

Creating an agile workforce through human capital and talent management transformation

In today's continually evolving global business environment, opportunities for growth are juxtaposed against a shrinking pool of high-performing talent that can quickly seize those opportunities, leaving many organizations with a shortage of quality resources. The ability to anticipate talent needs, optimize a talented workforce, and keep retention rates high—despite constant change—is the key to a company's sustainable competitive advantage.

Moving your organization to a more flexible human capital management (HCM) model to facilitate sustainable change and competitive advantage requires HR to transition from administrative to strategic. Viewing human capital and talent management processes and initiatives as a system of interrelated parts enables company executives to take a more holistic view to strategically leverage and better position talent for greatest business advantage.

Although many organizations have focused on improving the efficiency of the core HCM function including payroll and benefits, their HR departments often lack the agility to provide strategic direction in effectively managing human capital. Today core HCM and talent management are integrated and linked to business strategy as an integrated HR management framework combining organization, business process and technology. The most successful organizations manage their human capital and talent as strategic assets. This is achieved by aligning the workforce with business objectives and by using measurement to drive decisions, monitor performance and improve results.

Technology is a crucial component of an integrated HR management initiative.

With the advancement of technology and software functionality that supports this purpose, organizations can obtain reliable, real-time data for measuring and managing talent. It also empowers HR to provide a well-executed delivery of HR programs and management support to the businesses, resulting in lower long-term total cost of ownership (TCO). By deploying talent management technology, companies can significantly reduce the amount of time and labor costs associated with administrative or transactional activities. Companies that successfully align and integrate their core HCM and talent management strategy with technology to effectively manage their talent needs will be the marketplace leaders of the future.

Where to start: Steps for transforming Human Capital Management

The most successful organizations manage their human capital as a strategic asset by aligning the workforce with business and organizational strategies and using benchmarks and measurement to drive decisions, monitor performance, and improve results. Sustainable HR transformation also requires an integrated approach that optimizes organizational structure, processes and technology.

How PwC helps

PwC helps you transform and maximize the value of your HR management infrastructure including helping to align your HR strategy with business objectives and achieve sustainable change - change that sticks.

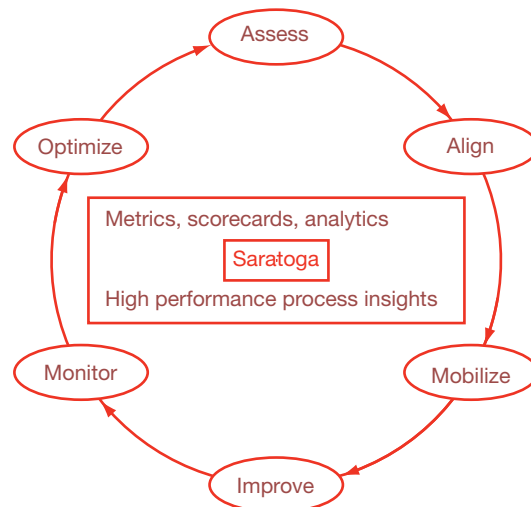
Utilizing PwC's HCM Transformation Methodology combined with Saratoga, a service offering of PricewaterhouseCoopers and a pioneer in human capital measurement, we help your organization create an agile HR management framework based on seamless, flexible and streamlined processes.

PwC also helps your organization leverage the power of automation and Oracle's PeopleSoft Enterprise applications by integrating the technology with improved business processes and organizational structures.

Oracle's PeopleSoft Enterprise applications:

- Human Capital Management (HCM)
- Talent Management Suite including ePerformance, eDevelopment, Enterprise Learning Management, Talent Acquisition Manager, Candidate Gateway
- Oracle Self-Service including HRMS Portal and Help Desk for Human Resources
- Workforce Analytics: HCM Warehouse, Workforce Planning, Workforce Rewards, Workforce Scorecard

PwC's HCM transformation model



Do you know where you stand?

Assess: PwC helps your organization assess your current HR processes, organizational structure, and technology while benchmarking your current HR performance against leading practices utilizing PwC's Saratoga. PwC also teams with your executives and HR departments to establish key performance indicators (KPIs) to better manage and maximize the value of your workforce.

Do you know where to start?

Align: PwC works with your executive team to align your people strategy to your business strategy. We help you identify areas of opportunity to drive business value including talent management, service delivery, outsourcing effectiveness, and technology optimization. We then help you design the end-state model to include your HR and talent service model, processes which are best fit for your business, selective outsourcing strategy and technology required.

Are you prepared for change?

Mobilize: Getting organized before embarking on an HR transformation initiative will result in significant cost saving and visible business results. PwC helps your management team establish program management, governance model, and change management processes. We also help your executive team with the communications and training necessary to move your organization forward.

How will you deliver HR services?

Improve: PwC assists your organization with creating an HR service delivery model that optimizes HCM and talent management by streamlining organizational structure, workflow processes, and supporting Oracle HCM applications. Service delivery models include business partners, shared services and HR "Centers of Excellence" (CoE). We help you implement Oracle solutions such as HCM and Talent Management

Should you outsource HR or keep it in-house?

Transition: PwC helps you determine the optimal sourcing model for HR service delivery and specializes in providing sourcing assessment of out-sourcing, in-house, or hybrid models. PwC provides implementation and transition support for large scale HR transformations including project management, governance model creation, Oracle HCM and Talent Management technology integration and optimization.

Advisory Services

How do you know if changes are working?

Monitor: In order to realize sustainable change, organizations must continue to manage performance across the enterprise. PwC helps your organization establish ongoing measurement and monitoring programs, leveraging Saratoga extensive data to continuously assess your HR management program effectiveness

How will you sustain HR delivery performance?

Optimize: We help your company leverage Oracle's PeopleSoft Enterprise business analytics, scorecards, and dashboards to continuously improve the efficiency and effectiveness of your HR management initiatives.

Is HR poised to impact business strategy?

Transform: PwC helps clients implement business intelligence for HR, from both a content and technology perspective. We work with companies to establish what to measure, implement data standards and governance, and build an organizational infrastructure to best leverage technology. Lastly, we help client manage the change and distribution process, to operationalize the use of information in strategic business decision making.

For more information please visit:

www.pwc.com/us/oracle

To have a deeper conversation about how this subject may affect your business please contact a PricewaterhouseCoopers representative below:

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