



2021



The Era Of Super HR Is Here

HR Superpowers for 2021

May 27, 2021

Johannes Eckold

Agenda

1. **Setting the context**
2. **The 5 HR Superpowers**
3. **How Oracle Can Help**

“Never let a crisis pass without learning important lessons”

Unknown



Johannes Eckold

Director, HCM Strategy & Transformation ASEAN, Oracle



2020 we saved the world – in 2021 we will rebuild it!

HR superheroes taking on the challenges of tomorrow



20% cost reduction
possible in real estate
and resource usage
due to remote working

BCG

87% of executives
said they were
experiencing **skill**
gaps in the workforce

McKinsey

**“78% of employees say
the pandemic has
negatively affected
their mental health”**

AI@Work Study, Oracle

The **‘collaborative
economy’** will be
20x bigger by 2025

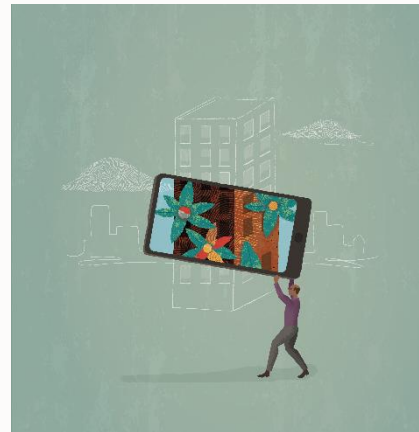
Brookings Institution

Cloud spending rose 37%
to \$29 billion during the
first quarter of 2020

PWC, 2020

The 5 HR Superpowers for 2021

Rebuilding resilient businesses around key priorities



**Technology
Master**



**Mental
Healer**



**Workforce
Strategist**



**Skill
Wizard**

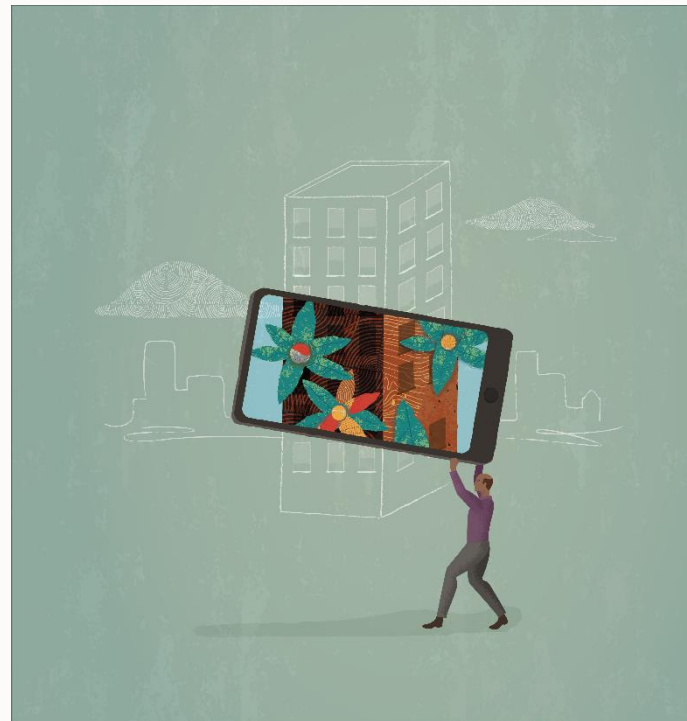


**Policy
Breaker**



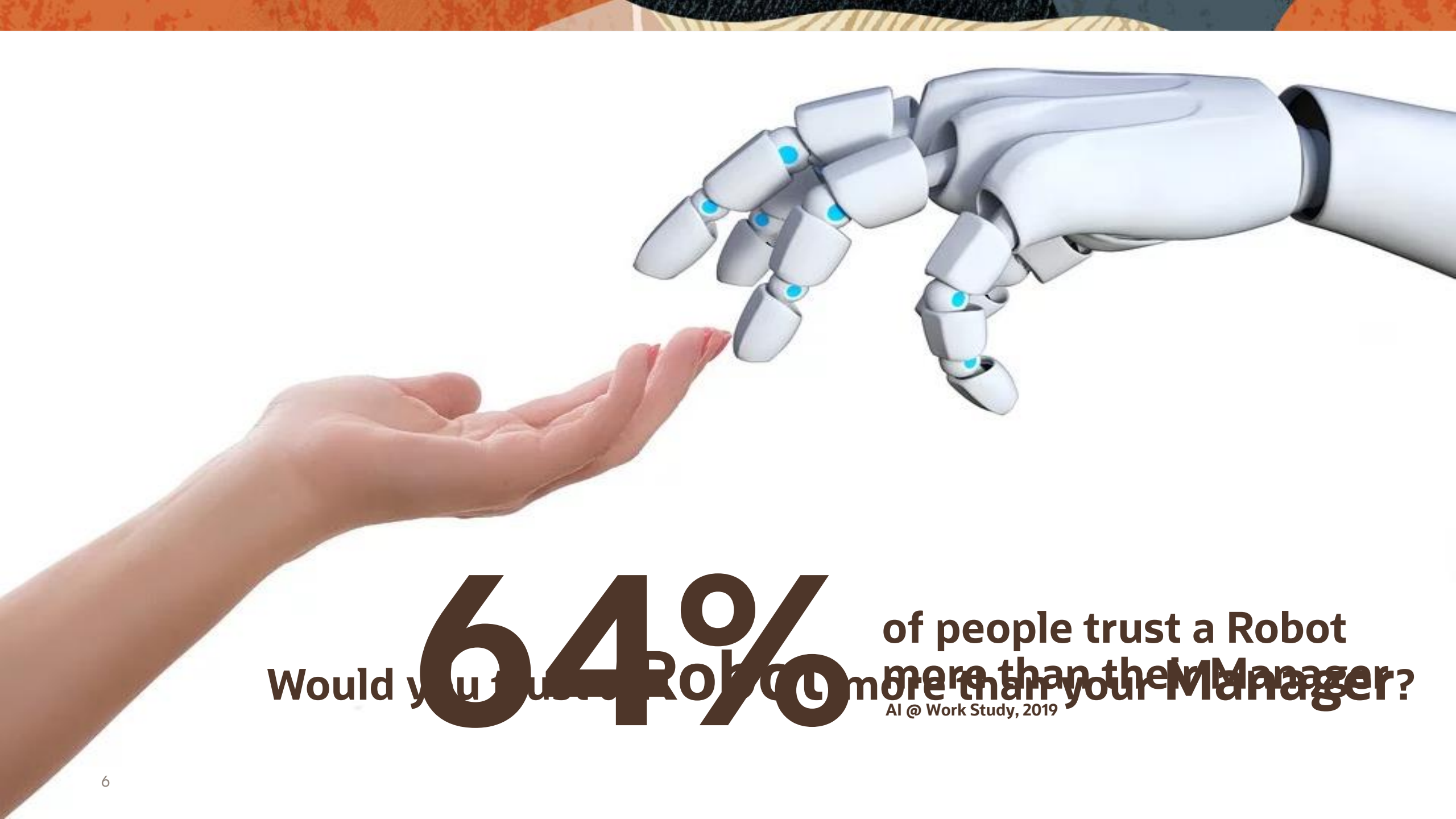
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Technology Master





64% of people trust a Robot more than their Manager?
Would you trust a Robot more than your Manager?
AI @ Work Study, 2019

Leveraging AI & Automation

Automation and AI investments have accelerated by **67%** since the pandemic
McKinsey, 2020



Recruiting

Screening of candidates and removal of bias (“blind hiring”)

Learning

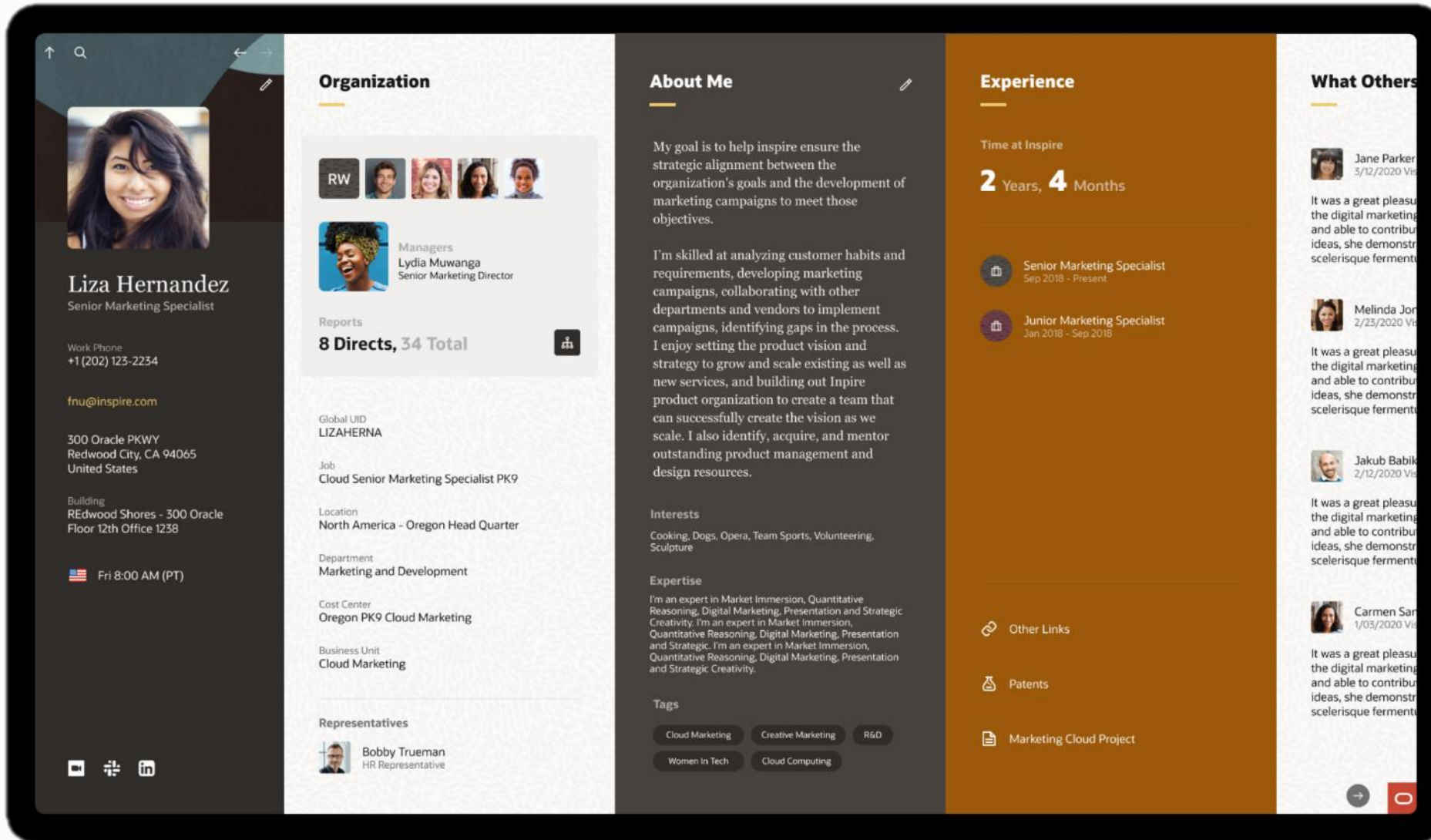
Suggestion of courses and learning paths

HR Enquiries

Automation of query response via AI powered chat bots

Payroll

Automated fraud detection using smart algorithms



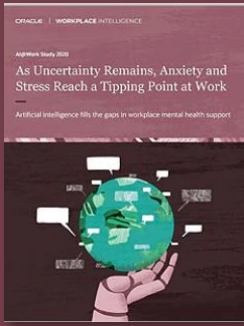
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Mental Healer





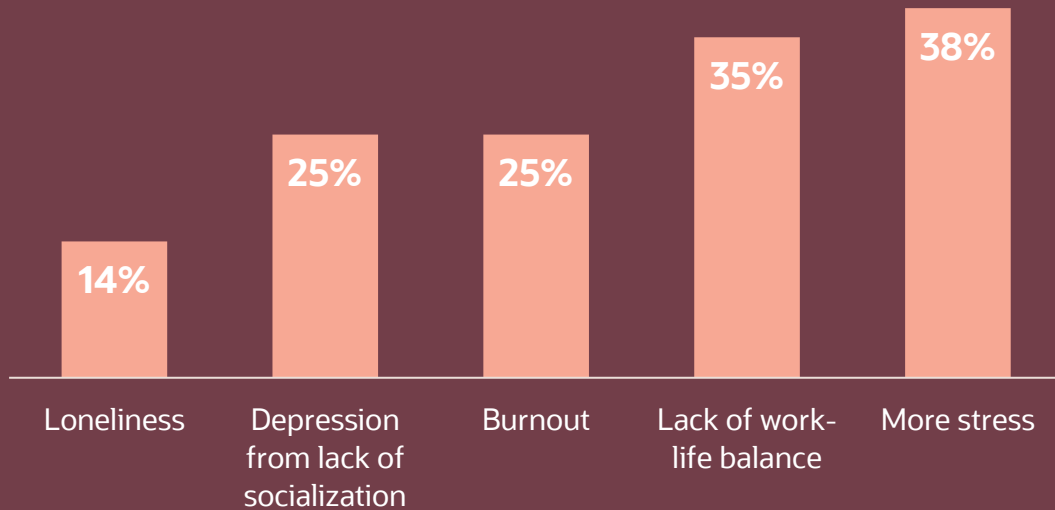
AI @ Work

Oracle Study, Oct 2020

50% of employees are working significantly **more hours**

78% say the pandemic has **negatively affected their mental health**

How has the pandemic negatively impacted your mental health?




Health & Welfare Support



Designing Work for Well-being

Ensuring mental and physical wellbeing in a post-pandemic world

Organizations can take a variety of actions to prioritize well-being into work



	Organizational	Team	Individual
Cultural Building well-being into social behaviors and norms		Model well-being behaviors such as taking micro-breaks or only making certain meetings video focused	Be proactive and vocal about well-being needs
Operational Include well-being into management policies, processes and programs	Embed well-being criteria in work scheduling, performance management processes, leadership evaluations, and rewards and recognition programs	Enable team agency and choice by allowing teams to adopt well-being practices best suited to them	
Relational Fostering well-being in relationships between colleagues	Form teams based on worker preferences, working styles and personal needs		Check in frequently, proactively and consistently with colleagues on their well-being needs and preferences
Physical Designing the physical workspace to facilitate well-being	Design work environments to support workers' physical, mental and emotional health needs	Leverage physical workspaces that promote team collaboration and performance	
Virtual Designing new technologies and virtual workspaces for well-being		Use new technologies like VR to train team members to navigate stressful situations (e.g. interaction with a frustrated customer)	Leverage wearable technologies and apps to help master distractions, increase mindfulness and reduce anxiety



Oracle HCM Cloud: Digital Assistant

Get help for COVID and beyond - via conversation using voice or text

AI that helped our clients



- “What’s my leave balance? “
- “What’s my inpatient medical coverage?”
- “What’s my manager’s mobile phone number?”
- “I want to file an expense claim”
- “What are our COVID safety precautions?”
- ...

Leverage digital tools
to enable and manage
your workforce



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Oracle Digital Assistant

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Workforce Strategist



Why we need the workforce strategist

Strategic Workforce Planning to get the business ready for the future



- Workforce demographics are changing
- Businesses need to adapt to constant change
- New skills are needed at work
- ‘Old’ skills may become obsolete

68%
CEOs

worried about
availability of key
skills

70%
Employees

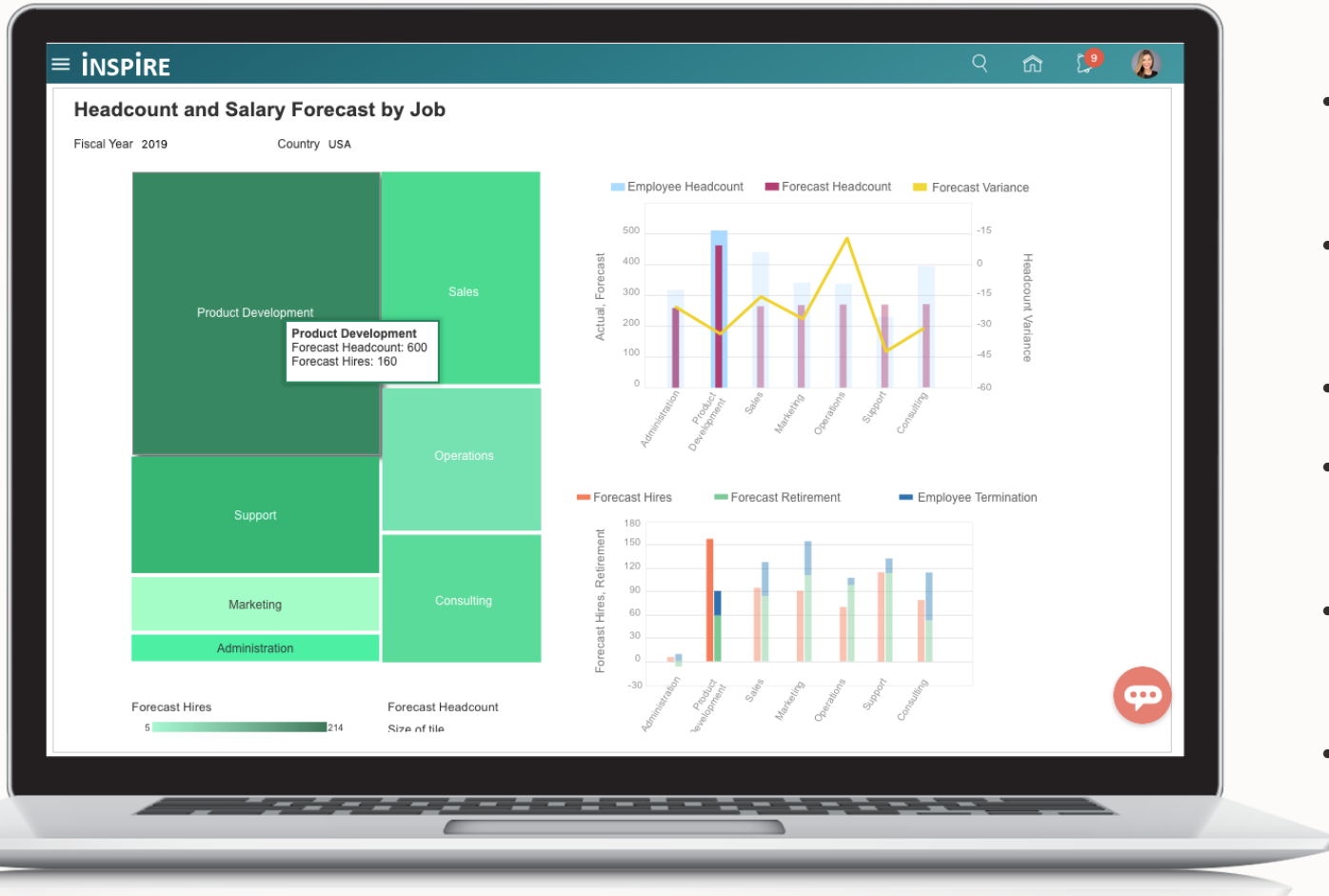
willing to retrain on
new skills

40%
Companies

ready to retrain their
employees

Strategic Workforce Planning

Align your people strategy with your business strategy

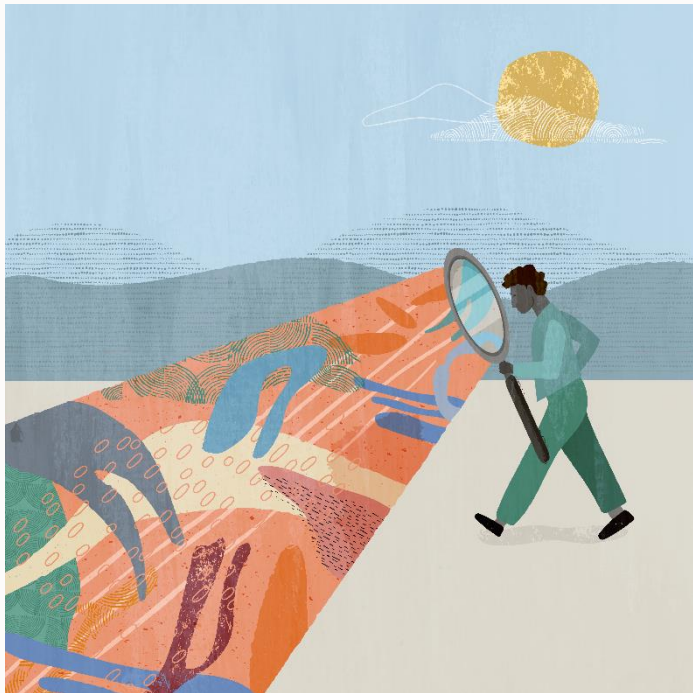


- **Get a snapshot** of your entire workforce by department, skills, location and costs
- **Optimize your workforce** by aligning headcount with budgets
- **Model ‘What-if’** scenarios
- **Smart View** to quickly import and manage data from Excel
- **Configurable dashboards** that display key KPIs for Finance and HR stakeholders
- **Connect labour costs** with service costs with Planning in EPM



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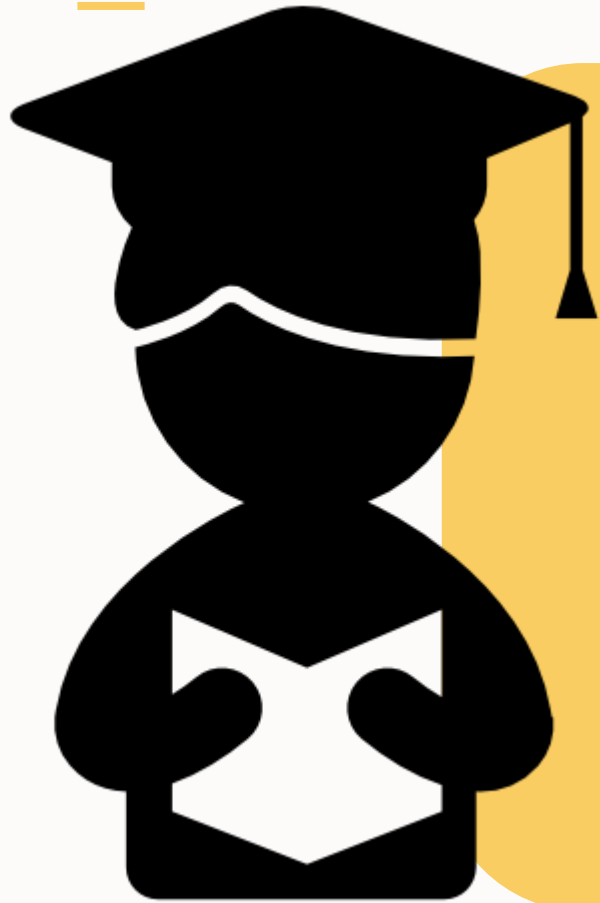
Skill Wizard



The Urgency of Up- and Reskilling



Developing a Growth Mindset



Learning & Growth Mindset

Technical Skills

Agile Skills

Soft Skills

Digital Skills

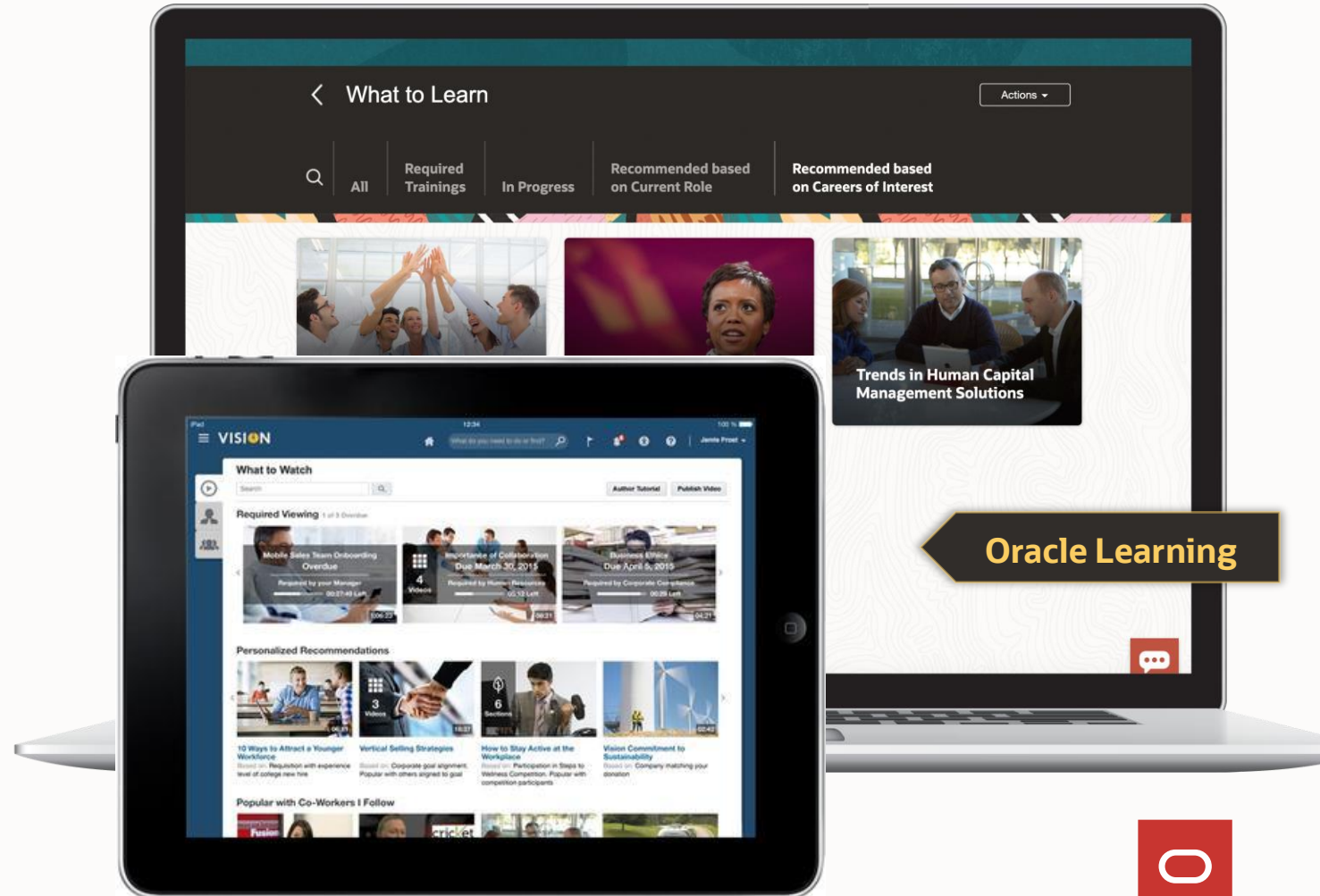
- Educate employees
- Create urgency
- Provide learning opportunities
- Encourage social learning
- Celebrate learning
- Use positive feedback
- Tell success stories



Oracle Learning Cloud

Learn with purpose

- Receive AI-powered **learning recommendations**
- Create **consistent learning plans** and **track compliance training**
- Enable **social learning**



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Policy Breaker

Introducing Ultimate Flexibility

60%

of employees said they want more flexibility in where and/or when they work after the pandemic
BCG, 2020



Spotify is letting employees work from anywhere — while still paying San Francisco and New York salaries

Unlike other tech giants, the steaming service said it won't cut worker's pay if they decide to m...

BI Business - Insi... · 1 day ago

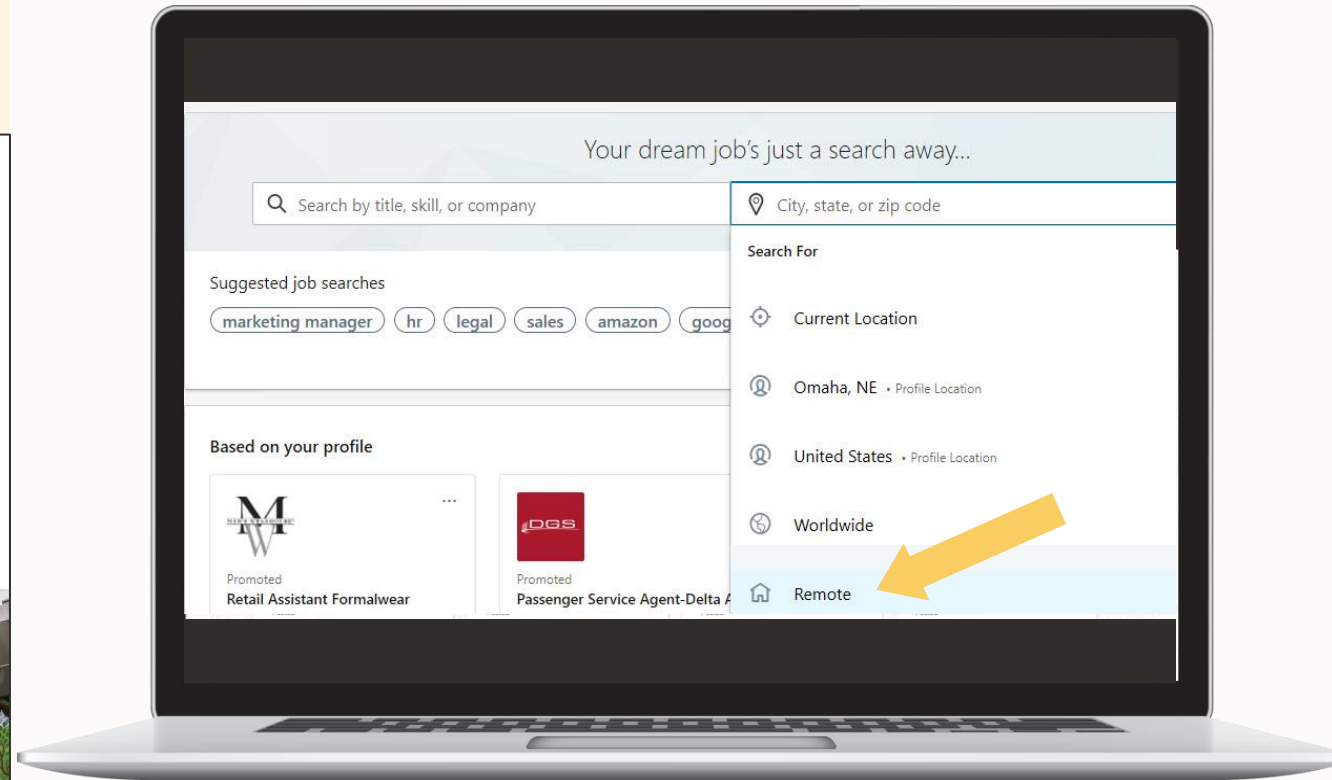
Salesforce declares the 9-to-5 workday dead, will let some employees work remotely from now on

'It no longer makes sense to expect employees to work an eight-hour shift.'

By Nick Statt on February 9, 2021 6:10 pm



New LinkedIn Functionality



Which job would you choose?

Please help Alyssa



Alyssa Chan

Software Engineer

4 years of experience

Highly specialized

Job Offer #1

Rigid & Co. Corporation

Basic Salary: \$50,000

Job requirements

- Task 1
- Task 2
- Task 3

Working hours: 8hrs / 9am to 6pm

Work week: Monday to Friday

Physical Attendance: Required

Work Location: Singapore

Job Offer #2

Flexi Corporation

Basic Salary: \$50,000

Job requirements

- Task 1
- Task 2
- Task 3

Working hours: 8hrs btw 8am-8pm

Work week: Monday to Friday

Physical Attendance: 2/5 days

Work Location: Singapore

Job Offer #3

Future Ready Ltd.

Basic Salary: \$50,000

Job requirements

- Task 1
- Task 2
- Task 3

Working hours: *flexible*

Work week: *flexible*

Physical Attendance: *voluntary*

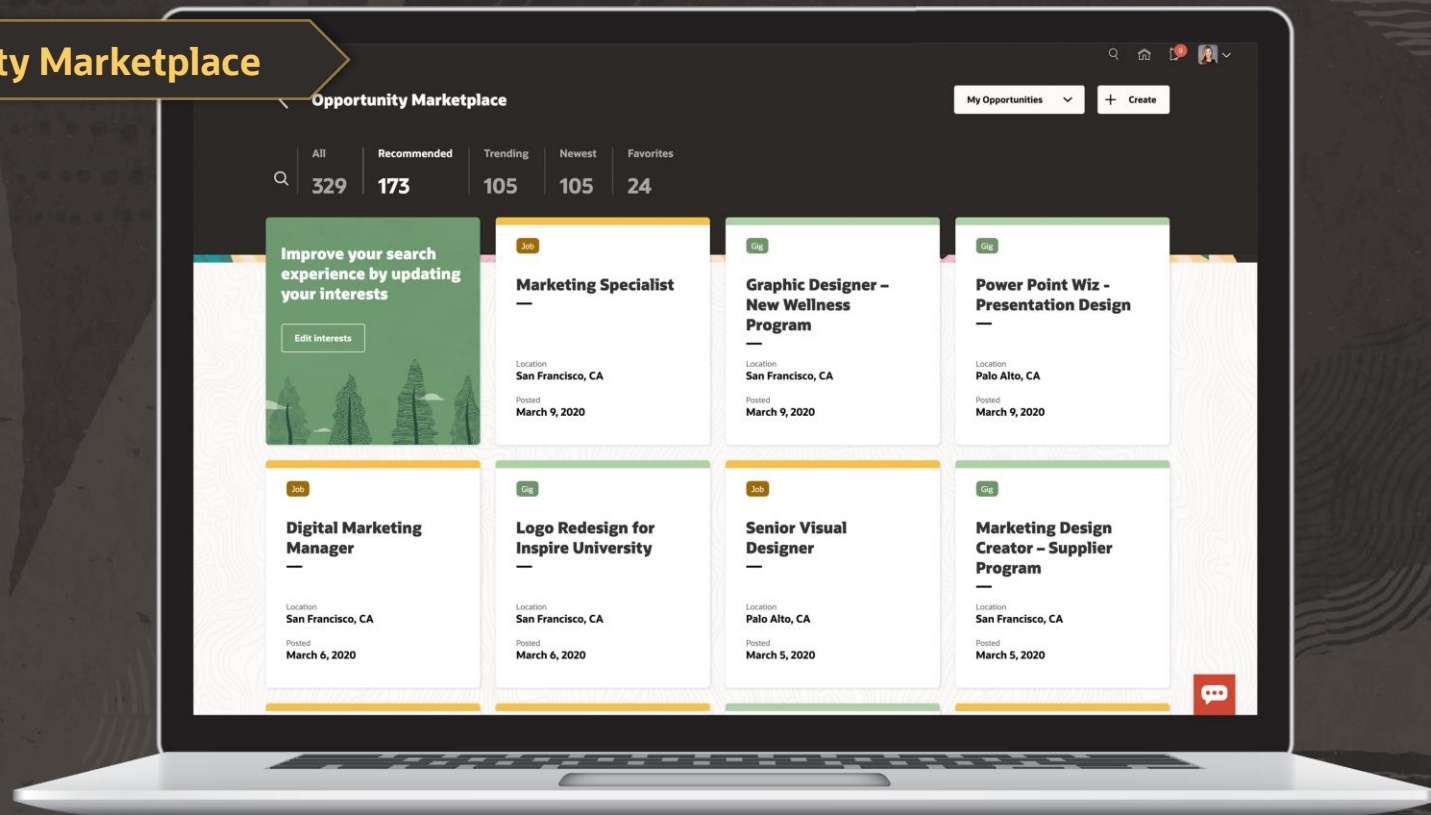
Work Location: *flexible*



Boost career mobility with AI

Oracle Opportunity Marketplace

- New roles and temporary assignments for internal mobility
- AI powered recommendation engine
- Career development opportunities at the employees' fingertips



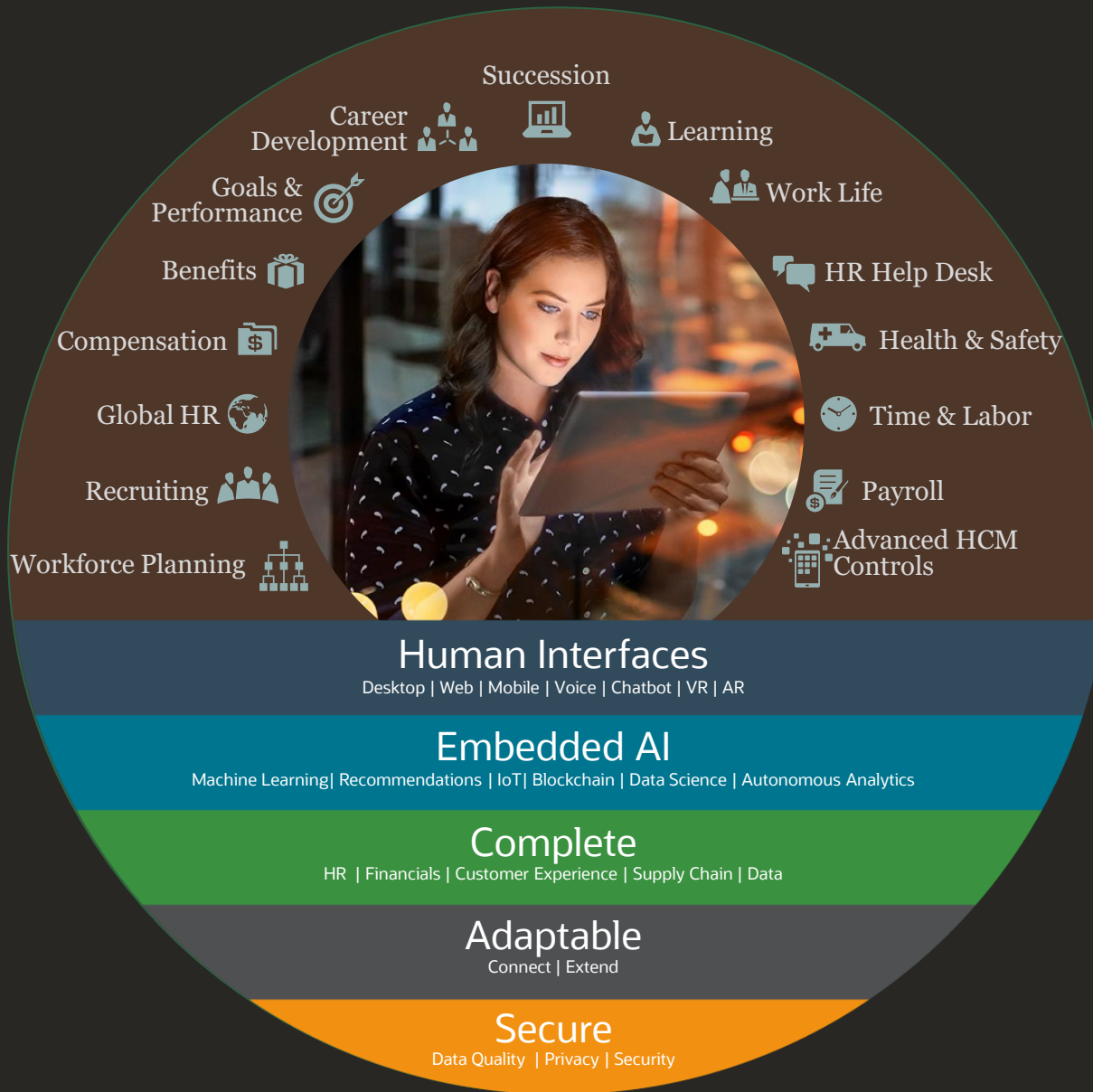


The 5 HR Superpowers for 2021



Technology Master
Mental Healer
Workforce Planner
Skill Wizard
Policy Breaker

Unlock your HR Superpowers with
ORACLE



Oracle HCM Cloud – empowering HR Superheroes in 2021

- **ONE Experience** – any device, any browser
- **ONE Data Model** – one source of truth
- **ONE Security** – across all data / processes
- **ONE Platform** – HR, Finance, Supply Chain, CX

Empowering HR Superheroes with Oracle Cloud HCM

Financial Services

JPMorganChase



Professional Services



High Technology



Media & Communications



Hospitality & Travel



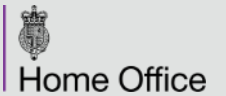
Automotive, Manufacturing



Retail & Consumer Goods



Higher Ed, Healthcare, Public Sector



ORACLE

WEBCAM IMAGE OF
YOURSELF

Q&A



Thank you
&
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HCM Blog: blogs.oracle.com/OracleHCM





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