

Recent trends in the HR systems market

Organisations are embracing the Cloud for its potential business transformational impact, greater agility and focus on innovation.

Shift to a Digital Organisation

The all-digital world is changing how we live, how we work, and how business is organised and conducted. HR can help business leaders and employees to shift to a digital mind-set, a digital way of managing, organising and leading change.*

% of organisations identifying the main drivers for moving to the Cloud†



Empowering Employee Experience

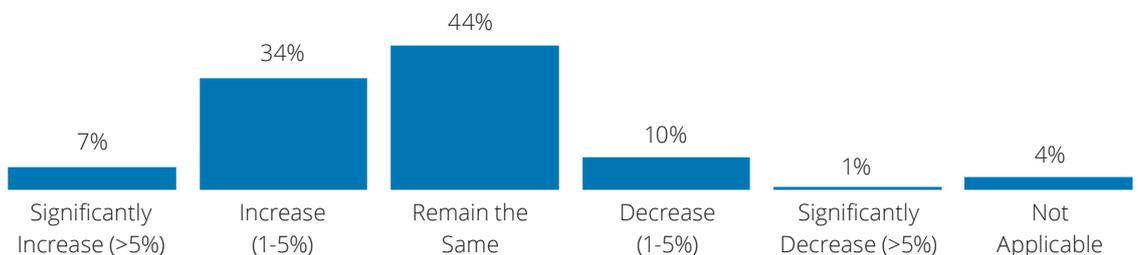
HR has the opportunity to revolutionise the entire employee experience by transforming HR processes, systems and the HR organisation via new digital platforms, apps and way of delivering HR services.*



Business Focused Benefits

Only 7% of UK companies expect to notably grow HR investment over 12-18 months. Implementing Cloud technology requires lower capital investment and realises business benefits sooner through faster implementation, greater process standardisation and continuing product innovation.

% of UK organisations plans to invest in HR in the next 12 to 18 months†



Service offerings

We offer a wide portfolio of services ranging from strategic advice to end-to-end implementations.

Oracle HCM Cloud Readiness

Is your organisation ready to transition to an Oracle HCM Cloud solution? What are the organisational changes, financial implications, governance, data, security and legal requirements that you need to consider? Are you equipped to work in an agile manner to deploy a Cloud solution?



This offering provides the capability and tools to carry out a readiness assessment for your organisation and prepare you for the Oracle HCM Cloud implementation:

- **Business process assessment & design:** a review of processes from the system perspective to accelerate requirements gathering, perform a gap analysis and conduct process design.
- **Requirements elaboration:** an enhancement of your requirements with Deloitte's product knowledge and leading practice for your industry.
- **Implementation readiness:** a strong functional platform to perform a comprehensive RFP process.
- **Configure & prototype:** a fully functional system prototype configured specifically for your business.

Oracle HCM Cloud Implementation

Does your team have the necessary skills to implement an Oracle HCM Cloud solution successfully, making best use of the Cloud functionality to maximise business value? What is required to transform your business from current state to one supported by a single, global and integrated system?



This offering provides a full implementation service for Oracle HCM Cloud applications, using an agile approach to deliver the solution. Our methods and tools that help to accelerate the implementations include:

- **Enterprise Value Delivery (EVD) for Oracle HCM Cloud:** a proprietary method developed to achieve rapid deployment of cloud computing services with uncompromising rigour.
- **IndustryPrint 5 (IP5):** a business process modelling tool that combines Deloitte's structured approach to business process modelling with the market-leading ARIS modelling platform.
- **dfusion:** Deloitte's 'out of the box' pre-configured solution for Oracle HCM Cloud, accelerating project mobilisation with readily available prototypes, implementation assets and industry-focused templates.

Oracle HCM Cloud Implementation Support

What project and programme management capabilities are required to successfully drive a successful, end-to-end Oracle HCM Cloud implementation given restricted timeframe, limited financing and over-loaded resources? How can Deloitte support your team to deliver what is required of them even in scenarios where you have another implementation partner?



This offering provides specific skills and knowledge for managing implementations of Oracle HCM Cloud:

- **Specific ad hoc support:** a health check of your Oracle HCM Cloud implementation programme; advice on the impact of key decisions on the wider solution architecture and a definition of a post go-live support model.
- **Collaborative partnership:** a skilled team that understands the project management, governance and implementation challenges that will deliver business-case aligned value early, supported by Subject Matter Experts that will take ownership of data management and your side of integration development.
- **Post implementation efficiency review:** a validation of the planned benefits from your Oracle HCM Cloud implementation.

Deloitte and Oracle

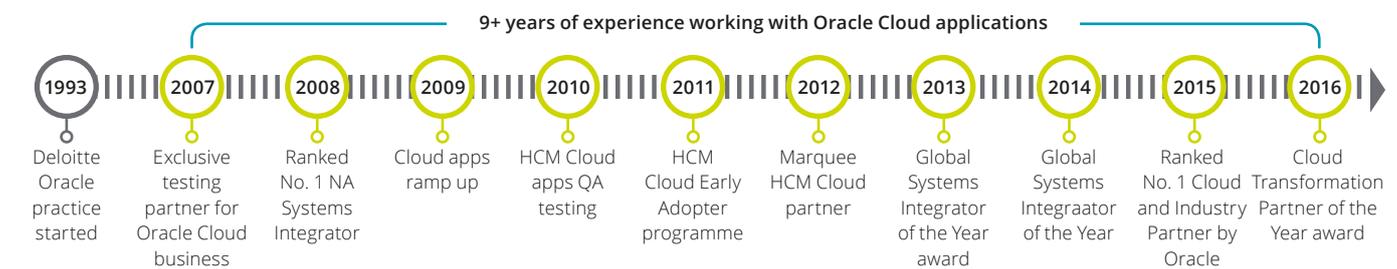


As the only Oracle Global Cloud Elite partner, Deloitte is in a unique position to empower your move to the Cloud.

Deloitte has been Oracle's Global Applications Partner of the Year three of five past years and was recognised by Oracle as a Diamond Partner and the sole 2015 Global Cloud Elite Partner.

Our practice is an integral part of Deloitte's leading Human Capital practice with wide Human Resources (HR) Advisory and HR Analytics skills, together with a leading Programme Management capability.

Our offshore capability and the nearshore Belfast Delivery centre offers comprehensive delivery and competitive pricing.



Access to Oracle R&D teams, development and roadmap



Our own Oracle HCM Cloud assets and accelerators

For more information contact:



Simon Lowe
Partner
HR & Technology Advisory
+44 (0) 7711 064659
simonlowe@deloitte.co.uk



Nick Eastwood
Director
UK Oracle HCM Lead
+44 (0) 7796 784225
neastwood@deloitte.co.uk

Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited ("DTTL"), a UK private company limited by guarantee, and its network of member firms, each of which is a legally separate and independent entity. Please see www.deloitte.co.uk/about for a detailed description of the legal structure of DTTL and its member firms.

Deloitte LLP is the United Kingdom member firm of DTTL.

This publication has been written in general terms and therefore cannot be relied on to cover specific situations; application of the principles set out will depend upon the particular circumstances involved and we recommend that you obtain professional advice before acting or refraining from acting on any of the contents of this publication. Deloitte LLP would be pleased to advise readers on how to apply the principles set out in this publication to their specific circumstances. Deloitte LLP accepts no duty of care or liability for any loss occasioned to any person acting or refraining from action as a result of any material in this publication.

© 2016 Deloitte LLP. All rights reserved.

Deloitte LLP is a limited liability partnership registered in England and Wales with registered number OC303675 and its registered office at 2 New Street Square, London EC4A 3BZ, United Kingdom. Tel: +44 (0) 20 7936 3000 Fax: +44 (0) 20 7583 1198.

Designed and produced by The Creative Studio at Deloitte, London. J6684

* Deloitte Global Human Capital Trends 2016

† Deloitte Global Capital Trends 2016: UK

‡ HR Technology 2016: 10 Big Disruptions on the Horizon