



Oracle Fusion Cloud HCM: Grow

Instructor Guide

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What is Oracle Grow?

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Please note all blue text is
programmed for Instructors and
automatically removed for trainees.

Common Questions



What is Oracle Grow?

How does Grow work with HCM products?

What are the key business drivers for implementing Grow?

Why do employees need Grow?

Animation: Click to display each item.

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How can employee skills and qualifications align with organizational goals?



Organizations can define skill needs across many types of career structures

Organizations can open visibility and pathways to various skill development options

Organizations can utilize AI to recommend targeted growth opportunities for careers



Animation: The first graphic will display automatically. Click to bring in other graphics afterward.

Aligning skills and qualifications with organizational goals is crucial to competitiveness and employee development.

CLICK: Organizations can define skill needs across many different career structures such as learning, jobs, and mentors.

CLICK: Employees can access skill development via different options to help navigate a path forward in their careers.

CLICK: Tools can utilize AI to make targeted recommendations for current and future careers.

CLICK: All these capabilities point to Oracle's GROW.

What is Grow?

Oracle Grow is a centralized user experience, bringing together many HCM capabilities to help employees grow in their careers!

- ▶ Acts as an employee's own personal development coach using a central landing page
- ▶ Part of the Oracle ME experience designed to empower your employees.
- ▶ Not a product that needs to be purchased, but an interface incorporating feeds from other existing HCM products



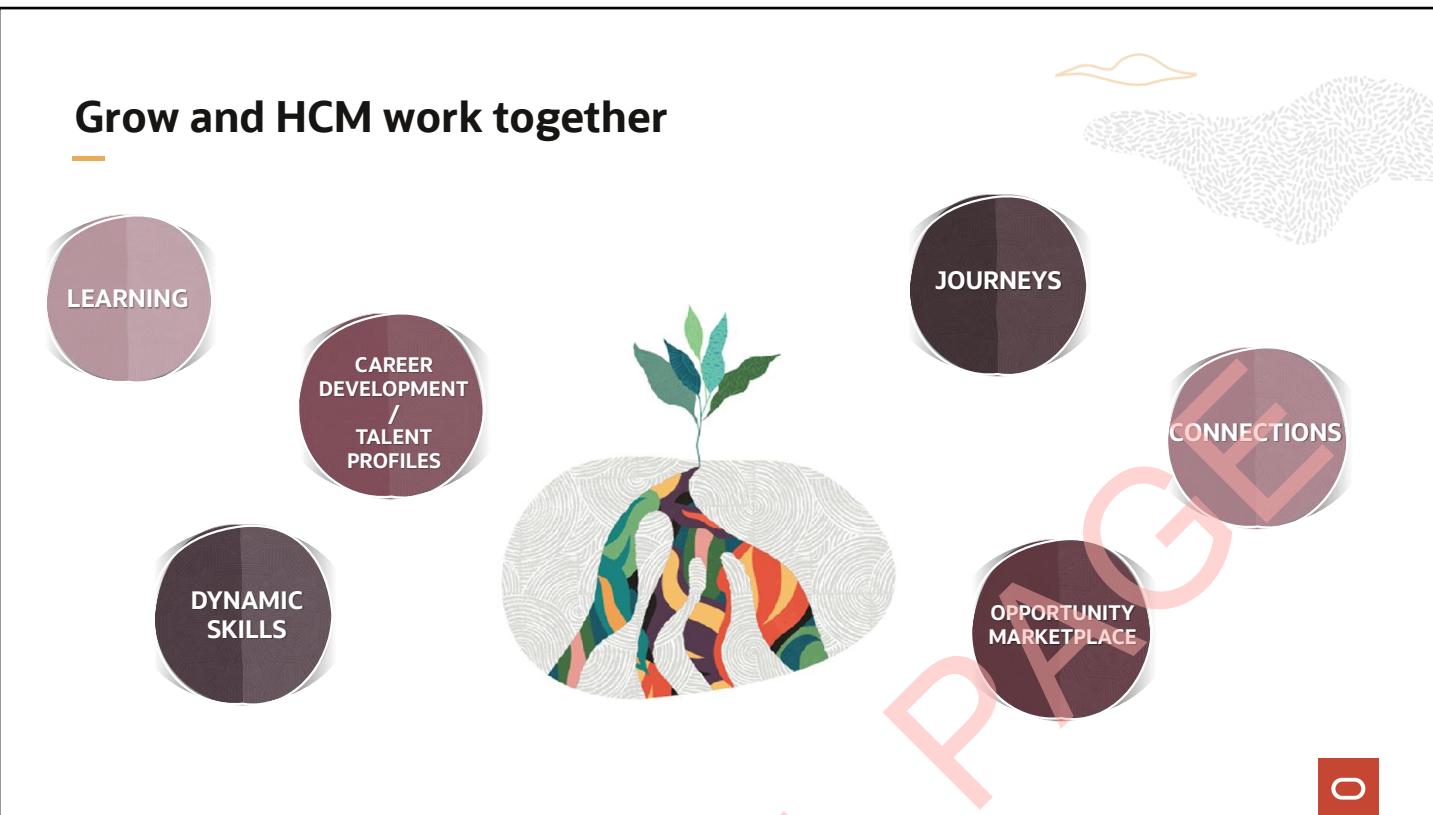
Animation: The first graphic will display automatically. Click to bring in other graphics afterward.

CLICK: It's like having your own *personal development coach* guiding you along the way to a successful career.

CLICK: Oracle Grow is not an Oracle product, but a *user experience that is part of Oracle ME*.

CLICK: Grow is not a product that needs to be purchased, but an interface incorporating feeds from other existing HCM products such as Learning. These feeds provide visibility and information into many career-enhancing and AI-powered features.

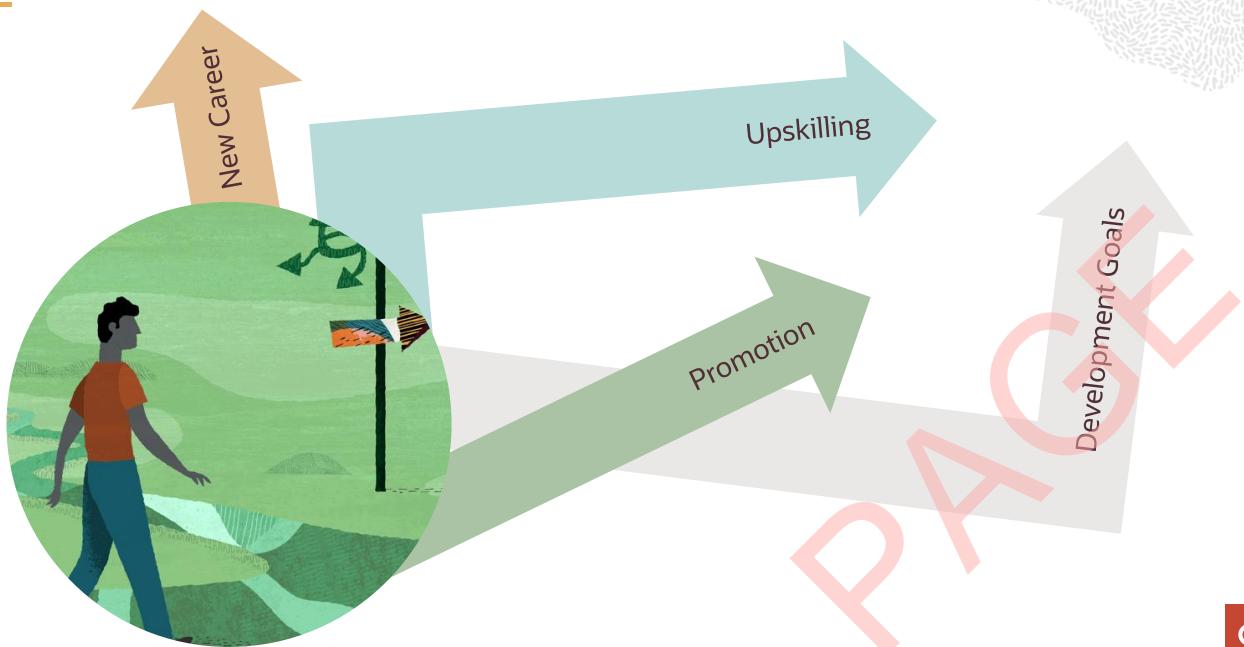
Grow and HCM work together



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CLICK: Oracle Grow brings together these HCM capabilities along with AI to create a powerful tool for your career growth. We'll get into the details of how grow works with each of these products a little later.

Employees: Where do I go? How do I get there?



Animation: The graphic(s) will display automatically.

On the other side of the equation, employees need the right tools and guidance to grow these skills and qualifications. They may find career growth difficult and confusing to navigate with a lack of visibility and advice on where to start and next steps. In general, they are at a loss of where to go and how to get there.

Grow: The best place to start



A screenshot of the Oracle Fusion Cloud HCM: Grow interface. The top navigation bar includes 'Home', 'Grow Your Career', 'Excel in Your Current Role', and 'Explore Opportunities'. A profile picture of 'Curtis Feitly' is on the left. The main content area features a section titled 'Feeling inspired?' with a 'Create Journey' button. Below it, there's a 'Popular in your careers of interest' section with three cards: 'Boost your Service Desk Career' (with an icon of a rocket launching), 'Coaching & Leadership' (with an icon of two people shaking hands), and 'Aspiring Store Manager' (with an icon of potted plants). The bottom of the screen shows a 'Career Development' section.

Animation: The graphic(s) will display automatically.

That's why Grow is *the best place to start* for employee career growth by providing a one stop shop for all their career needs.

What is your organization's key business driver for deploying Grow?

Improve excellence in current role and drive internal career mobility
(drive via job architecture)

Increase business agility and improve organizational outcomes
(drive for strategic roles - business leader driven)

Manager driven upskilling for unique roles/requirements
(drive via manager-employee relationships)

Enable employees to drive personal development
(drive via learning skills)



Animation: The first graphic will display automatically. Click to bring in other graphics afterward.

Now that we've looked at career growth from the organization and employee perspectives, let's dive deeper into Grow deployment strategies. Here are several reasons or drivers that may motivate an organization to *deploy grow*.

CLICK: 1. *Drive the solution via job architecture* by giving employees visibility into achieving success in their current role and aspire to new roles which helps with mobility.

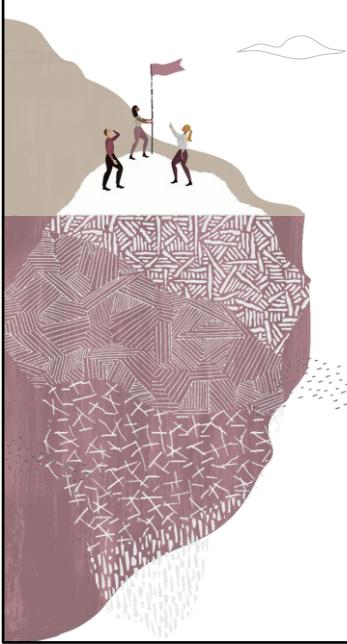
CLICK: 2. *Increase business agility and improve organizational outcomes* where specific roles are critical in order to drive transformational business success.

CLICK: 3. *Manager-driven upskilling for unique roles* where managers are in the driver's seat to upskill and develop employees in an ever-changing work environment.

CLICK: 4. *Enable employees to drive personal development* to help attract and retain talent by recognizing development needs and providing robust development resources.

Any of these strategies can be mixed and matched for your unique organization.

Key Points



- Oracle Grow is a user experience, not a product to purchase.
- Grow combines Learning and other HCM products to act as an employee's own personal development coach.
- Understanding your organization's key business drivers can help direct your Grow deployment strategy.
- Grow provides a simple starting point to help employees navigate career growth that aligns with your organization's goals.

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Grow: Employee's Perspective

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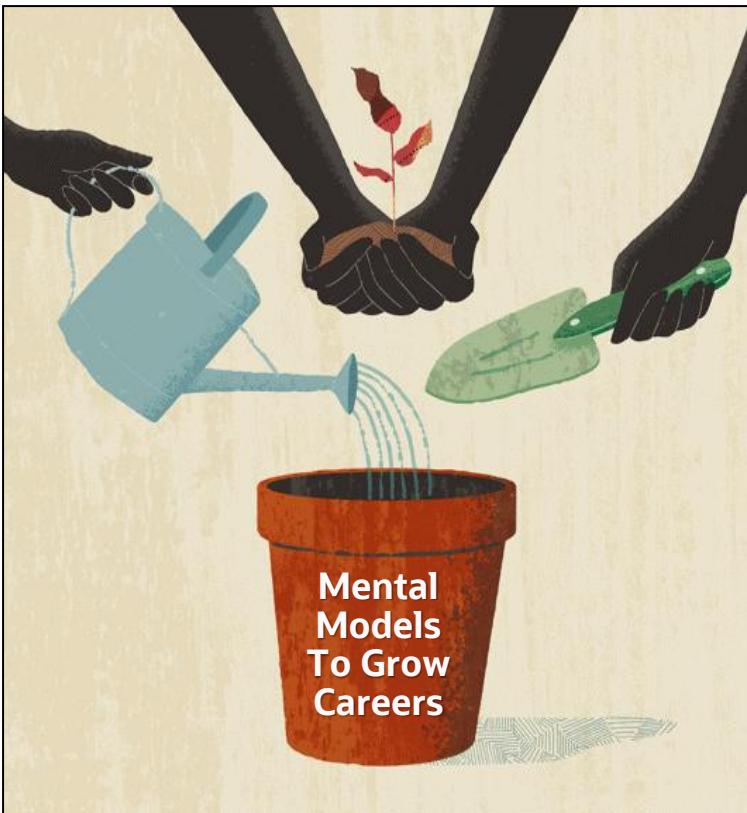
Common Questions



- How do employees think about career growth?
- How does an employee use Grow?
- What is the Grow landing page?
- What are some of the specific capabilities for employees?

O

Animation: Click to display each item.



How do employees think about career growth?

- How can I deepen skills in my current role based on my manager's recommendations and/or my career aspirations?
- How can I build skills for the next role in my current career path?
- How can I expand my skills, knowledge and growth for a different role in the future?
- How can I casually monitor recommended opportunities and possibilities for my future?

O

Animation: The first graphic will display automatically. Click to bring in other graphics afterward.

With so many directions and questions about career growth, it's also important to note that people don't all think the same way about moving forward in their careers. Fortunately, Grow addresses different mental models to grow their careers. They may ask themselves questions like:

CLICK: How can I deepen my skills in my current role based on my manager's recommendations and/or my career aspirations?

CLICK: How can I aspire to build skills for the next level in my current career path?

CLICK: How can I expand skills, knowledge and growth for a future in a different role?

CLICK: How can I casually monitor recommended opportunities and possibilities for my future?

Each one of these questions is addressed as an employee starts on the Grow landing page.

Grow landing page

Left Pane: Identify interests and preferences for skills, learning, jobs and more.

Right Pane: Tabs to display AI powered recommendations for current or future roles

Animation: The first graphic will display automatically. Click to bring in other graphics afterward.

Here on the Grow landing page, Marie has many options. The system acts like a good coach providing advice, resources and recommendations for her. Is she looking to thrive in her current role? or prepare for a future role? or pursue development interests? She can explore career growth according to how she thinks about her career and in what stage of progression she is in meeting her career goals.

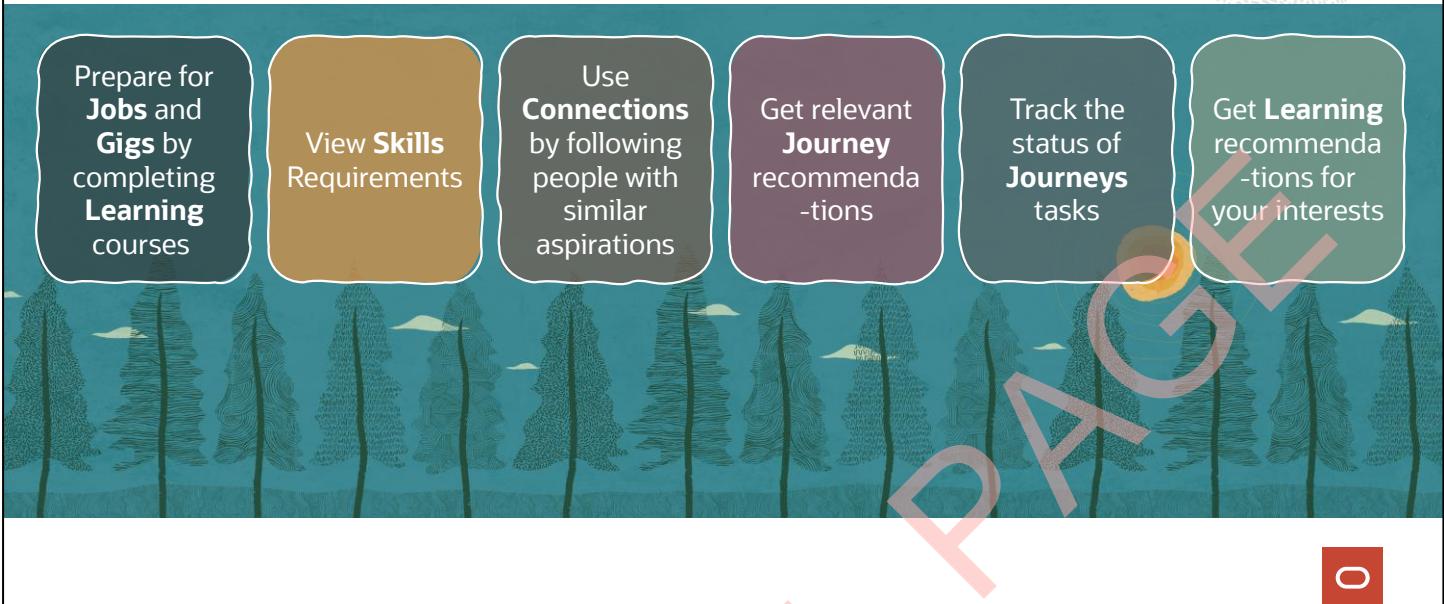
CLICK: The left panel is for Grow Career Interests and Objectives (also known as the preferences panel) where employees can identify what they are interested in from many perspectives such as a career path, skills, learning, careers, gigs, jobs, and connections.

CLICK: On the right pane there are two tabs to drive AI powered recommendations. The first tab includes recommendations to excel in your *current role*. Items here can include development goals, journey tasks and specific learning assignments or recommendations.

The second tab is geared toward *future* aspirations.

Because an employee's skills and experience are constantly evolving, Grow continues to evaluate relevant recommendations based on their personal activity and career growth.

Specific capabilities for employees



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Here are some features employees can take advantage of with Grow:

CLICK: Complete Learning courses that make you ready for the jobs and gigs you're interested in.

CLICK: View Skills requirements that help in your current or future role.

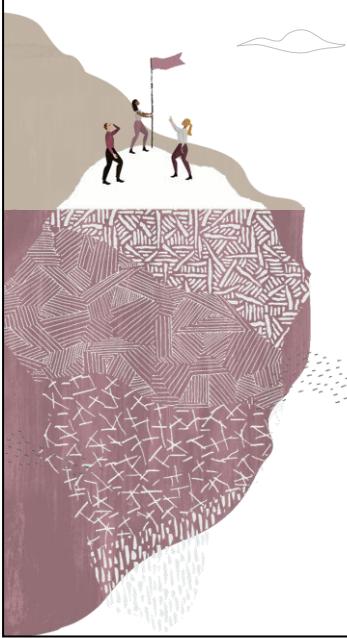
CLICK: Use Connections and follow people that are popular among your peers.

CLICK: Get relevant Journey recommendations and have them assigned to you.

CLICK: Track the status of tasks assigned to you and follow them up to completion.

CLICK: Get Learning recommendations for your role or interests to enhance your skills.

Key Points



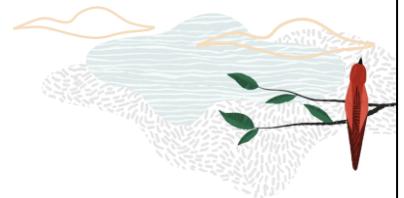
- Employees think about career growth in different ways.
- The Grow landing page allows employees to explore interests and Learning recommendations for their current role or a future role.
- Information from career-enhancing features of various HCM products feed into placeholders on the Grow landing page.
- The landing page has a left pane for interests and preferences and a right pane for AI powered recommendations.

Animation: Click to display each item.

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Demonstration

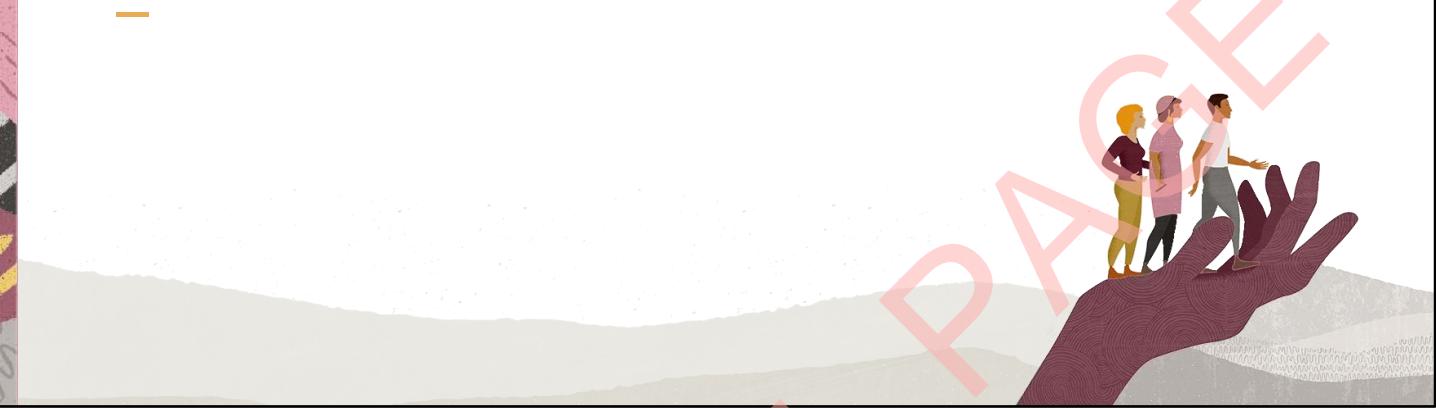
Viewing Grow from the employee's perspective



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SAMPLE PAGE

Implementation: Strategies for Getting Started with Grow



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Common Questions

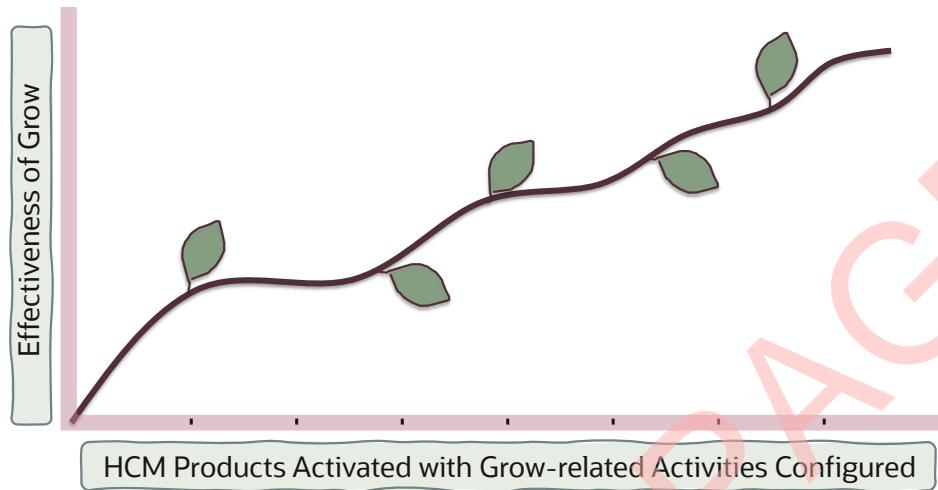


- How does deploying multiple HCM products make Grow more effective?
- What are the required and optional HCM products to deploy Grow?
- What are some key business drivers for deploying Grow?
- How are deployment strategies different for each business driver?
- What are some considerations when setting up a pilot for Grow?

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Animation: Click to display each item.

Effectiveness of Grow



Animation: The first graphic will display automatically. Click to bring in other graphics afterward.

Whether your organization starts with just Learning or joins together several HCM products...

CLICK: ... the effectiveness of Grow increases as more products are utilized and configured. Product areas can be added on at any time to increase engagement for the organization.

Grow product requirements

MUST HAVE

- ✓ Learning

SHOULD HAVE

- ✓ Dynamic Skills*
- ✓ Career Development with Job Profiles

NICE TO HAVE

- ✓ Opportunity Marketplace
- ✓ Journeys
- ✓ Connections



Note: * Oracle Dynamic Skills is bundled for free with Global HR



Animation: The first graphic will display automatically. Click to bring in other graphics afterward.

Every organization *must have* Learning in order to use Grow.

CLICK: To provide a good basic experience for the employees, organizations *should have* one or more of the following: *Dynamic Skills*, *Career Development with Job Profiles* activated (with skills or competencies utilized).

CLICK: For even more robust career guidance, it would be *nice to have* one or more of these products – *Opportunity Marketplace*, *Journeys* and *Connections*.

Strategy 1: Improve excellence in current role and drive internal career mobility



Emphasis in Grow

- ▶ Drive deployment via job architecture
- ▶ Prepare for future role



HCM Products

- ▶ Learning (required)
- ▶ Dynamic Skills (required)
- ▶ Opportunity Marketplace (for both jobs and gigs)
- ▶ Connections (SMEs)
- ▶ Journeys



Configuration

- ▶ Career Pathing (required)
- ▶ Job Profiles with Role Skills (Required)



Animation: The first graphic will display automatically. Click to bring in other graphics afterward.

This strategy is driven to *improve excellence in current role and drive internal career mobility*. Ideal for roles where the requirements are common across the enterprise.

CLICK: The *emphasis* of this strategy in *Grow* is to help the employee *prepare for a future role*. For example, a customer support analyst would like to move into an inside sales position.

CLICK: The *HCM products* that are needed for this strategy include *Learning*, *Dynamic Skills* and *Opportunity Marketplace* for *both gigs and jobs*, although *Journeys* and *Connections* are recommended to capitalize on *Grow*.

CLICK: The specific configurations are to set up *Career Paths with Role Skills*.

Improve excellence in current role and drive internal career mobility – pilot planning

Identify the Pilot Group

Examine attrition data

Identify areas with a lack of transparency

Identify strategic aspirational job roles

Co-design Solution with the Business

Define Career Paths

Define skills/qualification requirements for job roles

Ensure Learning Catalog supports the desired skills



Animation: The first graphic will display automatically. Click to bring in other graphics afterward.

Identify the pilot group using these guidelines:

Examine attrition data by department, location or job roles.

CLICK: *Identify any area where there may be a lack of transparency into career growth.*

CLICK: *Identify relevant and strategic aspirational job roles for the pilot population.*

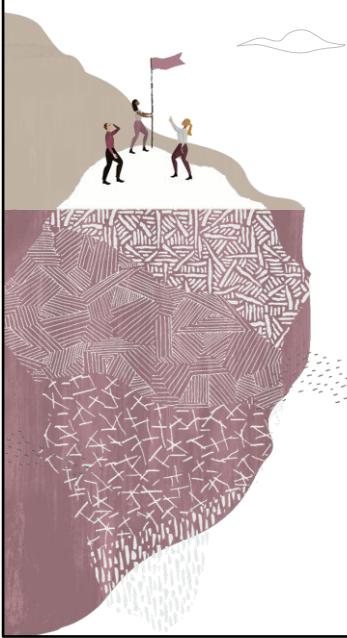
Involve business leaders in the design and development of the solution.

Define Career Paths for the pilot population and the identified job roles

CLICK: *Define skills/qualification requirements for those identified job roles*

CLICK: *Ensure the Learning Catalog supports the desired skills.*

Key Points



The more HCM products you include, the more effective Grow is.

Learning is required to implement grow. Other products, such as Dynamic Skills, are strongly suggested, and others are nice to have.

Business drivers, such as reducing attrition, help direct a targeted deployment strategy for Grow.

Animation: Click to display each item.

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Implementation: Configuring Learning for Growth



Instructor Note: Words in *italic* are on the slide, non-italic words are suggested narration. Any instructions for animation are after the word **Animation**.

Common Questions



- What are the profile options that need to be enabled in Learning?
- What are the scheduled processes that need to be run in Learning?
- What additional set up is needed for the Excel in Your Current Role tab?
- What additional set up is needed for the Grow Your Career tab?
- How can employees and managers enhance the Grow Experience?

Animation: Click to display each item.

O

HCM configurations impact the Grow landing page

Left Pane:
Career Interests

Right Pane:
Excel in Your Current Role & Grow Your Career

Animation: The first graphic will display automatically. Click to bring in other graphics afterward.

Earlier we showed the layout and user experience of the Grow landing page. This page contains dynamic content for the employee displayed in three basic areas:

On the left pane is the Career Interests panel where the employee can look into career paths, skills, learning topics, gigs, etc.

CLICK: The right pane is for AI-powered recommendations.

There are two tabs, Excel in your current role and Grow your career which is for a future role.

As we examine each of the HCM products that integrate with the Grow page, we want to keep these sections in mind, as some enabled features will directly impact one or more areas of the landing page.



Profile options to enable for learning



HRC_ELASTIC_SEARCH_ENABLED

ORA_WLF_ORACLE_SEARCH_LEARNINGRECOMMENDATION
_ENABLED



Animation: The first graphic will display automatically. Click to bring in other graphics afterward.

To configure Learning for Grow, ensure that these profile options are enabled:



Required scheduled processes to run for learning

Process Name	Parameter to Enter When Scheduling	When to Run
 ESS job to create index definition and perform initial ingest to OSCS	fa-hcm-learningitem	As a one-time setup or when required
 ESS job to create index definition and perform initial ingest to OSCS	fa-hcm-learningrecommendation	When required to refresh recommendations



Note:

These are required processes; there are other optional processes to run depending on features on the Grow page. This is covered in Additional Setup.



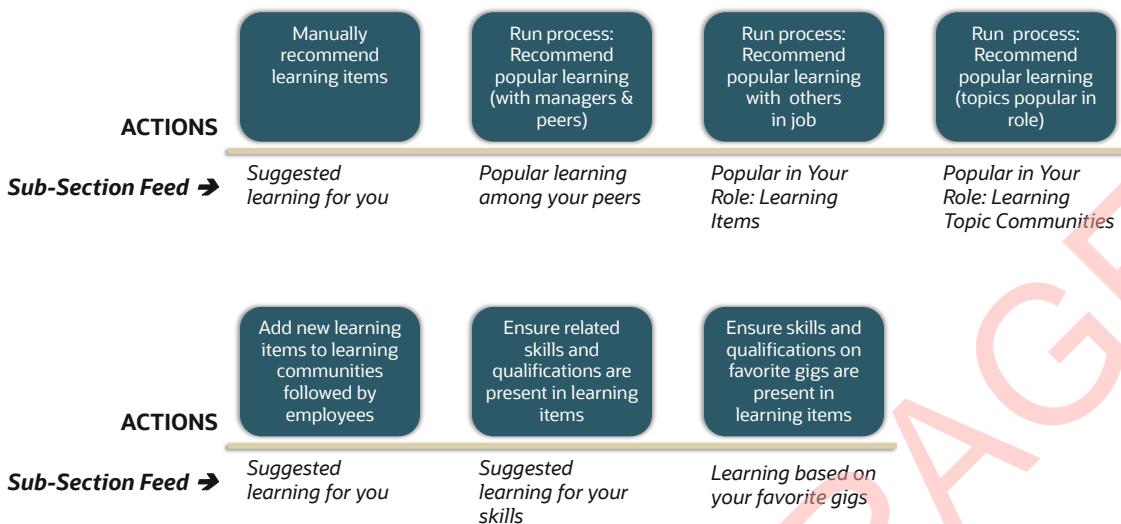
Animation: The first graphic will display automatically. Click to bring in other graphics afterward.

These are the required scheduled processes to run for Learning to work with Grow.

CLICK: Please note that when scheduling these processes, you can search for the process by the name and you will be asked to enter a parameter which is noted here.

CLICK: Note: These are required processes; there are other optional processes to run depending on features on the Grow page. This is covered in Additional Setup.

Additional setup by administrators for feeds to: Excel in Your Current Role Tab



Animation: The first graphic will display automatically. Click to bring in other graphics afterward.

There is additional setup administrators can do to maximize the Grow experience for employees. Notice the “Sub-Section Feed” area on this chart which shows where the information will display for the employee on the Grow page. Many tasks will seem similar, but the sub-section feed will be different. To support the information feeds on the **Excel in your current role** tab, an administrator or HR specialist can manually recommend learning items. These items will feed into the Grow page on the Excel in Your Current Role in the **Suggested learning for you** sub-section.

CLICK: These next 3 tasks relate to running the same process which should be done on a weekly basis: **Recommend the Most Popular Learning**, 3 different times but changing the category each time. The first category is: **Popular with managers and peers**. These learning items appear in the sub-section **Popular learning among your peers**.

CLICK: The next category is **Popular with others in your job**. This feeds into the **Popular in Your Role: Learning items** sub-section.

CLICK: And the last category is Topics popular in my role which feeds into **Popular in Your Role: Learning Topic Communities**.

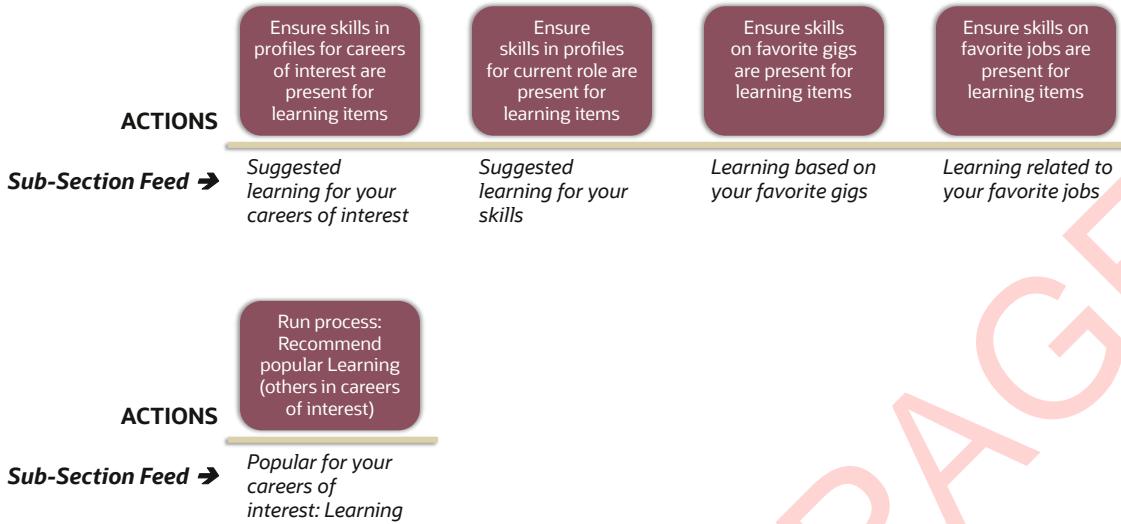
CLICK: They can **add new learning items to Learning communities followed by employees**. This feeds into the **New learning in topics you follow** feed.

The next two have to do with related skills and qualifications on learning items.

CLICK: **Ensure that related skills and qualifications are present** for a learning item. This feeds into **Suggested learning for your skills**.

CLICK: And finally, they can ensure skills on favorite gigs in Opportunity Marketplace are present for a learning item. This feeds into **Learning based on your favorite gigs**.

Additional setup by administrators for feeds to: Grow Your Career Tab



Animation: The first graphic will display automatically. Click to bring in other graphics afterward.

Here are administrative tasks to support the information feeds on the **Grow Your Career Tab**.

An administrator or HR specialist can ensure that required skills in job model profiles for careers of interest are present for learning items. These items will feed to the **Suggested learning for your careers of interest** sub-section.

CLICK: The next one is similar but instead of careers of interest, the administrator should ensure that required skills in job model profiles for a current role are present for learning items. This feeds to the sub-section, **Suggested learning for your skills**.

CLICK: Ensure that one or more skills added to the favorite gigs are present for learning items. These items will feed to the **Learning based on your favorite gigs** sub-section.

CLICK: They can ensure that one or more skills added to favorite jobs are present for learning items. This feeds into the **Learning related to your favorite jobs** sub-section.

CLICK: Run the process Recommend the Most Popular Learning with the category: Popular with others in your careers of interest. These learning items appear in the sub-section **Popular for your careers of interest: Learning items**.

How can employees enhance their Grow experience?



Employees



Choose Learning topic communities to follow.

Enroll in a learning item (course, specialization, or video tutorial) or complete assigned learning.



Animation: The first graphic will display automatically. Click to bring in other graphics afterward.

What can Employees do to enhance their Grow experience pertaining to Learning?

CLICK: They can choose Learning topic communities to follow. Click the Learning topics link on the left pane, select the learning community topics you're interested in and click the Follow icon.

CLICK: Enroll in a learning item including a course, specialization or an informal video tutorial or complete assigned learning.

How can managers enhance their employees' experience?



Managers



Assign learning based on upskilling needs and career interests.

Include relevant Career Development in quarterly or yearly goals.



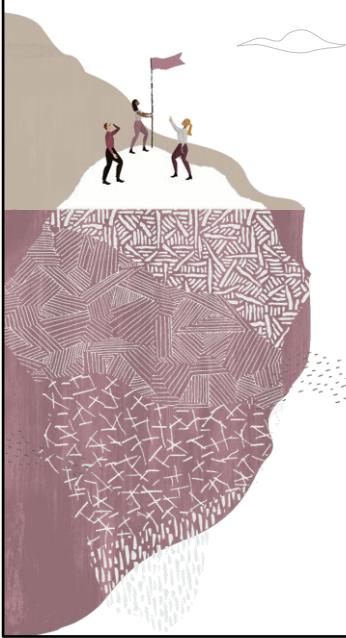
Animation: The first graphic will display automatically. Click to bring in other graphics afterward.

What can managers do to enhance employees' experience pertaining to Learning?

CLICK: They can assign learning based on upskilling needs and career interests.

CLICK: Include relevant Career Development actions in quarterly or yearly goals.

Key Points



Configuring Learning to work with Grow requires certain profile options and scheduled processes.

Additional configurations are needed, such as adding skills and requirements to learning items, to maximize feeds to the Grow page.

Employees and Managers can help boost the effectiveness of Grow by selecting communities of interest and assigning targeted learning.

Animation: Click to display each item.

O

Demonstration

- Enabling learning profile options to work with Grow
- Running scheduled processes to work with Grow
(both the required and optional)
- Activate Recommend the Most Popular Learning
in two different ways



O