



Discover how Oracle AI is reshaping the Talent Lifecycle experience

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TALENT LIFECYCLE & ORACLE CONSULTING



Safe harbor statement

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Hello

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Talent Leaders Key Focus Areas



Skills-first approach – upskilling and reskilling their workforce



Learning & Performance tying both together to drive growth



Continuous & real-time feedback focusing on conversations



Personalized talent and performance journey based on the employees' unique needs



Real-time people analytics



Internal mobility – rethinking how jobs & skills create internal opportunity

Oracle HCM facilitates your Talent Management Strategy through AI



Succession Planning

Suggested Successors
NEW: Succession Advisor



Opportunity Marketplace

Suggested Careers and Gigs



Recruiting

Similar/Suggested Candidates,
Candidate Experience Agent,
Job Application Scores



Onboarding

Guided Journeys Agents



Performance Management

Review Assist (feedback and performance),
Goal Creation Assist,
Goals and Performance Agent
Touchpoints Suggested Topics
NEW: Talent Advisor Agent



Compensation

AI Assist for ICP Instructions,
Market Composites,
Compensation Advisor Agent



Learning

Skills Advisor, Learning
Description Enrichment, AI Assist
for Capability Guides



Dynamic Skills

Skills-first strategy to support
Hiring, Learning, Upskilling, Career
Mobility

ARTIFICIAL INTELLIGENCE

AI for all Personas

Oracles inclusion of AI functionality transforms talent management from a reactive, one-size-fits-all process into a proactive, dynamic, and skills-driven system that supports business agility, employee engagement, and workforce readiness.

HR Teams

- Would your HR Specialists find it useful to be provided initial text when needing to provide verbiage for relevant fields and objects across the various HCM features and processes?
- Would your HR Specialists find it useful to use AI to assist on their journey to become a skills-based organization?
- Is it challenging to identify appropriate successors for key positions?
- Would it be helpful to the content creation process if content summaries and descriptions were automatically created, reducing manual effort while helping ensure more consistency across Learning?

Managers

- Are managers spending too much time writing performance reviews and creating quality feedback for their reports?
- Are managers looking for better insight on their team's performance trends, to help them more effectively monitor the results of the performance process?
- Are managers finding it challenging and spending too much time to write concise and relevant goals, with the necessary consistency and clarity across all goals?
- Are managers looking for more meaningful feedback and discussions during the Check-in process, for a more streamlined and effective approach to employee engagement?

Employees

- Would employees find it useful to be provided initial text as a starting point when giving feedback to their colleagues?
- Are employees finding it challenging and spending too much time to write concise and relevant goals, with the necessary consistency and clarity across all goals?
- Are employees looking for more personalized career growth based on their specific talent profile combined with their current job, to help with recommending internal opportunities for their career growth, internal mobility, employee engagement and retention?



Key Takeaways & Next Steps

Key Takeaways

- Implement a skills-first talent strategy
- Maximize the impact of effective talent management – with AI
- Enable continuous real-time feedback

Next Steps

- Activate and integrate skills framework across HCM
- Align leadership and define vision for AI in talent
- Start small with pilots, then scale
- Measure adoption, feedback, and impact continuously



Key resources for you

The screenshot shows the Oracle Consulting website. It features a banner about AI integration, a section for GM Financial, and a video player. Below this, there's a call-to-action for transforming business with AI, followed by a video of a person speaking.

Oracle Consulting

with detailed case studies and capabilities across all pillars.

[oracle.com/
consulting](http://oracle.com/consulting)

The screenshot shows the Cloud Customer Connect homepage. It features a welcome message, a large graphic of people interacting, and sections for "Your Voice Matters", "Shape Oracle's Future", and "Develop Your Personal Brand". At the bottom, it displays user statistics: 341,681 users, 222,675 discussions, and 638,807 comments.

Cloud Customer Connect

community with over 340K active members.

[community.oracle.com/
customerconnect](http://community.oracle.com/customerconnect)

The screenshot shows a learning path titled "Onboarding and Planning Essentials for Oracle Cloud Applications". It includes a brief introduction, a learning path with two modules ("FAQs and Top Tasks for New Customers" and "Create Your Success Plan"), and a summary of the path.

Free training

across Oracle's portfolio through Oracle University.

education.oracle.com

The screenshot shows the Oracle@Oracle site. It features a banner for "Our Journey to the Cloud" and a sidebar with links to "Helping finance professionals take the lead", "The WALL STREET JOURNAL", and "Oracle Cloud Guard helps us secure".

Oracle@Oracle site

with detailed case studies and resources detailing Oracle's transformation.

[oracle.com/
oracleatoracle](http://oracle.com/oracleatoracle)

Let's connect!

We help customers every day with this journey.

Let **Oracle Consulting** bring our experiences and lessons learned to make your journey a smooth one.

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