

MOMENTUM

Connecting HR Partners to Project Drive



Staying the Course

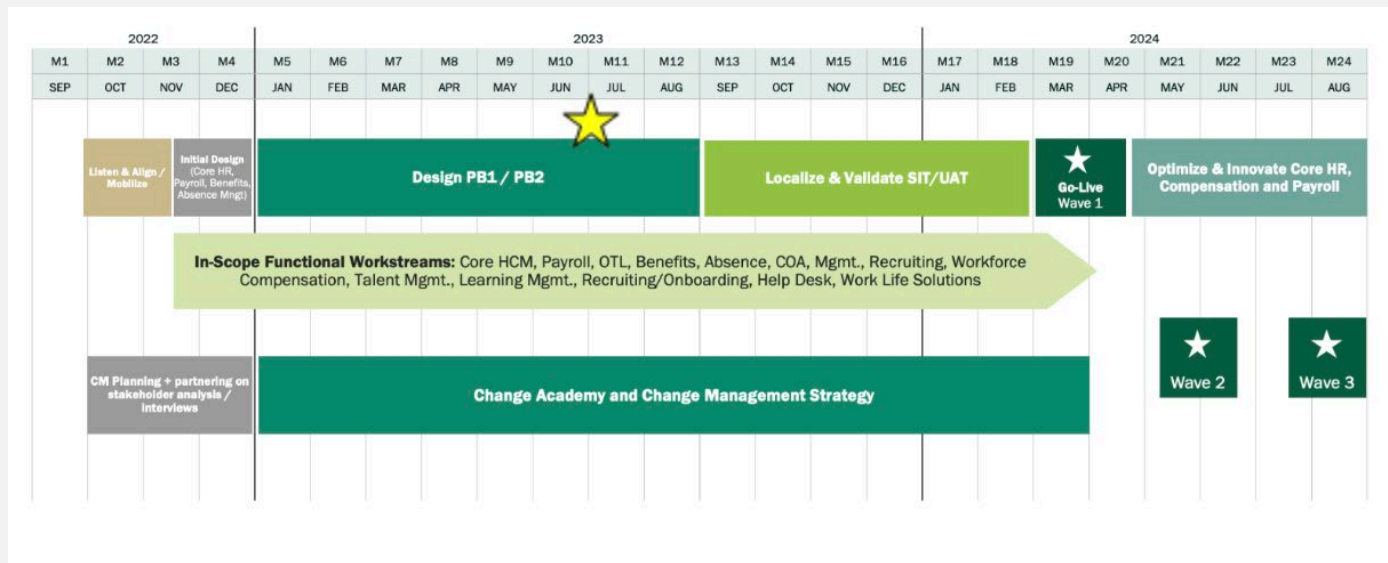
Welcome to the second edition of **MOMENTUM: Connecting HR Partners to Project Drive!** As a reminder, this is your monthly informational resource covering need-to-know project updates and planned activities relevant to you, the HR partners at USF. We want you to have the tools needed to feel confident and informed along this journey.

The Project Drive Change Management team invites you to take the [Change Readiness Assessment](#). Please take a moment to complete the survey, so that we can continuously enhance the efforts around gearing up for Oracle Cloud HCM. *Reporting will be anonymous.*

As we continue to navigate through the project phases, be on the lookout 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, along with a list of in-scope functional workstreams that will become the components of the new Oracle Cloud HCM solution for USF:



The Oracle functional team on Project Drive recently used the design decisions made during earlier familiarization sessions to build the first prototype system for Process Playback 1 (PP1) of Oracle TCM+, Oracle's cloud implementation methodology.

PP1 provided us the first glimpse of our system design in Oracle HCM and helped us confirm initial requirements—laying the groundwork necessary to further refine the solution and take it to the next level. Across several PP1 review sessions, teams have:

- Made integration, solution, and data validations
- Adjusted configuration workbooks
- Began crafting user training
- Established the cloud application operating model

Make a Pit Stop for Training

Are you curious about the immersive training opportunities offered by Oracle Cloud? Please [visit the USF Training and Resources page](#) and **click on ‘Oracle-provided Trainings / Informational Videos’** to access quick and informative Oracle Cloud HCM explainer videos.

We also encourage you to fortify your Oracle Cloud HCM knowledge by taking virtual Oracle Learning courses. [Visit our Project Team Training Guide page](#) for a step by step on how to create an Oracle Learning Explorer account, log in, and start training!

Putting You in the Driver’s Seat

We understand that your day-to-day responsibilities as HR Partners will be most impacted by this transformation, **so let us unpack the ‘why’ behind Project Drive.**

To help make USF a great place to work, we need to make HR simple and easy for everyone. By adopting Oracle Cloud HCM's standardized, consistent processes across HR, leadership can make better decisions that will reduce cost (e.g., less hours burned tracking forms down across different systems) and grow our people by utilizing their full talent stack (rather than sticking them with manual tasks).

Now that you know Project Drive will simplify and modernize the way we manage our workforce and develop our people, you might be asking – *how will this benefit our organization regarding FTE and cost?* Keep reading for a deeper understanding of how we will measure success on Project Drive and the top benefits of moving to Oracle Cloud HCM.

Project Drive Key Performance Indicators (KPIs) | How we'll measure success*:



Improved Employee Productivity
on HR Tasks (FTE)
10%-20% efficiency improvement



Improved Manager Productivity on
HR Tasks (FTE)
*10%-20% reduction in hours per
week*



Reduced Voluntary Employee
Turnover (Costs)
16% retention improvement



Reduced Overtime Usage (Costs)
4%-10% reduction in cost



Reduced Payroll Leakage (Costs)
15%-25% estimated reduction



Eliminate Legacy/Other
Applications Support (Costs)
*Legacy system retirement: 100%
cost elimination*

**Based on USF data and similar Oracle clients*

How this implementation will benefit you:

HR employees will gain efficiencies and become more productive in their day-to-day activities; this means more time for you to direct modern strategic HR practices such as:

- **Total Rewards Forecasting:** With turnover costs saved, attract and retain top talent with competitive rewards analysis and practices
- **Talent Acquisition:** Strategically plan recruiting and talent acquisition initiatives to build the brand for your area and secure critical roles
- **Talent Retention:** Propel engaged managers and employees with development opportunities, career growth, and more meaningful tasks
- **Workforce Planning:** With manual processes retired, conduct strategic business planning sessions with real-time data and accurate information that will support the expansion and success of your area

Behind the Wheel

In the previous Newsletter you got to know the names and faces of Project Drive's Executive Leadership Team. In this edition we've asked them this question: ***From an HR/IT perspective, what excites you most about Project Drive?***



Angela Badell, PHR, SHRM-CP
Director of HR Data and People Analytics

"I am most excited to see how all of the detailed configuration leads to a cohesive end-product and how easy it will make managing people and processes at the University. With the focus of people driving our success, it is critical to see employees, managers and HR representatives embracing modern technology so that they feel enabled and a part of that success."



Patrick McClain
*Director, Enterprise Applications Services
USF Information Technology*

"The Oracle Cloud HCM platform will offer us many benefits, including: improved process efficiency, better data management, increased security, and a better end-user experience. This is exciting for our IT team, who will play a critical role in both the implementing and maintaining of the system."

Around the Corner

Next month, the Project Drive Change Management team will hold a Change Ambassador Kickoff to welcome the community of 'change champions' responsible for communicating the changes and benefits of Project Drive to employees at USF. Change Ambassadors play a crucial role in helping the end users understand how moving to the cloud will impact future ways of working and how to use the cloud technology itself to conduct these new processes.

Change Ambassadors will support our ongoing cloud journey by:

- Supporting peers and Project Drive team members as they transition from legacy systems and processes to the Oracle HCM Cloud system

- Cascading key project messages to peers and Project Drive team members regarding process and technology changes
- Answering questions regarding future state ways of working
- Providing feedback to the Project Drive Change Management team to support engagement

We are launching our first Change Readiness Assessment. This is tool used to view the awareness of Project Drive for key audiences.

In addition, please look out for the August release of Momentum and the next HR operations Project Drive update!

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.

Change Management:

- **Kaija Dupoux** | Associate Director, Change Management Lead | kaija@usf.edu
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This issue is brought to you by the **Project Drive Change Management team**.