

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

## Top 10 HCM GenAI Features

Suggest Goals from Evaluation Comments

Job Application Match Snippet

Job Match Snippet

Team Goals Summary

Worker adding performance goal

Performance Feedback & Dev Tips

Worker adding development goal

Goals & Performance Answer Agent (RAG)

Feedback Assist

Manager Evaluation Comments for Goals

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



# 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

2

Goals In Progress

5

Goals Completed

2

Goals Aligned

2


Pending Approvals

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

 Samantha Adams  
Project Manager


Goals  
0 of 2 completed

Last Updated  
Not available

 Emma Burton  
Project Manager

Goals  
0 of 3 completed

Last Updated  
Jan 10, 2024

 Ante Lisak  
Project Manager

Goals  
2 of 4 completed

Last Updated  
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 displays a web interface for 'Manager Evaluation of Workers' by Ville Niemi. It includes a header with a back arrow, a profile picture, and the title. Below the header, it shows 'Performance Document 2025 Annual 360 Development Evaluation' and 'Evaluated By Fiona Morell'. A prominent blue banner encourages using 'AI Assist' to create manager evaluation comments faster. Below this, there is a button labeled 'AI Assist'. The main content area is titled 'Overall Summary' and features a green checkmark icon, a summary of comments added by Fiona Morell and Ville Niemi, and a 'Manager Rating' of four stars. A 'Manager Comment' section contains a detailed performance evaluation text. At the bottom, there is a rich text editor toolbar with various formatting options and an 'AI Assist' button.

< **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.

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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