High performance. Delivered.

Expand your HR potential
with Accenture and Oracle
Human Capital Management Cloud

Our team helps you take HR out of the back office to empower leaders to make strategic decisions

Human Capital Management (HCM) solutions and technologies are evolving faster than ever, and many of today's HR leaders question whether current solutions are effective and seek to define ones that more strategically align with the leading technologies. The latest HR trend is to migrate myriad systems to a single, global HR solution that can help professionals better manage a widespread workforce.

At the same time, savvy HR professionals are laser-focused on selecting innovative approaches that go beyond the latest menu of "faster and cheaper" cloud-based options. They know they need integrated functionality that drives productivity, as well as sophisticated "self–serve" tools and features that deliver impressive returns. HR and IT professionals need to also understand the value proposition and risk when moving IT from on premise to cloud and define the right Oracle platform and solution to ensure a proper fit respective of industry and customer requirements.

These can be tricky goals to navigate, but Accenture's innovative approaches, as well as our experience with pioneering software-as-a-service (SaaS) and our top-tier implementation methodologies can help you improve your workforce potential.

Oracle HCM Cloud encompasses Oracle Fusion Human Capital Management and Oracle Taleo Cloud Service. Together, Oracle HCM Cloud offers a robust, best-in-class, comprehensive suite of Human Capital Management and Talent Management applications.

Accenture's Oracle HCM Cloud offerings help clients quickly ramp up the value of their HR systems and harness the potential of their organization's workforce. Our solutions help clients migrate existing Oracle clients or new clients to Oracle HCM Cloud and ensure speedy and predictably successful outcomes.

Improve agility and your HCM and Oracle investment

Focusing on your most pressing priorities, our team helps you take HR out of the back office to empower your HR leaders to make strategic decisions and play a vital role in the performance of their business. Here are some ways we help organizations:

- **HR Assessment**—Let our experienced team help you evaluate your landscape and determine a specific direction for your Oracle HCM Cloud solution. Leverage our Oracle HCM SaaS Decision Tree to determine if an upgrade, SaaS implementation, or a hybrid of on-premise and cloud offerings is the right next step for your organization.
- **HR Application Implementation**—Increase productivity, accelerate business performance and lower your cost of ownership by turning a maze of systems into an integrated HR platform when you move your HR systems to the Oracle HCM cloud.
- **Talent Management Implementation**—Implement Oracle Talent Management Cloud to source, recruit, develop, and retain the most talented employees. Oracle Talent Management Cloud

may be implemented alongside Oracle Fusion HCM or you have the option to keep your existing HCM platform and integrate it with Oracle Fusion Talent Management or Taleo Cloud Services.

Accenture provides true end-to-end services that not only include system implementation, but many other critical services including: HR Transformation; HR Harmonization; Methodology driven Project Management and Project Management Office; Change Management; Training; and Global Resources/Knowledge.

Accenture Delivery Tools and Methods for Oracle HCM Cloud

Accenture enables the Oracle HCM Cloud by leveraging industrialized tools that can help increase speed to market and deliver business value faster.

- **Oracle HCM Cloud Computing Accelerator**—Explore which business applications support a possible migration to the cloud, which migrations would benefit your enterprise, and help identify the accompanying risks and opportunities.
- **Oracle HCM Cloud Solution Factory**—Our solution factory leverages Accenture's Global Delivery Network to help you deliver Oracle HCM Cloud solutions consistently and reliably.
- **Oracle HCM Cloud Jumpstart Toolkit**—Use our toolkit to accelerate the project phases, including conversion and integration activities while leveraging Oracle's HCM Cloud tools and templates.

- **Oracle HCM Global Deployment Accelerator**—Our accelerator helps your global or enterprise Oracle HCM Cloud deployment to be consistent, while accounting for regional variations such as cultural approaches, regulatory issues and go-to-market channels.

Proven Benefits and Results

Accenture's solutions for Oracle HCM Cloud may help your organization:

- Reduce HR operating expenses by up to 25 to 50 percent.
- Consolidate HR applications on a global scale
- Improve automation by providing employees with HR self-service tools.
- Boost workforce productivity.
- Deliver applications interactively, supporting a more flexible business.

Why Accenture

Accenture can help implement a complex global payroll system with full global visibility, lower costs and tailored local requirements and policies.

- We are Oracle's #1 implementation consultant. We bring a rapidly growing global team of professionals skilled in Oracle HCM Cloud and are among the leaders in completing large-scale HCM implementations.
- With more than 10,000 experienced human capital practitioners and 20 years of HR/IT experience, we have a track record of helping worldwide enterprises develop strategies, design and build solutions, and even run operations.

- Accenture brings extensive and demonstrated cloud/SaaS experience, including the completion of 250+ agile enterprise SaaS implementations with more than 100 clients. We have 1,000+ skilled SaaS experts and have launched approximately 1 million "seats" in the cloud overall.
- The Accenture Global Delivery Network is one of the largest and most diversified group of technology, business process and outsourcing professionals in the world, with operations in 28 countries and industrialized global delivery centers in the Americas, Asia and Europe.

Delivering Oracle HCM Cloud Solutions

Accenture is regarded as one of Oracle's most strategic, experienced and successful system implementation consultants—and is ideally suited for complex, global Oracle HCM Cloud solutions, including global implementations with more than 100,000 employees.

To learn more about how Accenture can help your organization maximize benefits from the Oracle HCM Cloud, please contact one of our Oracle HCM Cloud Leads:

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About Accenture

Accenture is a global management consulting, technology services and outsourcing company, with approximately 261,000 people serving clients in more than 120 countries. Combining unparalleled experience, comprehensive capabilities across all industries and business functions, and extensive research on the world's most successful companies, Accenture collaborates with clients to help them become high-performance businesses and governments. The company generated net revenues of US$27.9 billion for the fiscal year ended Aug. 31, 2012. Its home page is www.accenture.com.