ORACLE

AI World
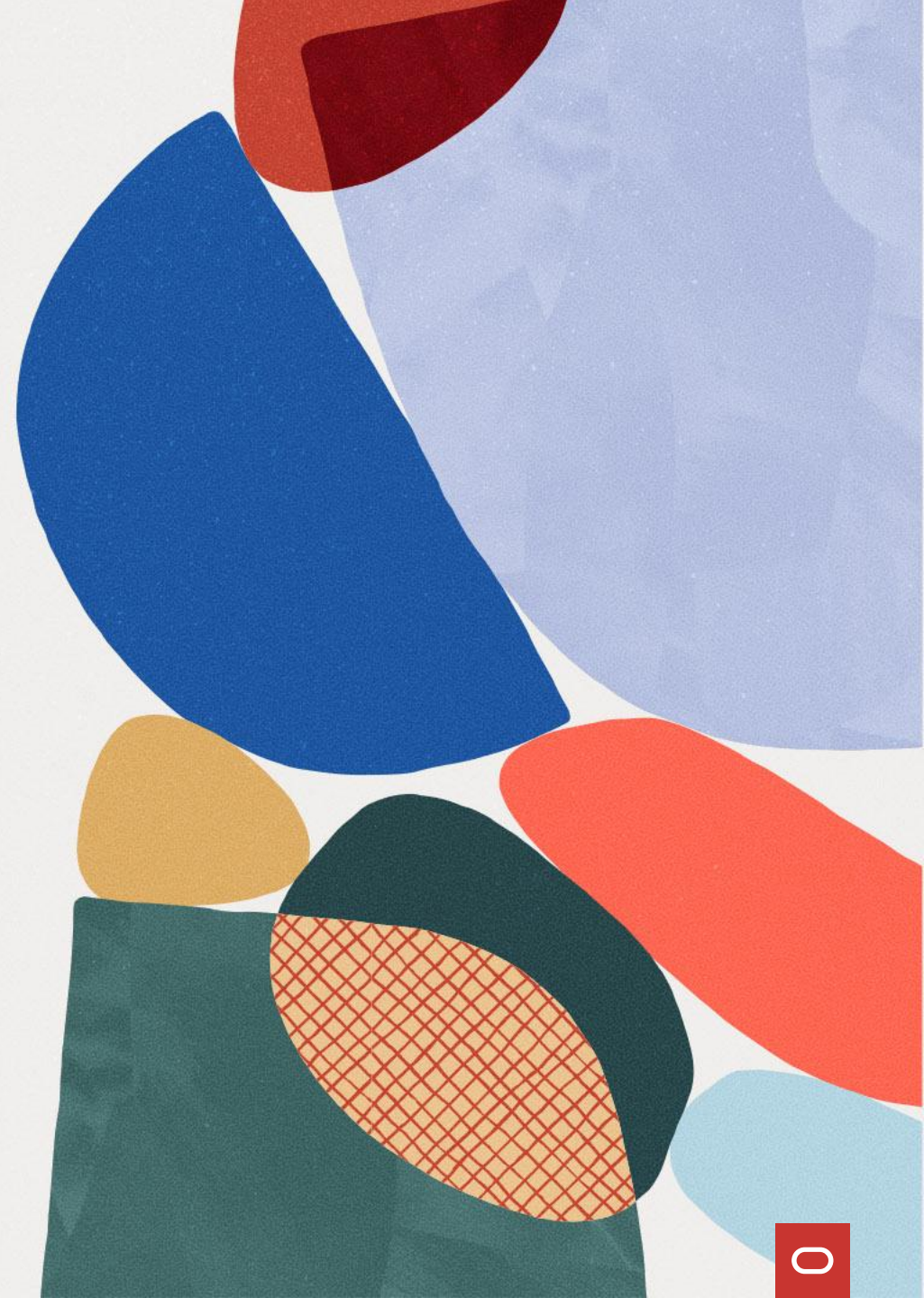
Path to Success with AI

Lessons from HR Leaders

—

PAN1071

October 15, 2025

Forward-Looking Statements

This presentation is intended to outline our general product direction. It is intended for information purposes only, and may not be incorporated into any contract. It is not a commitment to deliver any material, code, or functionality, and should not be relied upon in making purchasing decisions. The development, release, timing, and pricing of any features or functionality described for Oracle's products may change and remains at the sole discretion of Oracle Corporation.

Statements in this presentation relating to Oracle's future plans, expectations, beliefs, intentions, and prospects are "forward-looking statements" and are subject to material risks and uncertainties. A detailed discussion of these factors and other risks that affect our business is contained in Oracle's Securities and Exchange Commission (SEC) filings, including our most recent reports on Form 10-K and Form 10-Q under the heading "Risk Factors." These filings are available on the SEC's website or on Oracle's website at https://oracle.com/investors/ All information in this presentation is current as of October 2025 and Oracle undertakes no duty to update any statement in light of new information or future events.

Some regulatory certifications or registrations to products or services referenced herein are held by Cerner Corporation. Cerner Corporation is a wholly owned subsidiary of Oracle. Cerner Corporation is an ONC-certified health IT developer and a registered medical device manufacturer in the United States and other jurisdictions worldwide.

Today's Panelists

Alan Bouris
Oracle

SVP, Development Operations + Customer Success

Kandi Thomas
Navy Federal Credit Union

Senior Technical Program Manager

Laura Froehlich
Oracle

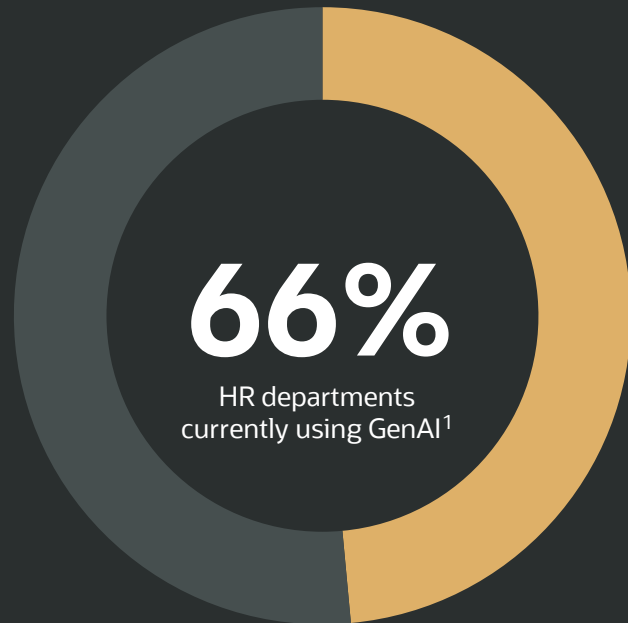*GVP, Fusion HCM + AI COEs*

Hubert Winter
Quest Diagnostics

Senior Director, HR Tech + Systems

Discussion Outline

1   Introductions

2   Overview of Fusion AI Capabilities

3   Initiating the AI Journey

4   Adoption Impact

5   Lessons Learned + Advice

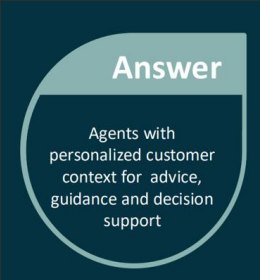6   Q&A

AI Adoption Trends in Human Resources

66%
HR departments
currently using GenAI[1]

67%
HR leaders who believe
AI Agents will improve
employee experience [2]

50%
HR activities that could
be automated with
agents by 2030 [2]

[1] *Hackett Group, April 2025*

[2] *Gartner, May 2025*

Fusion AI Capabilities

	Predictive AI	Generative AI	Agent Based AI	Agent Based AI
Type	Predictive AI	Generative AI	Agent Based AI	Agent Based AI
Description	Analyzes historical and current data to anticipate future trends and outcomes	Quick to deploy, in app experience, natural language embedded in the flow of work	Agents with personalized customer context for advice, guidance and decision support	Agents and agent teams for simple to complex business flows taking supervised actions
Key Capabilities	Recommendations	Authoring, Suggestions & Summarization	RAG Document	Business Objects, Tools + Multi Agents
Examples	Job Match or Time to Hire	Recognition feedback	Pay Policy Advisor	Pay Analyst

Initiating the AI Journey

Drivers for Adoption + Implementation Practices

Adoption Impact

Early Returns and User Reactions

Lessons Learned + Advice

Retrospective + Forward Looking

How to get started with Oracle AI in Fusion Applications

Existing deployment

- Enable GenAI for quick wins
- Begin testing Oracle delivered pre-built Agent templates in AI Agent Studio within a stage pod
- Identify top 3-5 processes or pain points that AI can help improve

New implementation

- As part of your process redesign for the cloud, incorporate AI from the start

Getting Started
Helpful Resources

Documentation

- [AI Resource page](#) in Cloud Customer Connect

- What's New for 25C + 25D

- Building an AI Innovation + Governance office [MOS KM](#)

- Fusion AI Security principles [white paper](#)

- Cloud Customer Connect- [Fusion AI Idea Lab](#)

Training

- Overview of Fusion AI Agent Studio:

  - July 15 (1 hour on CCC)

- Product Training:

  - AI Agent Studio Foundations (4 hours on Oracle U)

  - AI Agent Studio Deep Dive (10 hours on Oracle U)

  - AI Agent Studio 25D preview (October 8 on CCC)

  - Getting Started + Security Set Up (Sep 26 on CCC)

  - Ongoing special topics on AI Agent Studio via CCC

Q&A / How To

- Customer Connect Oracle AI for Fusion Apps [forum](#)

- AI Agent Collaboration [Forum](#)

- Monthly AI Agent Studio Office Hours (starts next week on CCC)

- Frequently Asked Questions (updated regularly)

AI Resources Page in Cloud Customer Connect

AI Resources

`Closed` 5351 Views   11 Comments

Heather Hagedorn- Cloud HCM-Oracle Product Strategy Director   Rubellite 🌸
May 15, 2025 5:03PM   edited Sep 19, 2025 2:55PM   💬 11 comments

This page includes AI Resources for all Fusion Pillars.

Key Resources:

- AI Launch Page: Oracle AI for Fusion Applications – Help Center (Top Questions, General Information, What's New Feature Listings)
- HCM Features with AI: 💬 Feature Listing
- What's new in specific release updates (filter by AI column)
- AI Agent Studio for Oracle Fusion Cloud Documentation (What's New - Help Center)
- NEW: Oracle AI Agent Studio Book (Want to learn more about AI Agents? Our new ebook, Why AI Agents Could Usher In the Next Productivity Boom, explores its main applications, potential benefits and challenges, and more.)

📄 **Why AI Agents Could Usher In the Next Productivity Boom (ebook).PDF**
Uploaded Aug 13, 2025   5.34 MB

- AI Agent Solution Overview

📄 **Oracle AI Agent Studio Overview.pdf**
Uploaded Jul 29, 2025   1.21 MB

- AI Innovation and Governance (Mos Doc Id: 3077782.1) (Best practices for building an AI Innovation and Governance Office as well as providing the materials to understand how Fusion AI features are constructed which will assist you in the AI governance process)
- Oracle Fusion AI Platform and Data Security Principles (Understand where LLMs are hosted and describe Fusion AI architecture)

Learn about AI Agent Studio:

Learn about the new Oracle AI Agent Studio for Fusion Applications from Chris Leone, EVP, Fusion Development - a new agent platform that empowers organizations to rapidly create, deploy, and scale AI Agents. Go here to listen and see the slides.

Listen to this two hour session, Introduction to AI Agent Studio, for a deeper dive into our vision for AI Agent Studio, the capabilities delivered in 25C, and the roadmap of exciting features to come.

Questions & Conversations:

Post your questions in the Oracle AI for Fusion forum on Customer Connect.

AI Ideas for Oracle Cloud Applications:

Submit your ideas here in the AI Ideas Lab.

Enabling/Implementing Generative AI:

- Enabling Generative AI features in Cloud HCM – A step-by-step guide – Detailed steps to enable the features
- Implementing Generative AI Features in Oracle Cloud HCM Blog – This post has information to better understand more about Generative AI and the features available and links to Oracle documentation with steps to enable each Gen AI feature.

Go Further:

AI Webinars on Customer Connect

Join webinars to learn more about AI within Oracle Cloud HCM. These free webinar events are also your opportunity to ask questions in a live, real-time, format, from our panel of experts. All events are recorded with the replay accessible on the event page within 48 business hours following the live event. You can find these events on the HCM Events page.

- October 1st: Review AI Agent Benefit Plan Advisor
- September 26th: Let's Talk Tech: Getting Started with AI Studio
- September 24th: Fall Demo Series: Redwood and AI
- September 24th: Jumpstarting with Seeded Benefits AI Agents
- September 17th: Adaptive Intelligence in Help Desk
- July 15th: Introducing AI Agent Studio
- June 25th: The Path to Agentic AI: A Collaborative Approach
- May 13th: AI Now - Building an AI-First Culture
- April 15th: Introducing the Fusion AI Agent Studio — Cloud Customer Connect
- December 10th, 2024: Introduction to AI Agents in Cloud HCM and SCM
- August 20th, 2024: Ready for Redwood – What's New in Generative AI for Cloud HCM
- May 23rd, 2024: Ready for Redwood – Enabling Generative AI Features in Cloud HCM
- May 9th, 2024: Ready for Redwood – Generative AI in Cloud HCM
- April 26th, 2024: Let's Talk Tech: Enabling Gen AI in Redwood and FAQ on Gen AI Architecture
- April 17th, 2024 Unleashing Innovation: Experience the Power of AI and Generative AI in Human Capital Management (HCM) and Supply Chain Management (SCM)
- April 3rd, 2024: HCM – Ready for Redwood: Generative AI in Cloud HCM

General Information:

- Article: ROI Hits Different—Why Native AI in Oracle Fusion Applications Changes the Game
- Press Release: Oracle Adds New Generative AI Capabilities to Oracle Fusion Cloud Applications Suite
- Brochure: Generative AI in Oracle Cloud HCM Overview
- Site: Overview of Oracle AI for Fusion Applications
- Article: What HR Needs to know about Generative AI

AI Videos & Demonstrations:

- What is Oracle AI; Watch a short video on Oracle AI
- AI Studio Overview
- See Oracle AI Agent Studio in action: Oracle AI Agent Studio for Fusion Applications
- Best Practices for Agentic Workflow Design
- Using RAG Document Tool in AI Studio
- AI Studio Deeplink Seeding
- AI Studio 3rd Party REST Integration
- AI Agents (HCM)
- Generative AI

Thank you

Your feedback is important.

Scan this QR Code or use the Mobile App to share your thoughts on this session.