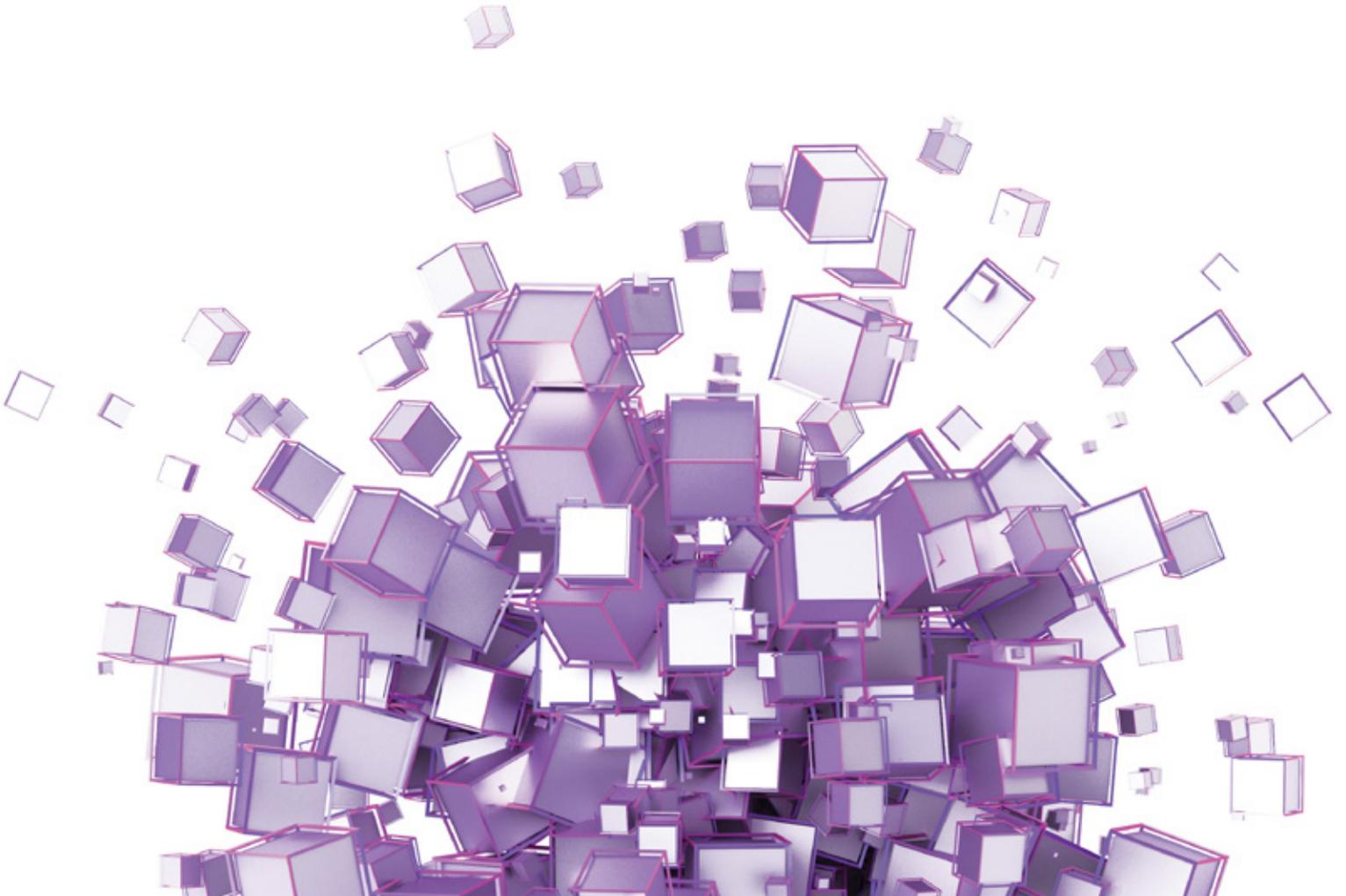




LEARNING REIMAGINED FOR A NEW WORK WORLD

**WHAT'S NEW IS NOW WITH
ORACLE LEARNING CLOUD**



SKILLING THROUGH DISRUPTION: A NEW DAY, NEW WAY

Technology innovation, demographic shifts and growing competition are creating a new world for today's workforces. These disruptive forces have generated opportunities for new learning based on how people want to learn today.

Maintaining a workforce with the right skills at the right time and right place may be an organization's most important asset in harnessing disruption for future growth and success. Critical to that success is providing learning opportunities tailored to the way that workforces want to learn.

Change delivered by technology innovation

As new tech continuously arrives in the market, it forces continual business re-evaluation and adaptation. New intelligence technologies, like artificial intelligence (AI) and machine learning, create opportunities for innovation and disruption. At the same time companies must wrestle with the implications for their people and talent strategy by developing intelligent skilling strategies.

Based on Accenture Technology research, 43 percent of surveyed executives expect that in the next three years more than 60 percent of their workforce will move into new roles, requiring substantial reskilling due to the impact of technology.¹

Demographic shifts

Because multiple generations nudge elbows in the workforce, today's skilling programs must address a complex set of expectations. Each generation brings new expectations for how they like to learn, and businesses seeking to drive effective engagement must be responsive to these learning preferences.

Organizations sometimes cater to as many as five generations at once. Although recent focus is on Gen Ys or Millennials, businesses are increasingly dividing their attention among the new Gen Zs, with Gen Alphas following soon.² For now, businesses are consumed with figuring out how to best engage with Gen Zs, the talent market disruptors born from the mid '90s on. Having grown up with the Internet and a smart phone tethered to their hand, they are:

- Super mobile and tech savvy
- Social media natives
- Shorter-than-ever on attention

This newer generation of learners may not sit for long in the traditional, lecture-style classroom, which they're apt to find disengaging. Learning for this generation needs to be curated and delivered in a more thoughtfully organized and consumable way that is:

Context-sensitive and adaptive

to individual learner needs, with recommended "playlists," anticipating future skilling needs.

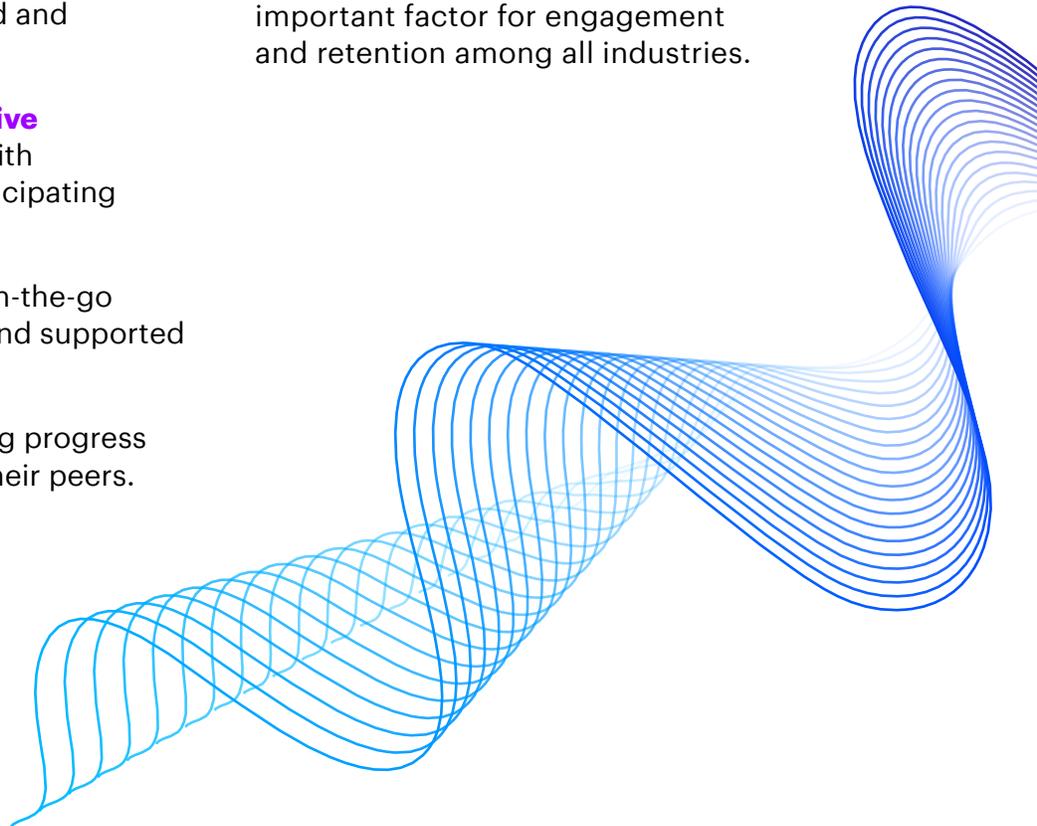
Fully mobile accessible for on-the-go learning anytime, anywhere and supported with online coaching.

Social-ready for easily sharing progress and recommendations with their peers.

Growing competition

For today's leading global organizations, competing at the pace and scale of digital disruption amid a continuous stream of new and formidable market players hinges on the effective skilling of their people. To win today and own tomorrow, organizations must embrace a culture of lifelong learning, empowering their people with tools and personalized encouragement to quickly master new skills on a just-in-time basis.

Just as business leaders appreciate the importance of delivering more personalized customer experiences, they must likewise do the same for their employees. The ability of organizations to nurture individual learning interests while playing to their employees' motivations and strengths is an important factor for engagement and retention among all industries.

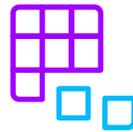


THE WAY PEOPLE WANT TO LEARN

Learning will be focused on greater personalization and more engaging experiences through the shaping of a new learning cloud.

Market leaders are focused on rapidly evolving the current learning model to support their talent needs into the future. With human capital management (HCM) solutions such as Oracle HCM Learning Cloud, they have the tools to do so. Oracle HCM Learning Cloud provides businesses with the capability to provide modernized, more engaging employee learning experiences based on new ways and preferences of learning.

Oracle provides tools for a reimagined learning platform based on how people want to learn, while offering administrators professional systems for tracking compliance and development. Any modern learning system for the workforce must consider the busy lives of its learners by offering:



Microlearning

Breaking up large, complicated concepts into small chunks that are quick and easy to digest.



On-demand learning

The ability to access learning anytime, anywhere to fit into the schedules of busy professionals.



Experiential learning

Active, immersive learning based on real-world experiences, which encourages learners to experiment and incorporates teamwork and other social interactions.

Oracle Learning Cloud delivers a personalized, socially-engaging learning experience to help maximize today's talent potential with the agility to quickly and seamlessly adapt to dynamic business climates. Delivered natively as part of the Oracle HCM Cloud suite, the Oracle learning management system engine can also be applied with the Oracle Talent Management suite of products.

Companies should apply the "70/20/10" rule for learner experience, which emphasizes on-the-go learning, followed by social and formal learning.³

Accenture and Oracle are working as partners in innovation to enable learning for a new work world. Based on our deep human resources (HR) transformation skills, knowledge of industries and work with early Oracle customers, Accenture provided input on the prioritization of features for Oracle Learning Cloud.

Oracle Learning Cloud integrates traditional, formal, compliance-based learning with modern, social, on-demand learning. Self-paced and virtual instructor-led options serve to provide a blended learning offering. Key capabilities delivered include:



Embedded and contextual learning

Access just-in-time content that is embedded in business processes.



Collaborative, social learning

Connect and share content with peers or subordinates.



Targeted training

Establish a curriculum for mentoring programs, rotational assignments or other training programs based on company needs.



Real-time progress tracking

Enable managers and learning and development experts to gain immediate insight into course completion and compliance tracking.

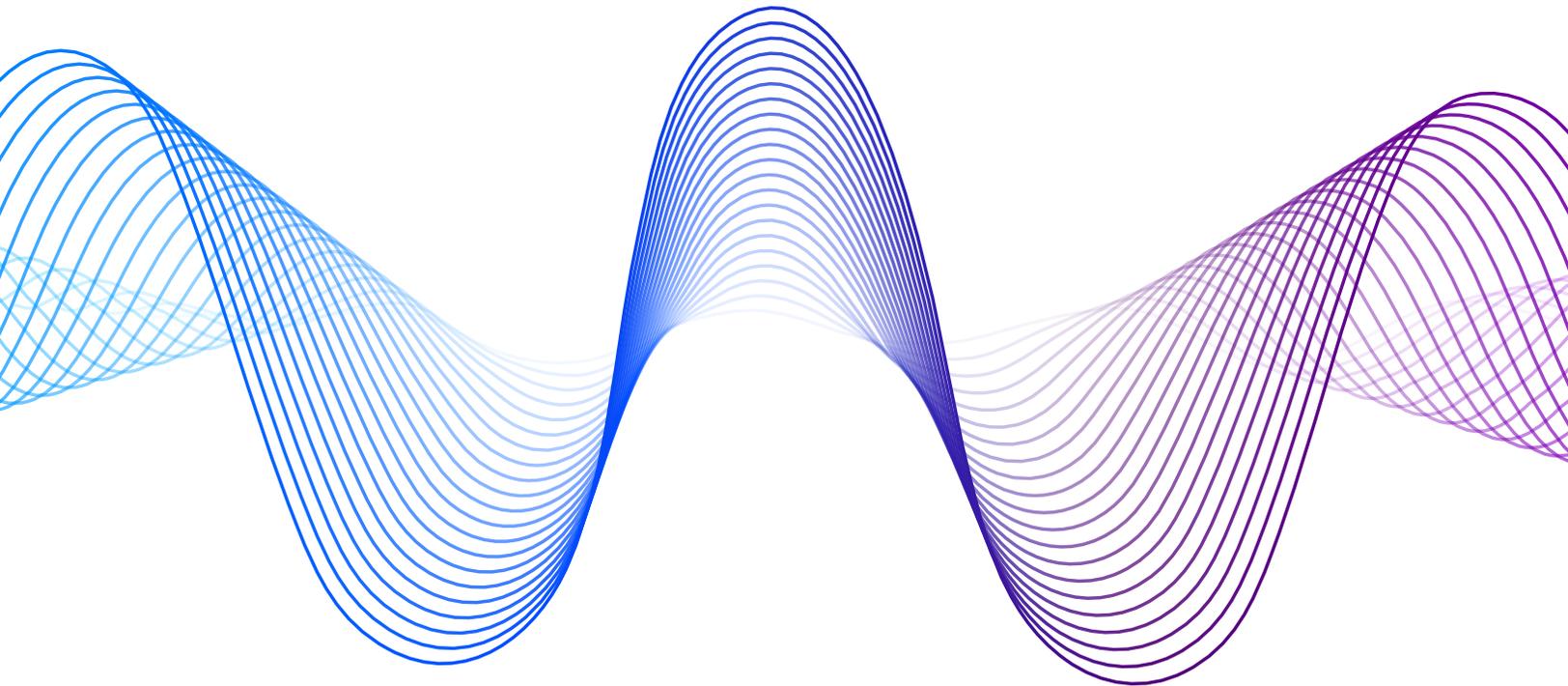
WHY ORACLE LEARNING CLOUD?

With the Oracle Learning Cloud, lessons and courses are now available for everyone anytime, anywhere. People can discover and consume learning that is relevant to their job—and in the way they prefer to learn.

They can publish their ideas and collaborate using the social features of liking, recommending or contributing to the conversation. And they can download content to their mobile devices to consume learning offline.

Oracle Learning Cloud delivers these key business benefits:

- Increase employee engagement and retention
- Improve workforce performance
- Drive management consistency across work teams
- Simplify learning administration and management
- Facilitate compliance training completion and tracking



HARNESS YOUR WORKFORCE POTENTIAL

Now is the time to begin shaping your new learning vision and turning it into reality.

Accenture was among the first systems integrators to implement Oracle Learning Cloud, and guides clients with a strategic and comprehensive approach based on this experience. There is no “one-size-fits-all” approach to Learning in the New. Accenture’s Future Talent Platform enables clients to reimagine both the learning experience and their overall workforce transformation strategy to stay the pace in a time of unprecedented change and innovation.⁴

To help clients envision, innovate, develop and deliver end-to-end solutions based on Oracle technologies, Accenture leverages myConcerto for Oracle, an insight-driven, digitally-integrated platform that guides clients through their digital transformations. Through the myConcerto platform, Accenture delivers greater value to clients, helping to:

- Accelerate and de-risk their journey through well-proven and best in-class methods.
- Provide a value-led approach to achieve faster return on investment.
- Power their enterprise transformation—from business case and strategy roadmap through delivery and continuous improvement.

Today’s disruptive forces create new business challenges and opportunities for those business leaders who hone their ability to engage and retain top talent. Leaders that invest in the future will be better positioned to quickly and seamlessly adapt their workforce for the ever-dynamic business climate.

Oracle Learning Cloud is purpose-built to support your organization’s talent development needs through disruption. And in partnership with Oracle, Accenture can help your organization accelerate results, driving engagement for growth and competitive advantage into the future.

Learn more

www.accenture.com/oracle

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About Accenture

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