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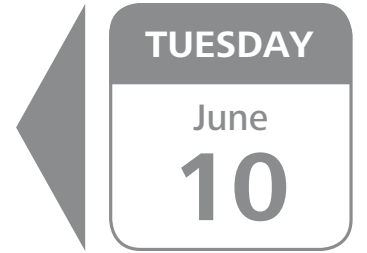
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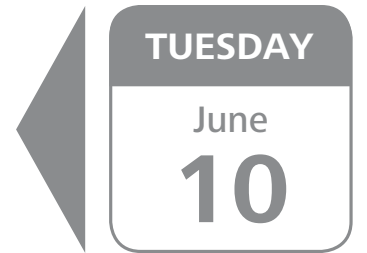
Tuesday, June 10, 2014

Powering-Up Activision Blizzard's HR Technology Game with Fusion HCM5



Powering-Up Activision Blizzard's HR Technology Game with Fusion HCM

Session ID	14425
Date Time	Tuesday, June 10 3:30 p.m. – 4:30 p.m.
Location	St. Croix A
Speaker	Laura Jordan , Deloitte Consulting LLP Julie Machock , Activision Blizzard Inc.
Session Description	<p>How does the world's largest interactive entertainment publishing company "Power-Up" its enterprise-wide HR technology? Join us to experience our version of a real-life video game — our global implementation of Fusion HCM! Learn about our multi-campaign battle to accomplish our mission: Transform Activision Blizzard's HR technology and processes to deliver a streamlined and cutting-edge HR experience for our employees.</p> <p>Join us to learn about the drivers for our transformation as we set out to implement Fusion HR, Compensation, Benefits, Talent Management, Payroll Integrations and nearly 30 years of historical data conversion across 22 countries... all in less than a year's time!</p>
Session Track	Oracle HCM Cloud: Oracle Global Human Resources (Fusion)



Speaking Sessions

Wednesday, June 11, 2014

- Harnessing Advanced Fusion Compensation Features**7
- Paycheck Clairvoyance via Modeler**8
- Using Taleo to Obtain Financial Incentives for Recruiting Targeted Groups**9



Harnessing Advanced Fusion Compensation Features

Session ID	14165
Date Time	Wednesday, June 11 11:00 a.m. – 12:00 p.m.
Location	Martinique B
Speaker	Carolyn Brown, MBA, Omnicare Vikash Sethi, Deloitte Consulting LLP
Session Description	<p>Fusion Compensation Management is one of the most advanced solution available in the market today. It offers some of the most advanced features that can be used to simplify the Compensation process for both managers and administrators. These features can be implemented easily without requiring any customizations or technical help. In this presentation we will discuss how we used features such as security access, cross plan references, compensation statement, and worksheet upload capabilities etc. to design a flexible solution for implementing complex compensation plans.</p> <p>This presentation is intended for Compensation Administrators, and Functional and Technical users who wish to gain a better insight of Fusion Compensation Management.</p>
Session Track	Oracle HCM Cloud: Oracle Talent Management (Fusion)



Paycheck Clairvoyance via Modeler

Session ID	14155
Date Time	Wednesday, June 11 1:00 p.m. – 2:00 p.m.
Location	Montego D
Speaker	Gowtham Mullapati, Deloitte Consulting LLP
Session Description	<p>Ever wondered how much your Net Pay would look like? In terms of mathematical formula, it is as simple as Gross Earnings less taxes, less deductions. In real practice, it is the net effect of Gross Earnings (multiple Earnings with different multiplication factors, taxation), reduced by Deductions (some before tax and some after tax and some subject to limits) followed by Taxes (subject to complex tax legislation) i.e., it is the result of complex calculations. No wonder with so much complexity, most employees leave it till they receive their pay check.</p> <p>Users of the PeopleSoft HCM application till release 9.1 followed this approach. No more! Here comes HCM 9.2 Paycheck Modeler. It empowers Employees to plug and play with the different pay components using Self Service and view the Net Pay in a simulated interface. In other words, Employees can make payroll decisions by adding or modifying key pay components such as Earnings, Deductions & Tax Withholdings and how it results in Net Pay. The presentation will showcase this new feature with a focus on the following key points:</p> <ul style="list-style-type: none"> • Configuration to be done including Access Controls by Admin • Model Check generation using Paycheck Modeler by Employee • Benefits of this tool and key considerations on usage of this tool <p>This session is for all the folks who love paychecks minus the surprise. Empowerment never sounded so cool!</p>
Session Track	PeopleSoft: Payroll, Time & Labor and Absence Management



Using Taleo to Obtain Financial Incentives for Recruiting Targeted Groups

Session ID	14421
Date Time	Wednesday, June 11 2:15 p.m. – 3:15 p.m.
Location	St. Croix B
Speaker	Kevin Potter, Deloitte Tax LLP Kristof Huyghebaert, Deloitte Consulting LLP
Session Description	How to leverage Oracle Taleo to secure financial incentives for hiring targeted groups like Veterans, the long-term unemployed, or other targeted groups.
Session Track	Oracle HCM Cloud: Oracle Recruiting & Onboarding (Taleo)



Speaking Sessions

Thursday, June 12, 2014

- Data Analytics with Pivot Grids on PeopleSoft HCM Dashboards11**
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in Today's Social, Mobile, and Big Data Environment16**



Data Analytics with Pivot Grids on PeopleSoft HCM Dashboards

Session ID	14157
Date Time	Thursday, June 12 11:00 a.m. – 12:00 p.m.
Location	Andros AB
Speaker	Gowtham Mullapati, Deloitte Consulting LLP
Session Description	<p>PeopleSoft Pivot Grids are simple yet powerful analytics tool introduced from People Tools 8.52 onwards. These enable users to slice and dice the data to get multiple dimensions of the same data. These also offer interactive charts, which gets refreshed as and when the grid data is redrawn. This eliminates the need for exporting the data to excel and use pivot.</p> <p>Pivot Grid uses PS Query as the data source. It can pivot and filter data, which enables business analysts to have different views of the same data. PeopleSoft charts provide different visual representation of the data. Pagelets wizard can be used to publish Pivot grids as a pagelet. Once the pagelets are defined, we can use them on either custom or delivered HCM Dashboards. With dashboards we can create a summary of all information we need about a certain business area.</p> <p>This presentation will highlight below aspects:</p> <ol style="list-style-type: none"> 1. Design a PS Query that can be used as a data source for Pivot Grid. 2. Using Pivot Grid wizard to create one. 3. Using Pagelet wizard to define Pivot Grid as a pagelet. 4. Attach pagelets to custom or delivered Dashboards.
Session Track	PeopleSoft: Technical/System Administrator



Fusion Benefits Implementation @ Activision & Conversion from EBS

Session ID	14110
Date Time	Thursday, June 12 11:00 a.m. – 12:00 p.m.
Location	St. Kitts
Speaker	<p>Leelakrishna Dammu, Deloitte Consulting LLP</p> <p>Rishikesh Tiwari, Deloitte Consulting LLP</p> <p>Nate Merandi, Activision Blizzard Inc.</p>
Session Description	<p>Activision Blizzard embarked on a global HR transformation leveraging Fusion HCM applications and successfully implemented Fusion Global HR, Benefits and Self-Service in October 2013. The scope of the project included the implementation of Fusion HR in over 15 countries and Fusion Benefits in the US.</p> <p>This presentation will provide insights into one of the largest and the most complex Fusion Benefits implementation and conversion efforts. Some of the key features of this implementation include:</p> <ul style="list-style-type: none"> • Implementing benefits for over 4300 employees in the US in 13 legal employers • Managing 2 benefits programs — US Health and International Health programs • Consolidating and rationalizing various life events for the administrators • Employee-initiated life events to add dependents due to Birth/Marriage or update life insurance beneficiaries • Leveraging personalizations to revamp the Employee Screens for Benefits Enrollment • Converting almost 100,000 rows of employee enrollment information from EBS 11i to Fusion R5 in line with converting the full employee history • Resolving key benefits issues in 11i, such as on-demand employee-generated confirmation statements
Session Track	Oracle HCM Cloud: Oracle Global Human Resources (Fusion)



No Kidding!! It's Possible in Compensation Workbench

Session ID	14134
Date Time	Thursday, June 12 1:00 p.m. – 2:00 p.m.
Location	Jamaica A
Speaker	<p>Atul Chopdar, Deloitte Consulting LLP</p> <p>Arunkumar Muthusamy, Deloitte Consulting India Pvt Ltd.</p> <p>Pete Schmit, McDonald's</p>
Session Description	<p>In 2012, McDonald's initiated a multi-year journey to bring their global markets onto a single Oracle HCM platform, driven by a global design. During the phase-I of the project they introduced China, Italy, Sweden and Austria as the first markets to go-live on global HCM platform powered by Oracle EBS. One of the global challenges faced by McDonald's was in CWB module, they were unable to freeze employee promotions and salary changes given the longer compensation cycle and extremely dynamic nature of their business, with cases like opening of new restaurants or employee movement between restaurants/offices during the compensation cycle. Because of these changes the compensation team had to re-evaluate eligibility rules, budgets, salary etc. for the already published compensation plan, and as we know in order to achieve this requirement one has to republish the compensation plan thereby losing manager/HR recommendations for the employees in the compensation worksheet.</p> <p>During this presentation we will discuss how the team did some smart extension and tweaks to the compensation process in order to re-evaluate eligibility rules, budget amounts, salary etc. without losing manager/HR recommendations for the compensation plan.</p>
Session Track	E-Business: Compensation & Benefits



PeopleSoft HR Analytics — Data Analysis and Metrics at Your Fingertips

Session ID	14183
Date Time	Thursday, June 12 1:00 p.m. – 2:00 p.m.
Location	St. Thomas B
Speaker	Gowtham Mullapati , Deloitte Consulting LLP
Session Description	<p>Issue: Consistent pressure on the Companies and its stakeholders to project Metrics, Data Analysis and Statistics in periodic intervals.</p> <p>What is PeopleSoft HR Analytics?</p> <p>Oracle-PeopleSoft HR Analytics is a tightly integrated method of designing and assessing your Company's Future. It provides organizations detailed analysis on HR programs and workforce performance. It integrates critical data from across the enterprise value chain transforming silos of information into relevant, timely, and actionable insight.</p> <p>How will it benefit my system?</p> <ul style="list-style-type: none"> • Integration of PeopleSoft HR, Payroll, Benefits, Talent and Financial Information modules. • Incorporate Multi-Score HR Analytic Data into a single version of Truth • Gain real time insight into better understand and manage your workforce
Session Track	PeopleSoft: Human Resources & Analytics



Unlocking the Power of Fusion HCM Security

Session ID	14146
Date Time	Thursday, June 12 1:00 p.m. – 2:00 p.m.
Location	St. Kitts
Speaker	Barbara Bennett , Omnicare Prashant Patil , Deloitte Consulting LLP
Session Description	<p>In Fusion HCM Application, application and data security is implemented using myriad new tools and features that collectively work together for enabling security and access control. For companies implementing Fusion HCM, piecing the different parts of this complex puzzle can be challenging. The purpose of this presentation is to share high level business requirement and design solutions that we had used for enabling security for one of our Fusion HCM implementations.</p> <p>We will discuss solutions for the following business requirements:</p> <ol style="list-style-type: none"> 1. Overview of security in Fusion HCM 2. User account generation and administration 3. How to simplify data security for HR Managers using the Area of Responsibility 4. Tips and pointer on how to create custom roles in Fusion HCM 5. How to control security for report <p>This presentation is intended for HR System Administrators, and Functional and Technical users who wish to gain a better insight of Fusion HCM Security and Administration.</p>
Session Track	Oracle HCM Cloud: Oracle Global Human Resources (Fusion)



Implementing Global Talent Processes in Today's Social, Mobile, and Big Data Environment

Session ID	14181
Date Time	Thursday, June 12 2:15 p.m. – 3:15 p.m.
Location	St. Thomas A
Speaker	Lisa Laine , Deloitte Consulting LLP Laura Jordan , Deloitte Consulting LLP
Session Description	HR organizations today are striving to create business impact through talent management processes amidst a global environment where disruptive technologies such as social, mobile and big data trends are impacting the implementation of global talent management processes. Presenters will provide considerations for planning and implementing of global HCM talent applications such as: how to integrate social networking for sourcing, recognition and engagement, enable impactful talent analytics, and manage mobile HR transactions. Presenters will discuss some of the following key questions: What analytics and data are needed to align talent strategies with business goals? How will talent management processes integrate the dynamic, social and user-friendly technologies that are rapidly moving into the business environment? How does the organization provide a user experience that gets results? Presenters will also discuss the implications on their systems roadmap. This session is a must attend for those involved with planning and deploying Talent Management processes.
Session Track	Excel in the New World of HR



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(Source: Kennedy HR Consulting Marketplace 2011-2014)



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