



Value Optimization for Oracle Cloud Human Capital Management

Unlocking the full value of Oracle HCM solutions



Have you implemented Oracle Cloud Human Capital Management (“HCM”) but aren’t sure you’re getting full value from the system? Are you taking full advantage of your data with dashboards and workflow? Are you empowering your workforce with direct access to the full power of Oracle including the newer My Experience (“ME”) solutions? If not, ask for a Value Optimization for Oracle HCM! It’s ideal for organizations that are using Oracle’s Suite of Cloud HCM solutions but may not be realizing its full potential.

To conduct Value Optimization for Oracle HCM, the firm leverages our signature KPMG Powered Enterprise methodology and tools, which contain leading practices refined through more than 10 years of Oracle implementations.

We efficiently gather input from your Oracle stakeholders on how well the system is serving the organization. We prepare a prioritized roadmap of changes to enhance your return on investment (“ROI”).

KPMG’s Value Optimization for Oracle can reveal Oracle HCM opportunities factoring in the following:

- How and where to adopt GenAI capabilities
- Planning for migration to Oracle’s next generation Redwood user interface
- Not realizing the benefits in your business case
- Too many notifications and approval steps
- Low self-service adoption
- M&A activities that require revisiting processes and organization structure design
- Inefficient business processes from a rushed Oracle deployment
- Problems implementing quarterly Oracle releases
- Manual processes performed outside of Oracle
- Initial Oracle configuration no longer supports business needs or strategy
- Key team member turnover has resulted in loss of business/technical knowledge.

Value drivers

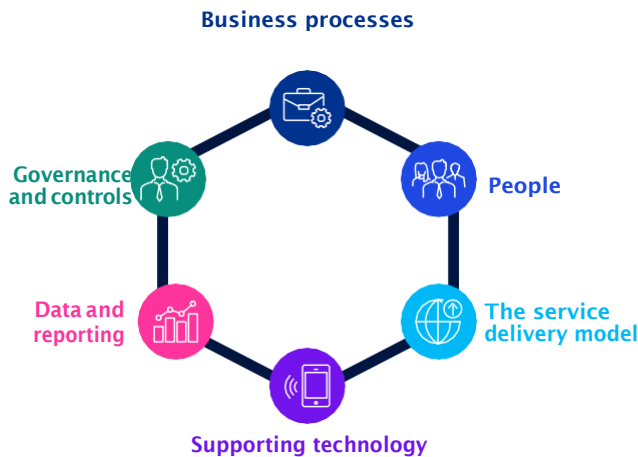
- ✓ Reduce total cost of ownership
- ✓ Increase ROI
- ✓ Get "back to the box"
- ✓ Accelerate GenAI & Redwood adoption
- ✓ Improve employee engagement
- ✓ Increase process efficiency, automation
- ✓ Reduce risk
- ✓ Better working capital
- ✓ Faster forecasts and insights



KPMG Value Optimization for Oracle Cloud HCM solutions

How we work

The KPMG Target Operating Model (“TOM”) is the foundation of Value Optimization for Oracle HCM. The six dimensions of the TOM are depicted below and show how we look at how your HR function operates. Our goal is to optimize business value, not just technology value.



Our tools and accelerators can help jump-start the process of identifying opportunities for improvement, including:

- Assessing your current Oracle environment against prebuilt operating models based on leading practices
- Providing immediate access to deep leading practice that are proven in the market
- Engage decision makers in the “art of the possible”
- Demystify the technology and highlight how it can enable you
- Explore the impact of business change through every part of your organization

When finished, you’ll receive a key findings report, TOM assessment, and the results of your voice of the customer survey and interviews. Most importantly, you’ll receive a roadmap of the prioritized actions you can execute to optimize your Oracle investment and experience.

Value levers

Deliverables/Output:

- Prioritized value recommendations
- Quick-win opportunities

Oracle Scorecard

Deliverables/Output:

- Review of configuration against leading practices
- Recommendations to adjust Oracle to improve efficiency and add new capabilities

Architecture Assessment

Deliverables/Output:

- Technology architecture inventory
- Observations of gaps and opportunities

Benchmark Results

Deliverables/Output:

- Evaluation of key metrics against industry standards across HR
- Value target range for each KPI

Executive summary of findings

Deliverables/Output:

- Target operating model future state vision
- Value case (ROI)

Implementation Plan/Roadmap

Deliverables/Output:

- Implementation plan/roadmap
- Quick wins with implementation steps

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