

ORACLE

AI World

AI's Game Changing Role in Talent Management

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Are you using AI in Talent Management today?

Benefits of using AI

- ✓ Less effort
- ✓ Time savings
- ✓ New insights
- ✓ More impact

60%
of
Oracle Cloud HCM
customers using AI
across the globe

Note: Based on # of API Calls in production environments, Last 12 Months as at the end of September 2025

Top 10 HCM GenAI Features



AI Summary of Team's Goals for Managers

Key intelligence at-a-glance

- Get a qualitative team summary before drilling into individuals
- High level narrative summary
 - Kinds of goals being worked on
 - Goal commonalities
 - Progress on the goals

Team Goals Center

Jennifer Smith's Team

Performance Goals Development Goals

Review Period: 2024

Goals Not Started	Goals In Progress	Goals Completed	Goals Aligned	Pending Approvals
2	5	2	2	2

Goals Summary

The team is working on a variety of performance goals, with a focus on testing and assigning tasks. Common goal categories include **Testing Assign**, **Test Assign**, and **Assign Test**, which are all variations of the same goal type. There are also goals related to **Testing Assign -- MEG**, which is a specific project or initiative. Currently, all the common goal categories are listed as **Not Started**. This indicates that the team has not yet begun work on these goals, and they are still in the planning or preparation phase. It is important to note that the status of these goals may change as the team progresses and starts working on them.

+ Assign Goal

User	Name	Role	Goals	Last Updated
	Samantha Adams	Project Manager	0 of 2 completed	Not available
	Emma Burton	Project Manager	0 of 3 completed	Jan 10, 2024
	Ante Lisak	Project Manager	2 of 4 completed	Jan 15, 2024

AI Assist for Writing Performance Evaluations

Quick, high-quality suggested commentary

- Generates insightful comments and development tips for individual competencies and goals
- Summarizes overall performance based on goal progress, feedback, and check-ins from throughout the year
- One-click to generate all evaluation comments

The screenshot shows a software interface titled "Manager Evaluation of Workers" for "Ville Niemi". It's a "Performance Document 2025 Annual 360 Development Evaluation" evaluated by "Fiona Morell". A prominent feature is the "AI Assist" button, which is highlighted with a callout bubble. Below it, the "Overall Summary" section displays a summary icon, a "Summary" section mentioning Fiona Morell and Ville Niemi added comments, and a "Manager Rating" of four stars. The "Manager Comment" section contains a detailed performance review. At the bottom, there are standard document editing tools like font size, bold, italic, and alignment buttons.

Manager Evaluation of Workers
Ville Niemi

Performance Document 2025 Annual 360 Development Evaluation Evaluated By Fiona Morell

● Create your manager evaluation comments faster with AI Assist
To generate new suggestions for the comments you haven't entered or edited yet, click AI Assist. This may take a few moments to complete.

AI Assist

Overall Summary

Summary
Fiona Morell and Ville Niemi added comments
Show more summary info

Manager Rating
★★★★★

Manager Comment

Your overall performance as a Project Specialist in the Applications and Services department has been a mixed bag, with some areas of strength and others requiring significant improvement. While you consistently demonstrate a good understanding of relationship-building and a commitment to shared goals, your performance is often inconsistent, and you struggle to provide innovative solutions or effectively support projects. In terms of your development goals, your communication skills need further refinement. You must enhance your listening abilities and actively engage with different perspectives to ensure a more collaborative and productive work environment. Regarding your competencies, you display a basic understanding of customer focus and organizational awareness, but these areas require further development. Your planning and organizing skills are at an intermediate level, but you tend to resist collaboration, which can hinder problem-solving efforts. The feedback from your 360-degree evaluation highlights the need for you to deepen your understanding of business operations and improve the quality of your work output. Your performance is currently below expectations, and you must take more responsibility for your tasks and projects to meet the desired standards. To enhance your performance, focus on seeking guidance and support when needed, and actively collaborate with your colleagues to leverage their expertise and insights. By doing so, you can address the areas for development and contribute more effectively to the team's success. Remember, consistent and reliable performance is key to your role as a Project Specialist. Keep striving for excellence, and don't be afraid to seek feedback and guidance to improve your skills and overall performance.

T Aa A± B I U S A ... AI Assist

The results are in

Widespread uptake

- Major retailer: Within weeks goal-setting completion surged to nearly universal levels
- Travel and tourism org: Saw 5x increase in development goals

Users are all in

- “I love the AI feature for writing goals — it removes stress and gives me a great starting point.”
- “Made it much quicker. I could still tweak, but it saved time.”

AI is adding real value

- Abandonment rates for tasks drop dramatically when AI is used
- Over half of users choose AI when it's offered — and usage continues to climb



Succession Planning Advisor for Managers

A robust AI assistant that helps managers proactively manage succession, mitigate talent risks, and prepare for future talent needs

- ✓ **Identifies Critical Talent and Risk**
 - Identifies high risk/impact employees with no succession plan
 - Simulates scenarios for potential departures
- ✓ **Analyzes Succession Coverage**
 - Assess bench strength
 - Identifies plans needing attention
- ✓ **Finds Potential Successors**
 - Suggests candidates who fit the role
- ✓ **Manages Succession Plans**
 - Create & update plans, add & manage candidates



Team Sync for Managers

(part of *Touchpoints*)

Streamline your team check-ins with our AI-powered assistant that automatically collects, analyzes, and summarizes employee updates - helping managers focus on meaningful conversations

✓ Team Check-in Summaries

- Quickly review key topics and concerns
- View sentiment analysis and recommended actions

✓ Support Team Member Requests

- Identify team members with requests or issues for follow-up

✓ Monitor Check-In Completion

- Track employees who haven't had recent check-ins

✓ Track Development Opportunities

- Identify opportunities and requests for development



AI in Talent Management

Unlock New Value: Turn On These AI Features Today!

Generative AI

- Goal Creation AI Assist
 - Feedback AI Assist
 - Performance Evaluation AI Assist for Managers
- 25D** Performance Evaluation AI Assist for Employees and Feedback Participants
- AI-Suggested Goals Based on Performance Evaluation
 - Summary of Team Goals for Managers
 - Touchpoints Check-Ins Suggested Topics
 - Touchpoints Check-Ins Suggested Goals as Actions

AI Agents

- Performance and Goals Answer Agent
 - Talent Advisor Agent
- 25D** Succession Planning Advisor Agent
- 25D** Team Goals Assistant Agent
- 25D** Touchpoints Team Sync Agent

Thank you

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