

## **MOMENTUM**

Connecting HR Partners to Project Drive



## **Staying the Course**

**Welcome to the fourth edition of MOMENTUM: Connecting HR Partners to Project Drive!**

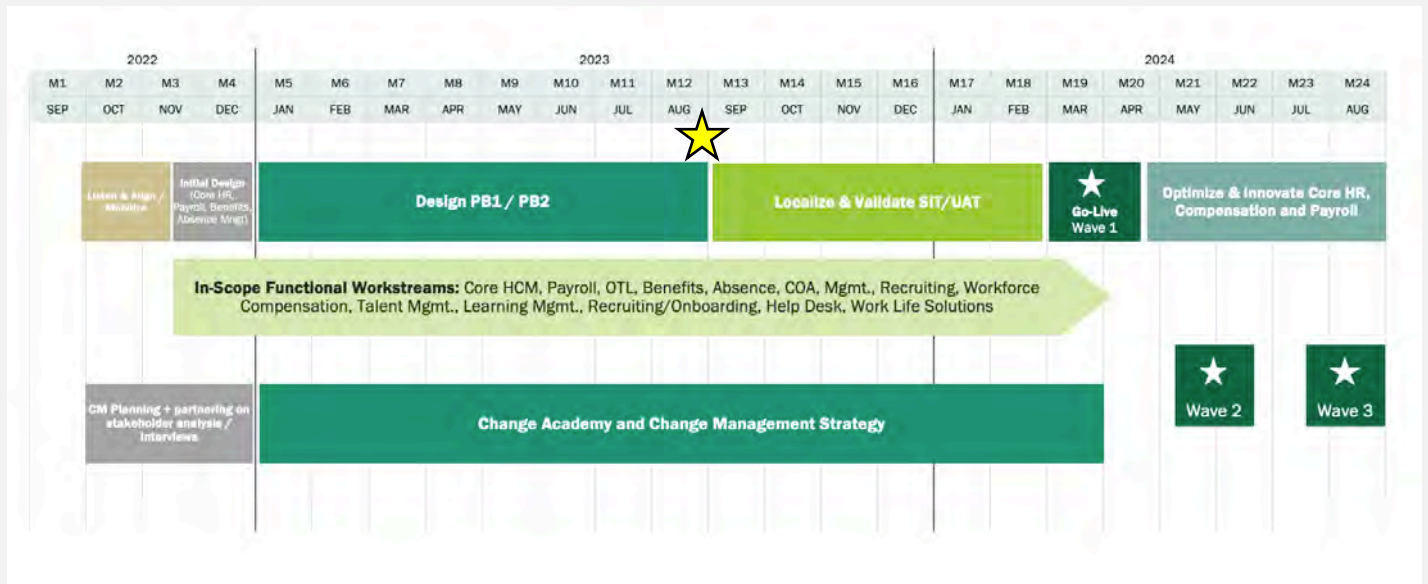
Each month, we'll review key project updates and planned activities relevant to you, the HR partners at USF—equipping you with the resources needed to feel confident and informed along this journey.

In this edition, we will review Process Playback 2 activities, hear from project teammates on what excites them most about our HR transformation, and get the latest updates from the Change Management team. We are appreciative of your feedback in the [Change Readiness](#) survey and we are reviewing it diligently! If you did not get a chance to take it, please do so!

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.

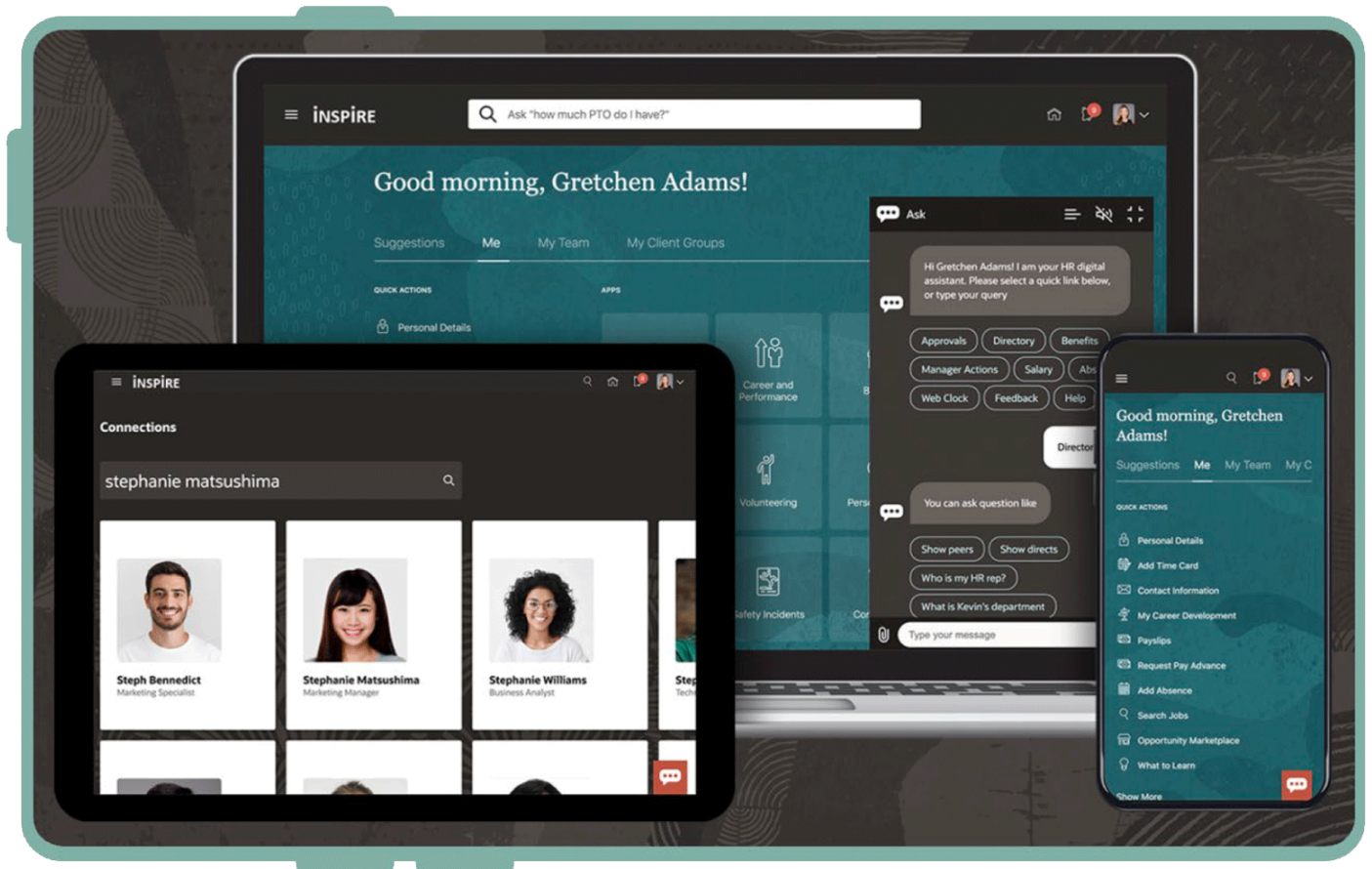


Having recently wrapped up Process Playback 1 (PP1), Project Drive, the Oracle HCM Implementation at USF, is now in Process Playback 2 (PP2) in the Design phase of Oracle’s True Cloud Method (TCM)+ implementation methodology. PP2 provides a second look at the system design in Oracle HCM Cloud and is an important progress check before go-live; it allows the team to see the feedback from earlier PP1 activities integrated into our solution.

During PP2 sessions, the project team will validate key solutions, build integrations and reporting, and move closer to completing configurations in order to build the second prototype (P2) of our system design. Being able to demo USF HR business processes in Oracle HCM Cloud is an exciting development for the end users 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—uniting HR and other critical business areas. **Read on to learn the benefit highlights of the Absence Management 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.*

### Absence Management

- Provides the ability to reduce effects associated with absenteeism such as costs, risk, and productivity
- Automates leave requests
- Reduces risk with consistent absence policies and viewing audit reports
- Reduces costs by providing an administrative framework
- Creates smart transactions and streamline processes to increase productivity

## Behind the Wheel

Last month, Robin Davis and Jesse Rodriguez shared their eagerness around 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?***



**Kaija Dupoux, MS.Ed.**

*Associate Director, Change Management Lead*

*“What excites me most about USF’s journey to Oracle Cloud HCM is knowing that we are not just implementing new technology; we are crafting a new culture of care, growth, and development for all employees at USF. This transformation is an opportunity for USF to innovate the ways in which we work and prove just how much our people are valued and invested in.”*



**Bill Huckleby**

*Application Developer for GEMS and FAST*

*“Seeing new technology and features for end users here at USF. Think about the fact that now, using a phone or tablet, employees can access and update their HR data. Also, HR can now have a real help desk system to address emails that many say fall into a 'black hole' and could have the ability to have kiosks for employees to use.”*

## Around the Corner

The **Change Management** team is planning the following:

- Major Communications
  - Prepare audience-specific communications
- Stakeholder Analysis
  - Analyze and implement feedback from stakeholder team conversations and Change Readiness Assessment
- End-User Engagement Preparation
  - Hold second meeting for Change Ambassadors, scheduled for September 22, to discuss key project updates, FAQs, communication recommendations, etc.
  - Begin discussion around Oracle Guided Learning (OGL), including Oracle recommendations around usage, training, and communications
- Organizational Alignment
  - Continue to attend PP2 sessions and capture changes that impact the business and people

## 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:

- **Kaija Dupoux** | Associate Director, Change Management Lead | [kaija@usf.edu](mailto:kaija@usf.edu)
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This issue was brought to you by the **Project Drive Change Management team**.