

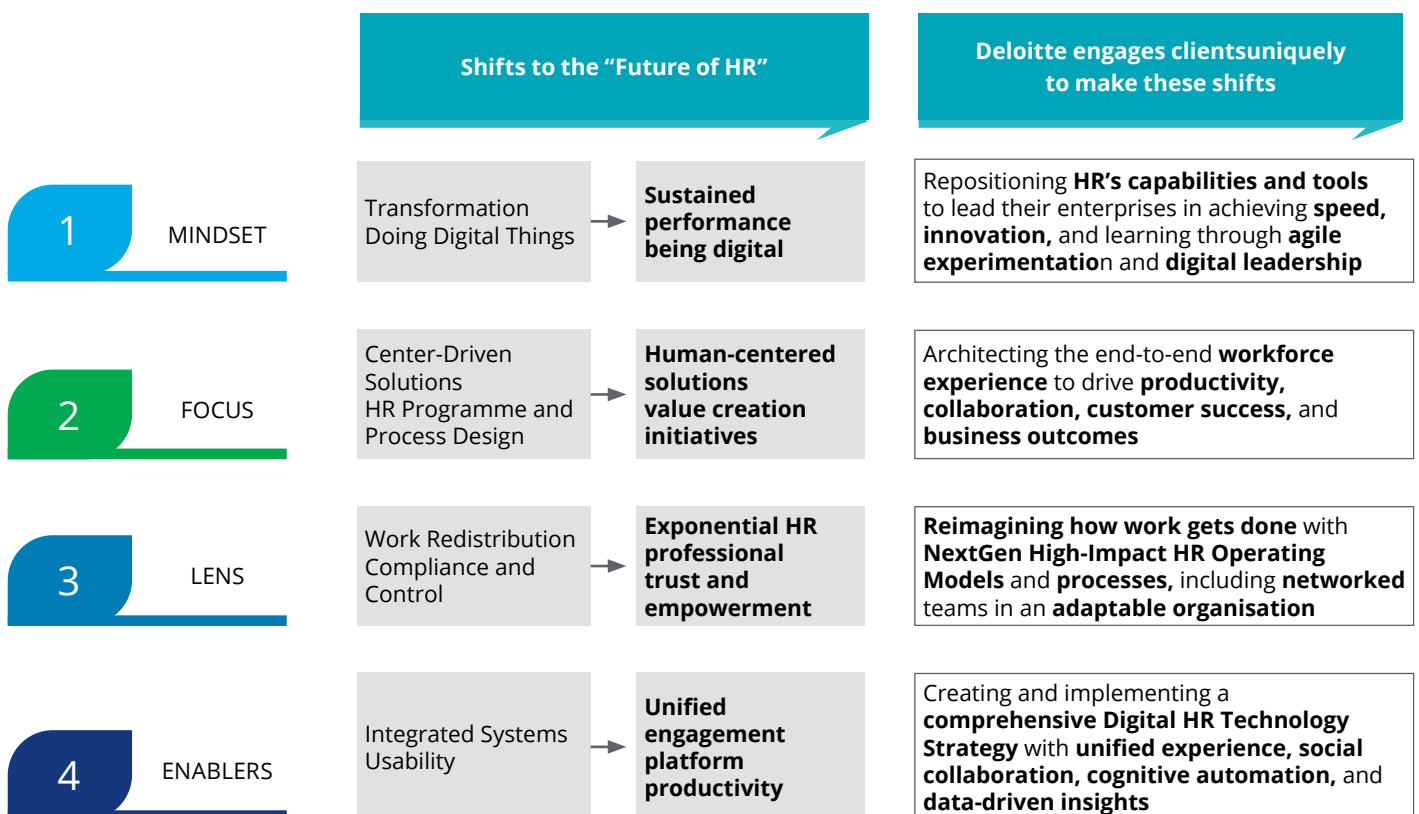
A new set of fundamentals to navigate a boundaryless world

If the past century of work was defined by work being fixed and repeatable, the next century will be all about work being fluid and agile. The boundaries that once dictated when, where, and how work was completed are falling away, jolted by advancing technologies and greater discontinuity and disruption.

New fundamentals must be built to help workers and organisations navigate this boundaryless world. Here are some of the key trends shaping the industry:

- **Think like a researcher and frame business challenges** as an experiment from which organisations can learn, adapt, and improve their processes and outcomes.
 - Navigate the end of jobs
 - Power human impact with technology
 - Activate the future of workplace
- **Workers and organisations must work together to co-create the new rules of their working relationships** and how work will be done in a future without boundaries.
 - Negotiate worker data
 - Harness worker agency
 - Unlock the workforce ecosystem
- **To embed and prioritise human outcomes into new ways of working**, organisations must focus on creating a clear, collective purpose.
 - Take bold actions for equitable outcomes
 - Advance the human element of sustainability
 - Elevate the focus on human risk

Deloitte will help you in re-imagining your HR processes...



Deloitte’s Human Capital powers enterprises in an ever-changing, digital world where the future of work demands a human experience and new work outcomes through HR Transformation, Workforce Transformation and Organisation Transformation, powered by research and assets to unlock value in enterprises.



HR Transformation
Elevates HR’s leadership and value in a dynamic world with constant disruption to accelerate sustained performance. Effectiveness and efficiency are table stakes. The future demands new outcomes, requiring major shifts to elevate the value HR drives.



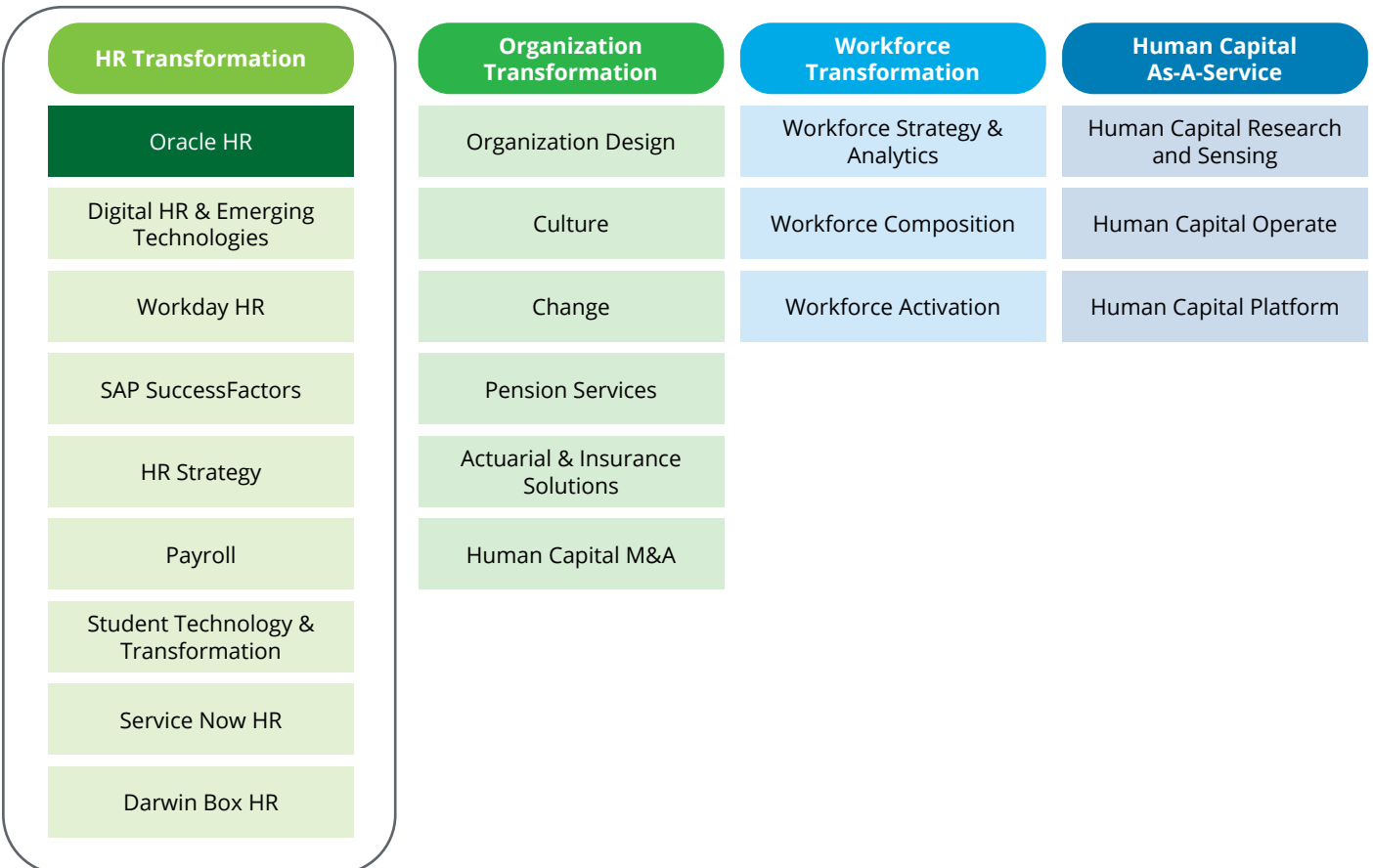
Organization Transformation
Enables an organization to operate differently in support of their business strategy. Occurs at the enterprise, business unit or functional level, and leverages behavioral analytics, actuarial capabilities and research insights to drive the change.



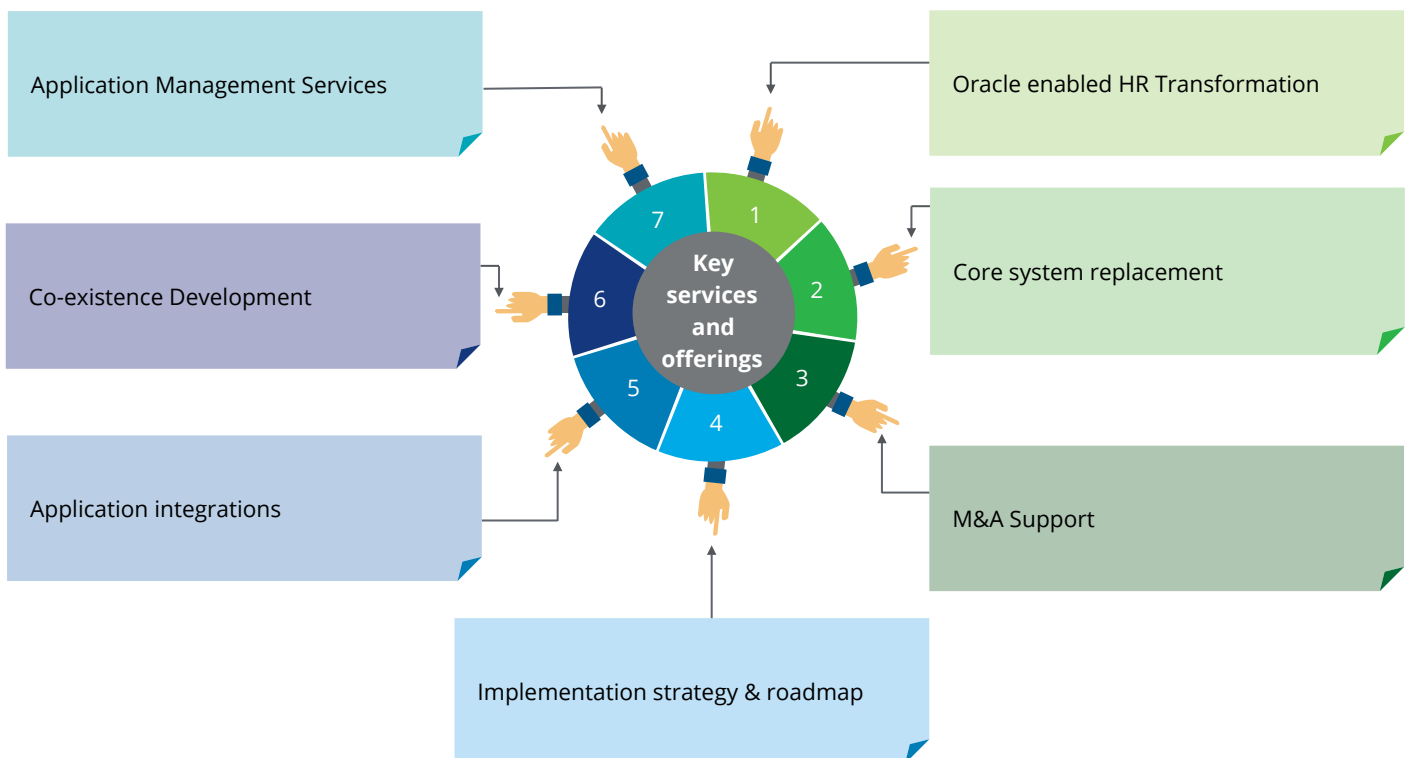
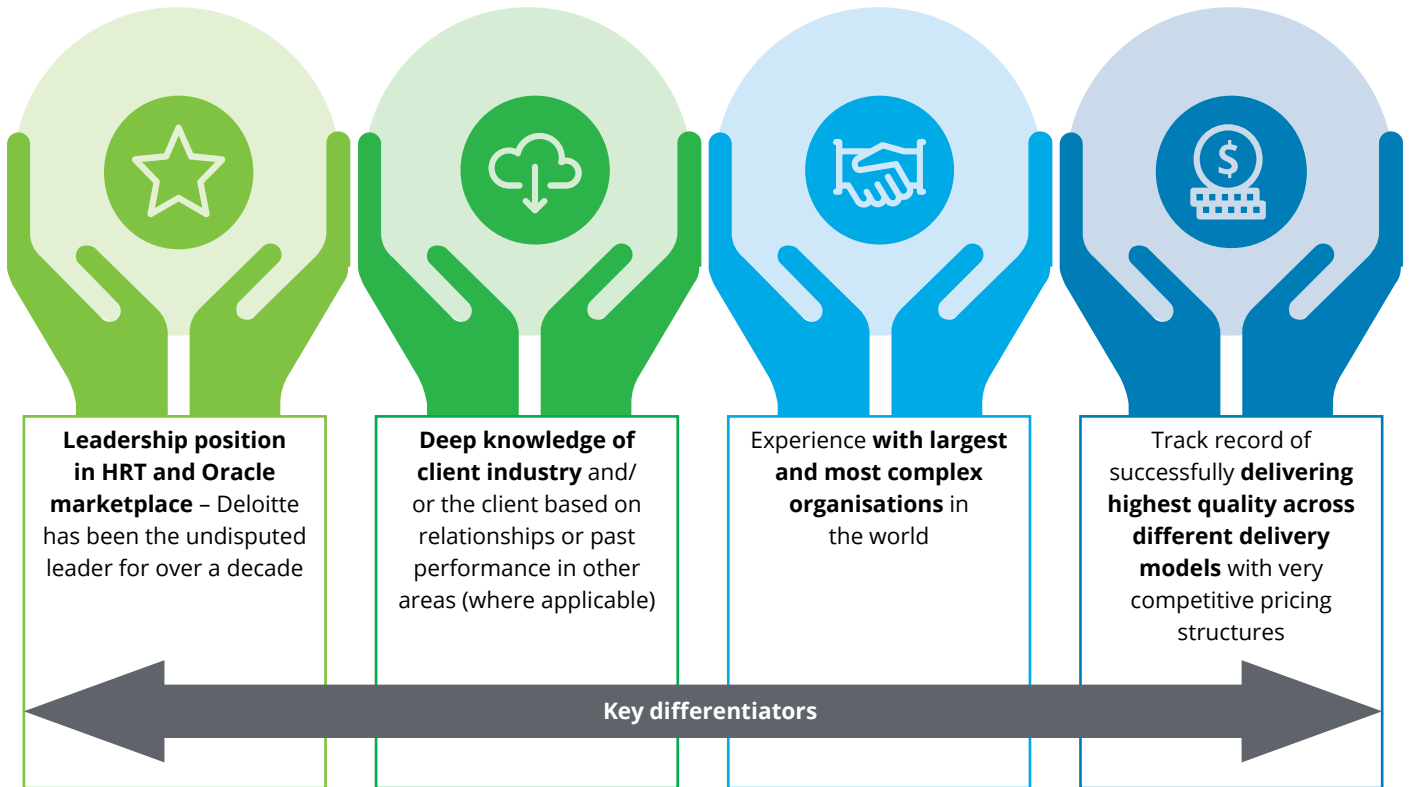
Workforce Transformation
Delivers solutions to transform our clients’ workforces for business success in this era of continuous disruptions. Achieve end-to-end workforce lifecycle solutions that make work better for humans and humans better at work.



Human Capital as a Service
Helps clients sustain organizational performance and enables ongoing insights into the organization with a set of services and solutions that extend capabilities with products, solutions and operates capabilities provided as a service.



Our Oracle HR Transformation practice differentiates and excels due to our in-depth understanding of the heart of business issues and by enabling our client's experience with Cloud technologies.



Deloitte offers a range of services to our clients (in the capacity indicated below) for HR Transformation on Oracle:

- **HR Transformation and Advisory Services** – Whether your enterprise is in business, industry, government, or higher education, our teams will work with you to develop and implement overarching global HR strategies to transform how HR delivers services to better support the enterprise and its people.
- **HCM Implementation Services** – We transform your HR operations and payroll with leading HR cloud technologies, like Oracle HR and other analytic and mobile solutions that enhance service delivery, enable innovation, and reenergise the experience of the people you serve; from frontline staff to leaders, employees to gig workers, administrators, and faculty to students.
- **System Assessments** – We help assess your current landscape and consult on next steps, which are in line with industry best practices and global standards.
- **Business Process Optimisation** – We are a leader in business process transformation, as we study and then optimise your HR policies and HR operating models, while adhering to regional and global standards.
- **Application Maintenance and Operate Services** – We provide expert services in application maintenance, called “operate” in Deloitte terminology, to ensure that your technology and transformation investments are sustained and deliver the business impact they are intended to achieve.

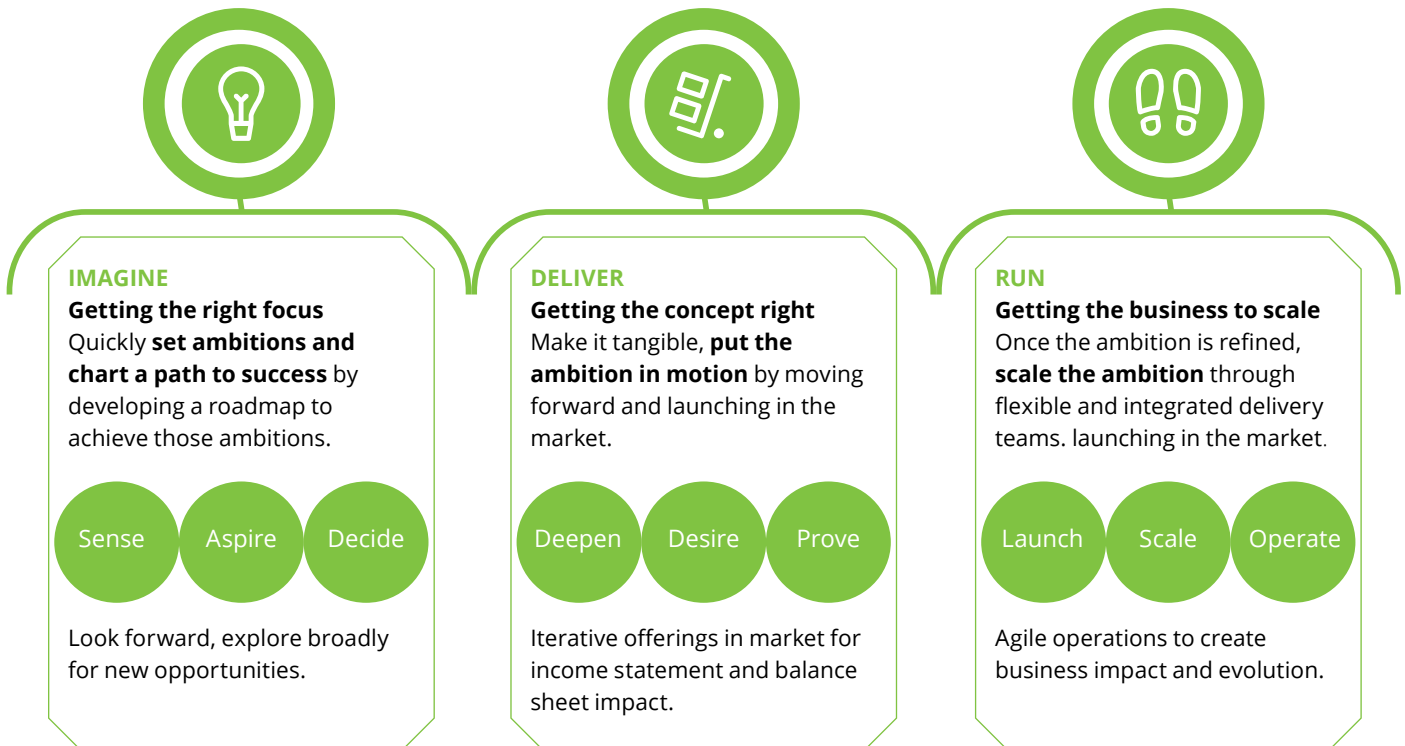
The above services coalesce with Oracle HCM Cloud Product suite enabling your organisation to be future ready, by deploying Oracle’s regularly rolled out features.

Feature Enabled by the Oracle HCM Cloud Product Suite

Platforms and Applications	Cloud HCM	Vendor Managed / Integration Driven				
Transactions	• Core HR	Efficient Data Flow to Third Parties				
Workflows	• Compensation & Benefits	• Large country Payrolls				
Reporting	• Payroll	• Stock Admin				
Functional Analysis	• Time & Absence Management	• Global Payroll				
Application Security	• Performance and Career Development	• Retirement Programs				
Platform as a Service	• Succession Planning	• Small Country vendors				
	• Learning Management	• Contingent Management				
	• Recruiting and Onboarding	• Benefit Providers				
		• Other external vendors				
Enterprise Data	• Accessible Real-time Advanced Workforce Data	• Data Aggregation				
	• Research and External Data	• Data Hub Integrations				
	• Consolidated Reporting					
Unified Engagement Platform	• Transactions	• Case Management	• HR SS Chat	• Unified Work-flow	• Sensing	• Role-Based Personalization
	• Knowledge Content	• Social Collaboration	• Cognitive Engagement	• Analytics	• Insights	• SSO
Cognitive Layer	• Artificial Intelligence	• Service Chatbots	• Machine Learning			

Deloitte Momentum for your digital journey

Delivering on a global scale in a digital environment requires an agile method with prebuilt industry solutions and tools. Momentum is Deloitte's comprehensive, Hybrid-Agile methodology built specifically for digital enabled ERP implementations. Deloitte Ascend™ can accelerate innovation and significantly improve business performance at every phase of our approach.



➤ ...the Future

We, at Deloitte, provide an unrivalled breadth and depth of services to help our clients maximise the value of their people and we differentiate ourselves by providing integrated HR solutions to support business improvement and change. Being part of one of the world's largest HR consulting firms, with over 2,500 Oracle HCM professionals in 150 locations, we have access to a wide and innovative pool of resources, allowing us to offer strategic, practical human resources solutions that range from helping companies align their people and business strategies to re-organising their service delivery models and improving their HR systems and policies.

With our experience and the learnings from across the globe and industries, we have built ready to deploy assets that accelerate the implementation timeline. Here are a few of them:

- Application Lifecycle Management – Octane
- Sprint Estimation Tool
- Automated Configuration Tool
- Deloitte Cutover Tool
- Smart Project Toolkit
- Agile Estimation Tool
- Payroll Configuration Tool
- Oracle Cloud Center of Excellence
- Setup Extractor Tool
- Environment Compare Report
- Integration HUB
- HCM Extracts Accelerator
- Automated Testing Framework
- BIP Reports Accelerator
- SQL Query Reporter
- SWIFT Conversion Accelerator
- CompareEgde (Payroll Comparison Tool)
- Oracle Security Administration Manager
- Oracle Security Cloud Accelerator

In addition, Deloitte has regularly been recognised by industry analysts as a leader in HR Transformation

NAMED THE GLOBAL LEADER IN HR TRANSFORMATION BY KENNEDY RESEARCH

“Deloitte has evolved its consulting approach in keeping with a new reality that finds HR at the center of market forces compelling organizational transformation. The approach is codified in the firm’s Future of HR viewpoint, positioning the function as the most appropriate lead for addressing the needs of the enterprise for adopting new business and labor models, technologies, and ways of blending human and machine intelligence. The viewpoint provides frameworks detailing the capability shift required to become a future-state HR function able to achieve business outcomes and an “exponential” HR professional with knowledge of advanced techniques and technologies.”

Depth of capabilities

Lo Hi

Breath of capabilities

LEADERS

CHALLENGERS

CONTENDERS

The LEADER across all regions for capabilities within HR Transformation

- #1 Digital HR Transformation Consulting by ALM
- #1 Employee Experience Consulting by ALM
- #1 HR Transformation Consultancy by ALM
- #1 HCM Cloud Partner for Oracle
- #1 HCM/WFM Partner for Infor
- #1 SAP Pinnacle Awards Partner of the Year (6 years running)
- #1 System Integrator in Workday
- #1 Global Leader in SuccessFactors Services by HorseforSources (Hfs)
- 5 Deloitte earned 5 top cloud honors in 2017 Oracle Excellence Award program



We are also part of the Oracle Cloud Catalyst programme, which shows our commitment to investing in Oracle's technologies.

- Deloitte believes there is significant Oracle Cloud Services **growth** based on the \$94B Oracle TAM [Gartner] and our aspirations are tied into this.
- As one of the world's largest [\$60B] organisations, Deloitte thrives on industry market activation, aligning and amplifying with Oracle's Cloud Catalyst Programme.
- Deloitte is all in with Oracle and has been making Global Strategic Investments in the past year to double our Global Oracle Practice.
- We amplify your organisation's case for change and accelerates our clients modernization mandate.
- Offer a compelling, differentiated, industry-tailored value proposition.
- Proactively shape compelling POVs.

Success Stories /Credential – Snapshot

Nature of Client	Project Type	Location	Countries in Scope	Modules	Special Remarks	Status
One of the largest Private sector banks in India	Implementation + AMS	India	India	Core HR, Taleo, Absence, Time & Labor, Benefits		Complete
Non-Banking Financial Conglomerate	Implementation + AMS	India	India	Core HR, Taleo, Talent Management, Absence, Time & Labor	9 Lines of Business WhatsApp Integration	Complete
IT Professional Service specializing in Insurance product	Implementation + AMS	India	US, India, UK, Ireland, Mexico Singapore,	Core HR, Compensation, Benefits, Talent Management, ORC		Complete
Life Science and Health Care	Blueprinting	Dubai (remote)	UAE	Core HCM, HRHD, Absence and Talent		Complete
Chemical Manufacturer	Implementation + AMS	S. Korea (remote)	South Korea	Core HR, Compensation, ORC, Talent Management, Absence, Time & Labor, HR Helpdesk	OAC	Complete
IT Professional firm specializing in Manpower deployment	Implementation	India	India	Global HR, Compensation, Recruitment, Talent Management, Absence, Time & Labor		Complete

Success Stories /Credential – Snapshot

Nature of Client	Project Type	Location	Countries in Scope	Modules	Special Remarks	Status
IT Professional Services firm	Instance Separation	India	India, US and 20+ countries	Global HR, Recruitment, Absence, Compensation	Instance Migration	Complete
Tele-Communication	Blueprinting	Saudi Arabia	UAE	Core HCM, HRHD, Absence, Talent, Compensation, Payroll		Complete

Success Stories /Credential – Snapshot

Nature of Client	Project Type	Location	Countries in Scope	Modules	Special Remarks	Status
Oil and Gas Manufacturer	Implementation	India	India	Global HR, Recruitment, Absence, Compensation, HR HelpDesk		Complete
General Insurance	Instance Separation + AMS	India	India	Global HR, Recruitment, Absence		On Going AMS
One of the largest Private sector banks in India	Implementation	India	India and 3 countries	Talent Management, Global HR, Absence, Time & Labor, HR HelpDesk, Benefits, Compensation	Custom ODA and OPA	In Progress
IT Professional Services firm	Implementation	India	APAC, GCC, Europe	Talent Management, Global HR, Absence, Time & Labor, HR HelpDesk, Benefits, Compensation		In Progress
IT Service Management Company	Implementation	India	India	Talent Management, Global HR, Absence, Time & Labor, HR HelpDesk, Benefits, Compensation		In Progress

Success Stories /Credential – Snapshot

Nature of Client	Project Type	Location	Countries in Scope	Modules	Special Remarks	Status
Utilities Company	Implementation	Italy	Italy	Talent Management, Compensation Management	Personalization	In Progress
Refrigeration Manufacturing	Implementation	Italy	Italy	Talent Management, Compensation Management	Personalization	In Progress
Insurance Company	Implementation	Europe	European Union	Talent Management		In Progress
Telecommunication Company	Payroll Assessment	Saudi Arabia	Middle East	Payroll, CoA Assessment	Payroll Assessment	In Progress

Our team includes practitioners with deep HR technology, operations, and industry experience, HR and Payroll professionals, technical architects, and consultants. We will come together to support you in resolving challenges in your organisation, like:

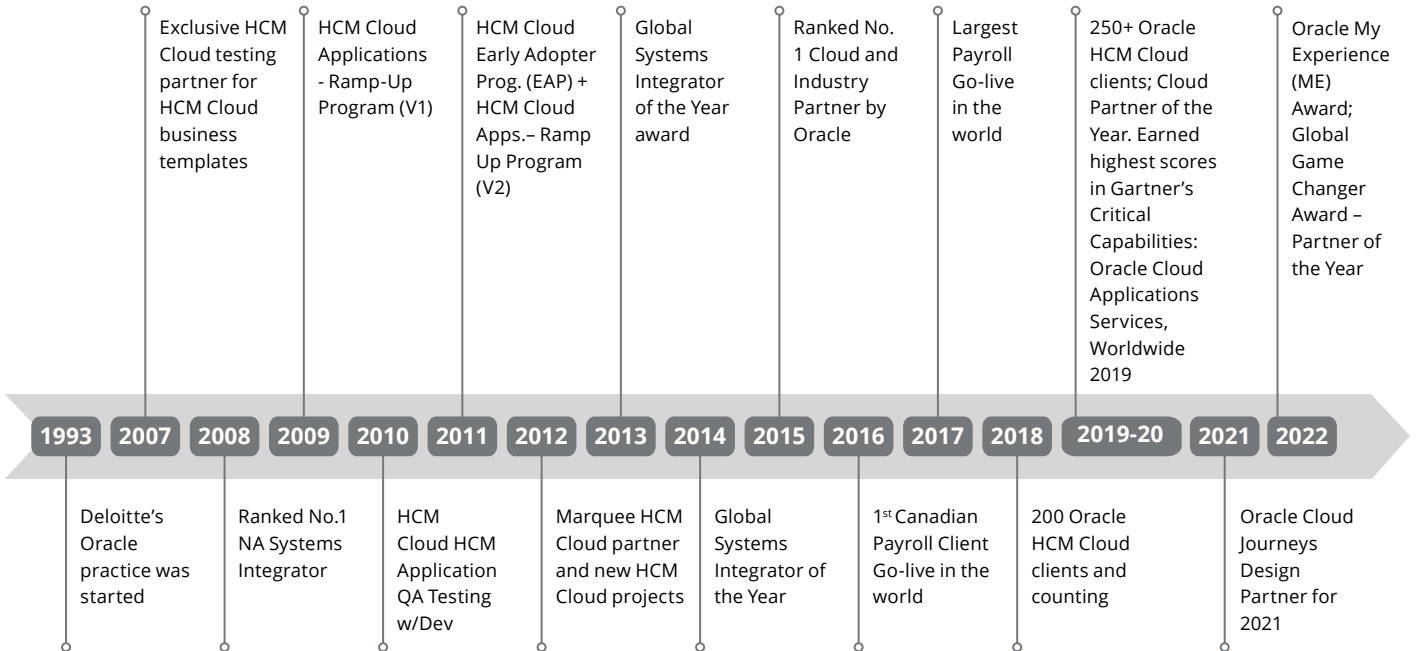
- HR Transformation case for change to enable digital improvement and innovation – driving business value
- Legacy HR technology prohibiting growth or software support ceases
- M&A activities

- Compliance, union challenges, global expansion
- Follow-on projects, release upgrades
- Employee experience concerns

This team will collaborate to **design, implement, and integrate Oracle HCM Cloud solutions**, to enable the transformation of the HR function and the overall employee experience.

Our Oracle practice and partnership has grown exponentially making us a preferred partner for clients across the industry.

Our Global Oracle HR Transformation Practice Capabilities



Our Relationship with Oracle

- #1 Oracle Global Game Changer Award for Service Delivery (2022)
- 1st Global Cloud Elite Partner Distinction
- 25+ years highest level of alliance relationship with Oracle
- #1 in HR Operations Consulting & Digital HR Transformation according to Gartner (2022)
- Led 1st Global HCM Cloud Project
- Leading the largest HCM Cloud Projects in the World

Our People

2,500 Oracle HCM Practitioners* globally	100+ Industry-specific leading practices to drive process innovation
2,000+ HR Projects Delivered	1400+ Clients Served
65 Deployments across 150+ Countries	30+ HCM Implementations with 50,000+ employees

*Certified across multiple areas

Benefit to our client

- Highest level of access to Oracle leadership and ability to work seamlessly with Oracle to overcome issues
- Lessons learned from co-development with Oracle and history of influencing their future roadmap
- "Own the Gap" commitment to Oracle and our clients, delivering full functionality of Cloud products
- Access to Oracle resources who have experience in every functional/technical area to help deliver a smooth project

Oracle HCM Cloud Global Sectoral Experience



Connect with us



Gaurav Lahiri

Partner - Human Capital

gauravlahiri@deloitte.com | +91 9871010770

Gaurav Lahiri leads Deloitte India's Human Capital consulting practice. Gaurav works with clients to align their organisations with their strategic agenda, including reviewing strategies, designing organisation structures, implementing talent management programmes, and formulating reward strategies, to drive performance and motivation. He co-authored the 2007 book titled, "The Indian CEO: A Portrait of Excellence," and has authored several papers on post-merger integration and change management. He graduated with honours in mathematics from Delhi University and holds an MBA from the XLRI School of Management.



Saurabh Dwivedi

Partner

saudwivedi@deloitte.com | +91 9811009268

Saurabh brings more than 18 years of experience in successful implementation of complex HR Strategy and Transformation projects, in an international context, across multiple industries in Asia and the US. He has an in-depth experience, spanning project management (PMP certified), HR strategy, HR process and operating model design.



Biswadeep Lahiri

Executive Director

blahiri@deloitte.com | +91 9830301717

Biswadeep brings in more than 21 years of experience in successful implementation of complex HR Technology projects in India and abroad. He heads the Oracle Cloud HCM and PeopleSoft practice in Deloitte India and is a seasoned analyst for similar projects. He has designed one of the biggest custom-made applications for a leading IT/ITES organisation.



Rahul Seth

PMP, SHRM-SCP

Director

rahuseth@deloitte.com | +91 9819386600

Rahul is a Director in the HR Transformation practice at Deloitte India, the largest and the strongest HR Consulting practice ever assembled. He has over 19 years of experience in Digital Transformation, having dealt with a variety of clients across various sectors. He comes with a rich experience in managing large scale transformation engagements in India, North America, Middle East, and Africa.



Juzer Balsara

Director

jubalsara@deloitte.com | +91 9819764169

Juzer is a Director with the firm and has over 23 years of professional experience in IT Consulting, over sixteen years of experience in Human Resource Implementations ranging across different modules, like Core HR, Recruitment and Talent Management. He has worked extensively in client interfacing roles in India and the US.





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