills, education, other accomplishments and career preferences which reflect their goals and aspirations. Managers and other leaders can leverage this information and understand their talent pool, identify gaps, consider employees for certain initiatives, suggest training, set goals and give them career advice.

## COACH YOUR TALENT TO PERFORM

Performance Management functionality supports frequent checkpoints and capturing formal and informal feedback. It enables employees and managers to set meaningful goals and track progress all year round via multiple channels. Embedded secure social goal collaboration with peers enhances goal attainment and frequent feedback and coaching increases the likelihood of success that can be attained due to regular progress reviews leading to performance improvements.

Goal Management and Performance Management are tightly integrated with Compensation to support rewards that reflect business goal attainment.

### Key Features

- Maximize Talent Management functionality linking the solution with legacy or non-Oracle Applications system of record
- Reduce integration costs and leverage the latest on open source
- Provide anytime feedback to employees
- Leverage embedded contextual reporting throughout the process
- Access the new Talent Review Dashboard User Experience
- Access the integration between career development and learning

## CULTIVATE YOUR TALENT

Career Development functionality lets you cultivate your talent by enabling employees to identify career opportunities, and set a development plan to bring them closer to their career goals. The system automatically suggests roles for the employee to consider. If skill gaps are identified, development goals and learning can be added to the development plan. Employees can also reach out to colleagues with similar career paths for insight on target roles and suggestions for development.

## PLAN FOR FUTURE TALENT

With Talent Review and Succession Management capabilities organizations can review talent, identify potential risk and impact of loss, calibrate talent, manage talent pools and succession plans, and grow and plan for future talent. HR and business leaders leverage a dynamic, highly visual and interactive dashboard to provide insight to facilitate leadership discussions. Succession plans and talent pools are integrated with the talent review dashboard for a cohesive experience.

## LEVERAGE THE COMPLETE TALENT LIFECYCLE

In addition to Oracle Talent Management, Oracle also offers solutions for Oracle Talent Acquisition which comprises of Sourcing, Recruiting and Onboarding. Oracle Learning and Oracle Compensation.

### Key Benefits

- Improve productivity by having a single point of interaction to HR, line managers and employees
- Increase process adoption through a delivered framework and best practices
- Promote business flexibility by providing tools to manage and optimize business processes
- Cut operational costs increasing effectiveness and efficiency
- Ensure compliance through guided tasks while retaining the required approvals.

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