



ORACLE
AI World

Discover how Oracle AI is reshaping the Talent Lifecycle experience

October 2025

Las Vegas, NV

Safe harbor statement

The following 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.



Hello

- 01 Intros
- 02 Talent Strategy Enablement
- 03 AI Powered Talent Management
- 04 A Persona View
- 05 Key Takeaways & Next Steps



Brian Beckman

Vice President, HCM Consulting
Oracle



Avneet Sawhney

Cloud Consulting Solution Director
Oracle

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

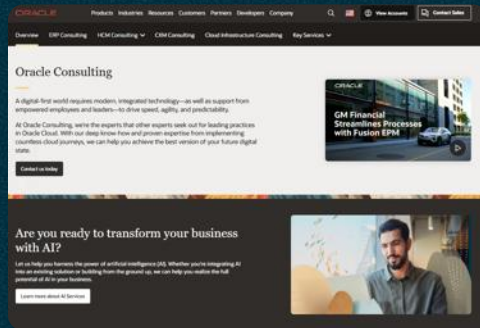
- Implement a skills-first talent strategy
- Maximize the impact of effective talent management – with AI
- Enable continuous real-time feedback

Next Steps

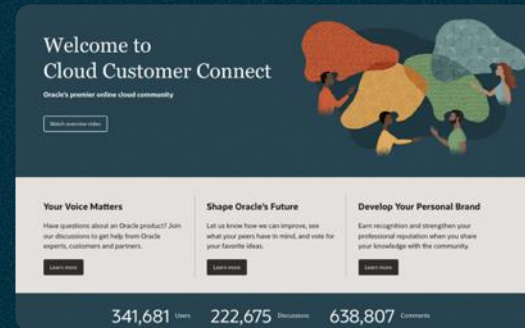
- Activate and integrate skills framework across HCM
- Align leadership and define vision for AI in talent
- Start small with pilots, then scale
- Measure adoption, feedback, and impact continuously



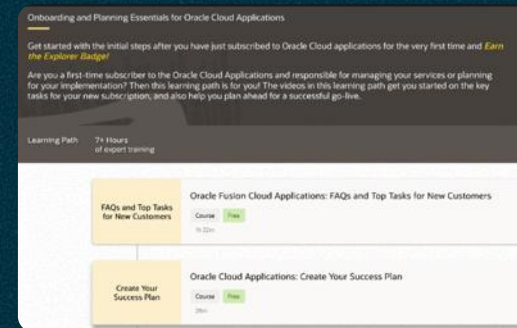
Key resources for you



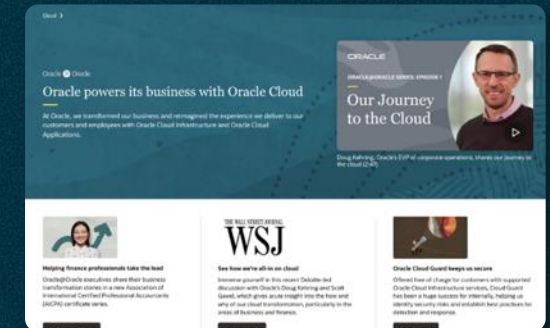
Oracle Consulting
with detailed case studies and capabilities across all pillars.
oracle.com/consulting



Cloud Customer Connect
community with over 340K active members.
community.oracle.com/customerconnect



Free training
across Oracle's portfolio through Oracle University.
education.oracle.com



Oracle@Oracle site
with detailed case studies and resources detailing Oracle's transformation.
oracle.com/oracleatoracle



Let's connect!

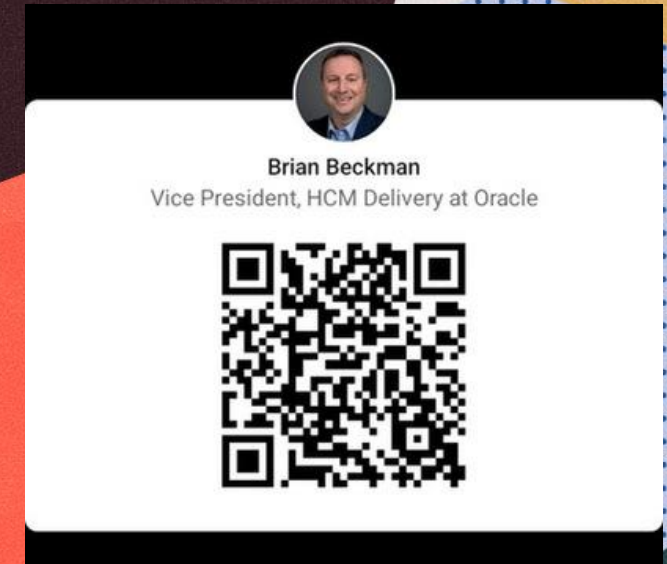
We help customers every day with this journey.

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

Contact Information:



Brian Beckman
Vice President, HCM Consulting, Oracle
Brian.Beckman@oracle.com



Your feedback is important.

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

