



## MOMENTUM

Connecting HR Partners to Project Drive



## Staying the Course

Welcome to the third edition of **MOMENTUM: Connecting HR Partners to Project Drive!** Each month, we'll cover important project updates and planned activities relevant to you, the HR partners at USF—so you have the tools needed to feel confident and informed along this journey.

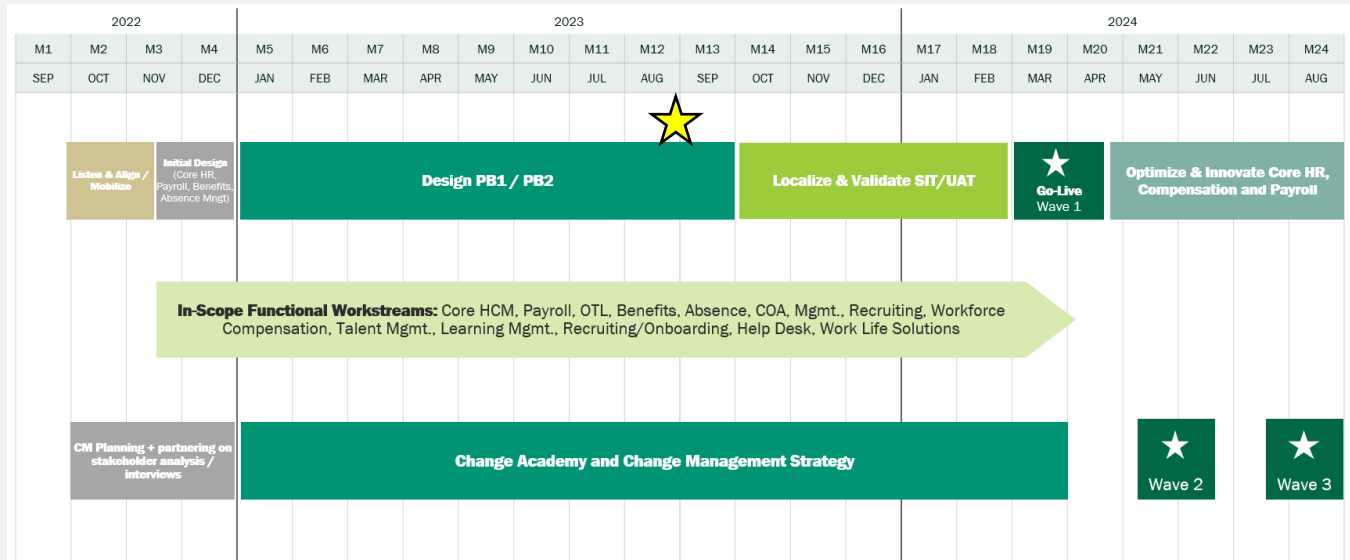
Recently, the Change Management team initiated the first Change Readiness Assessment for Project Drive. We thank everyone for taking the time to complete it! The responses received will help us measure the current level of commitment, preparedness, and support as our stakeholder groups navigate this journey. In December, we will send out a second Change Readiness Assessment to track growth in the areas mentioned and make adjustments to training and other resources if needed.

As we continue to navigate through the project phases, look out for additional communications regarding opportunities to connect with Project Drive and support your area's journey to the cloud.



## Road Map

Below is a high-level timeline of Project Drive mapped to the USF calendar year. This section will continue to show Project Drive progress along with milestone project updates.



The Project Drive team has recently completed PP1 activities! PP1 gave us our first glimpse of the system design in Oracle HCM Cloud, which helped the team confirm initial requirements, validate key design decisions, and refine the solution towards its next iteration.

Moving into PP2 gets us closer to the final Oracle Cloud HCM system we will be using at USF at go-live and beyond. With a prototype ready, PP2 will offer more insights to identified HR Leaders across all of USF. How exciting! **A round of applause to everyone involved for investing their time and energy into the success of this program, while also managing their day-to-day work at USF.**

## Putting You in the Driver's Seat

Moving many of our day-to-day processes to the Oracle Cloud HCM platform will provide us a fresh approach in how we can create a single source of data and foster collaboration with other teams at



USF, including finance and IT—rather than HR operating in a vacuum. **Keep reading to discover the benefit highlights of the Core Human Resources module (going live in Wave 1 of Project Drive) and how these benefits will improve our day-to-day experiences at USF.**



\*Above represents a sample of the Oracle Cloud system. This image does not represent the finalized system for USF.

## Core Human Resources

- Standardized HR processes, data-driven decision-making, and simplified workflows to drive innovation
- Ability to track employees with a single-person record with support for both simple and complex work assignments
- Self-service options for employees and managers
- Ability to hire, onboard, manage, and engage workers in accordance with university practices – all on one system

## Behind the Wheel

Last month, Angela Badell and Patrick McClain shared why they are thrilled about the Oracle Cloud HCM platform coming to USF. Let us continue to deepen our understanding of the HR/IT perspective of the changes ahead by asking, **what excites you most about Project Drive?**



**Robin Davis, CPP**

*Director, HR Data and Payroll*

*"I am thrilled to be a part of this multi-faceted project and am excited to see it modernize our systems and streamline and standardize what we do. I am most excited to sunset CERTS, ALT, and some other disparate systems that currently exist around the University to do what Oracle Time and Labor and Oracle Absence will do for us. Lastly, I am very happy we are retiring the paper element of many processes to allow the workflow and notification features in Oracle to become our system of record."*



**Jesse Rodriguez**

*Product Owner, Information Technology*

*USF employs over 14000+ awesome people and managing our data is a major activity. Today we have many homegrown processes that help our HR and Payroll employees accomplish many of their daily activities, but these processes have also hindered evolution within emerging HCM practices. As an IT employee who has supported HR and Payroll at USF for 16 years, I am delighted to see USF moving forward by leveraging new improvements within the space of HCM. I am also extremely excited to be able to participate in this transition."*



## Around the Corner

We are continuing to gather feedback from leaders, HR partners, and others at USF in our Stakeholder Team Conversations. In addition, we are building out the Change Ambassador Network, which will communicate the changes and benefits of Project Drive to better support employees at USF.

As you read earlier, our first Change Readiness Assessment is now live! We use this tool to determine awareness of Project Drive among key audiences.

Stay tuned for the September release of MOMENTUM to learn more about our Change Ambassadors and timely HR operations updates regarding Project Drive.

## Make a Pit Stop for Training

Are you looking for more Oracle Cloud training opportunities? Please [visit the USF Training and Resources page](#) and click on 'Oracle-provided Trainings / Informational Videos' to access informative Oracle Cloud HCM explainer videos.

Build your Oracle Cloud HCM knowledge even further with virtual Oracle Learning courses! [Visit our Project Team Training Guide page](#) for steps to create an Oracle Learning Explorer account and access training.

## We Want to Hear from You!

Share any questions, concerns, or feedback with the Project Drive team [here!](#)

Please [visit our website](#) for recurring updates.



## Pit Crew: Project Drive Contacts

If you have a specific Oracle HCM Cloud-related question or suggestion, please email [HRtransformation@usf.edu](mailto:HRtransformation@usf.edu).

Change Management:

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This issue is brought to you by the **Project Drive Change Management team**.