

Oracle Enabled HR Transformation

Leveraging Oracle technology solutions with HR strategy and transformation delivery to increase confidence of direction and outcomes, accelerate results and sustain the enhanced benefits of change.

PwC 14th Annual Global CEO Survey:

90% of CEOs expect their key operations to grow in Asia

83% of CEOs say they will change their strategies for managing people

66% of CEOs say that a lack of the right skills is their biggest talent challenge

65% of CEOs say they will make more use of non-financial rewards

54% of CEOs see challenges in recruiting and integrating younger employees

PwC HCM Capabilities

Assessment Services

- Software / Solution selection
- HRIS Technology Roadmap
- HR Transformation
- Upgrade Assessment and business case
- Service delivery model assessment
- Advisory and strategies around ERP solutions
- Comprehensive Reporting / Analytics solution strategy
- Change Management and Communications

Implementation Services

- Implement / Upgrade Oracle, PeopleSoft, and Fusion HCM systems
- Talent Management Implementation
- Employee / Manager Portal – Self Service
- HR Shared Services Design and Implementation

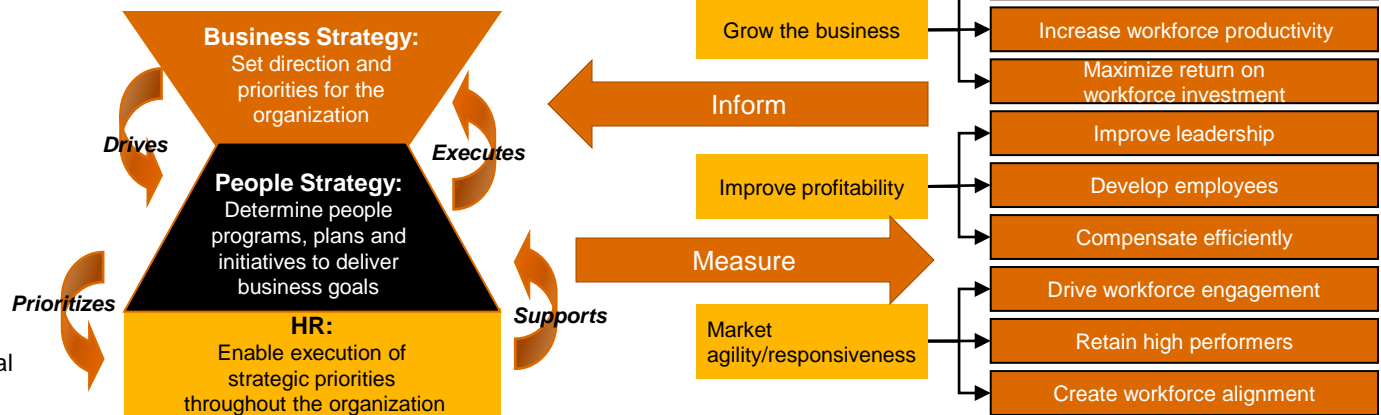
Differentiators

- Strategic global alliance with Oracle
- Global team of 6,000+ HR consulting professionals
- First Global Fusion Talent and Compensation Go-Live
- Only partner to co-develop Fusion Workforce Lifecycle Management module
- Kennedy Associates top ranked HR Consulting practice leadership

HR Transformation: PwC Saratoga point-of -view

Your HR will be able to:

- Understand business strategy
- Develop and drive execution of aligned talent strategies
- Equip and enable business leaders and managers with the tools to effectively manage talent
- Manage its own HR costs and measure HR's impact on financial performance
- Measure the return on human capital and ROI of talent programs

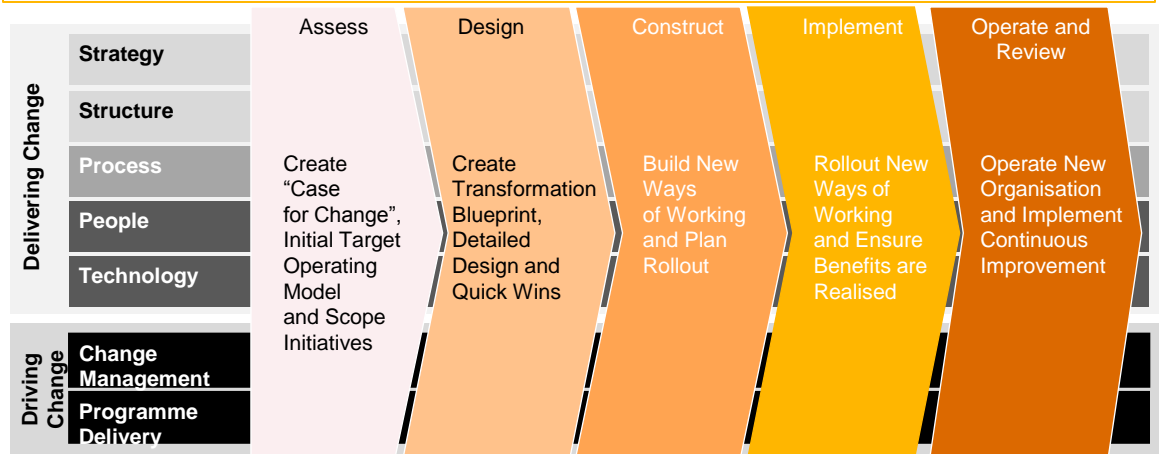


Oracle Enabled HR Transformation

Leveraging Oracle technology solutions with HR strategy and transformation delivery to increase confidence of direction and outcomes, accelerate results and sustain the enhanced benefits of change.

PwC Transform methodology:

The Transform methodology allows PwC to quickly customize a proven methodology and project plan to accommodate the scope of any project. Incorporated into the methodology are pre-built templates for all stages of the project.



PwC Tools and Oracle Accelerators:

- Transform* (PwC's comprehensive, unified methodology for all firm advisory engagements)
- PwC's Global Best Practices®
- PwC Saratoga Benchmark Measurements
- HR Total Cost of Ownership (HRTCO) Methodology
- PeopleSoft Implementation Estimate Toolkit
- HR Outsourcing / BPO Evaluation
- HR Shared Service Center Design / Migration
- Employee Onboarding & Offboarding (Provisioning & Deprovisioning)

Success Stories:

First Fusion Compensation and Talent Management and Implementation Worldwide: PwC partnered with Oracle and a large Financial Services Company to implement talent management and compensation functionality in Fusion while coexisting with their core PeopleSoft HCM solution. The client achieved greater compensation plan flexibility and functionality for a global workforce. The solution also reduced the time to execute compensation decisions. Next steps include deployment of the Performance and Talent Management modules that will enable the client to effectively identify and manage top talent and focus on developing the next generation of leadership in the organization.

One of the Largest Global PeopleSoft Upgrades: This large upgrade for a major automotive company with over 205K employees included comprehensive upgrade of HR (Person Profile, Workforce Admin, and ESS). The team is reducing extensive customizations by 50% by leveraging delivered functionality to eliminate custom bolt-on solutions.

Oracle Fusion Technology solves complex Onboarding / Offboarding Process: PwC deployed a seamless solution to a large government agency and reduced new hire time to productivity from 90 days to 14 days.

To learn more, contact us...

Dan Staley	(770) 331-7417	Atlanta
Duncan Harwood	(214) 926-0335	Dallas
Sheryl Johnson	(972) 345-2124	Dallas