



# Oracle Talent Management for the Public Sector

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## **Manage performance, develop careers, and plan succession – all in one place**

As the workplace reopens, it's time to look to the future. Time to understand the skills and talent in your organisation so you can better engage with your people, develop your workforce, pay for performance, and lead public services change.

That may not be easy. Many organisations continue to rely on outmoded, manual talent management processes, making it harder to understand the workforce, give them the experience they deserve, and grow tomorrow's leaders. Moreover, talent processes are often pushed 'down' from central teams and lack buy-in from employees/managers, undermining engagement, career growth, and retention.

## **Talent system that is personalised, relevant, and flexible**

It doesn't have to be this way. Imagine an adaptive talent management system that enables you to manage performance, develop careers, and plan succession – all in one place. One that:

- Allows employees to proactively manage goals and discover internal career opportunities
- Enables employees to engage with talent/development processes anywhere, anytime
- Supports flexible, personalised performance reviews for improved engagement
- Links long-term development conversations to historical performance
- Delivers unified workflow to ensure compliance and enhanced engagement
- Retains talent processes to help influence external processes, such as compensation reviews
- Includes a purpose-built public sector competency framework, shrinking time to value

## **Master your talent lifecycle with Oracle**

Oracle Talent Management is a standalone system that complements your existing public sector HR solution. Adaptive, cost-effective, and proven across many public sector deployments, Oracle Talent Management allows you to understand your talent needs, coach your talent to perform, cultivate your talent, and plan for the future.

It includes:

- A centralised talent profile to record all talent, skills, and goal completion
- A workforce directory designed to enable collaboration and communication
- Workforce structures that align competency frameworks
- A dedicated public sector best practice competency framework
- Flexible organisational and personal goals
- Adaptive Performance Review capability, including career conversations, check-ins, feedback, and alignment to strategic goals
- A career development portal, so employees can take control of their own development
- Box grid analysis enabling HR users to engage in talent reviews with the wider organisation
- Succession Planning to effectively manage risk for critical jobs and people
- Rich organisational insights using Oracle Business Intelligence
- Access to Oracle Cloud's Customer Connect, with more than 37,000 HCM users, access to customer report builds, blogs, help, innovation, and cloud releases



## Key Benefits

<p><b>Attract and retain the right public sector talent</b></p> <p>Deliver remarkable experiences, drive internal mobility, and make smarter hiring decisions</p>	<p><b>Boost employee engagement and productivity</b></p> <p>Engage your workforce and boost productivity with modern, easy-to-use tools in a single experience across devices</p>	<p><b>Enhance talent visibility and decisions</b></p> <p>Gain real-time talent visibility to enhance decision-making with a complete, unified solution for talent and HR</p>	<p><b>Flexible and intuitive – built for the public sector</b></p> <p>Deploy Oracle Talent Management alongside your existing HR platform as part of a seamlessly integrated and intuitive implementation</p>
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## Learn more

To discover how Oracle Talent Management can help your public sector organisation to attract the best candidates, boost productivity, and improve decisions, talk to Oracle.

## Connect with us

Call +44 207 5626 827, email [uksales\\_ie@oracle.com](mailto:uksales_ie@oracle.com) or visit [oracle.com](http://oracle.com).

