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mipro

Singular Focus. Limitless Passion.

ARE YOU GETTING EVERYTHING YOU SHOULD OUT OF YOUR ORACLE CLOUD HCM APPLICATION?

For many enterprises, their initial Oracle Cloud implementation focused on getting live quickly, delivering core functionality but leaving many advanced capabilities untapped.

With new features released every quarter, leading organizations are now unlocking significantly more value by fully adopting Oracle's expanding capabilities, including its substantial investments in AI-driven insights and automated workflows.

YOU ARE NOT ALONE IN RETHINKING YOUR CLOUD STRATEGY

Many organizations begin with a "lift and shift" to the Cloud, maintaining familiar internal processes. Today, increasing demand for intuitive, mobile-first experiences is driving organizations to more fully embrace the powerful capabilities embedded in Oracle Fusion Cloud HCM.

THE GOAL OF OPTIMIZING

Optimization unlocks the full value of your existing Oracle Fusion Cloud investment by activating embedded AI, automation, and intelligent workflows already available in the platform. By aligning with Oracle best practices and standard data models, organizations can rapidly adopt innovations delivered through quarterly updates—such as AI-driven insights, automated approvals, and guided user experiences—without reimplementation. The result is cleaner, more consistent data, more predictive and actionable analytics, and faster, more confident decision-making powered by automation, not manual effort.

MIPRO'S ORACLE CLOUD HCM OPTIMIZATION SERVICE

This service provides a roadmap and deployment plan tailored to your specific priorities for continuous improvement.

Key Service Objectives:

Maximize ROI:

Fully leverage delivered functionality while reducing extensions and customizations.

Increase Productivity:

Eliminate manual work, such as automating overtime approvals via mobile apps.

Accelerate Adoption:

Implement a strategy to quickly embrace new features delivered in quarterly updates.

Improve User Experience:

Utilize **Redwood Personalization** and **Visual Builder** for intuitive, streamlined workflows.

Enhance Compliance:

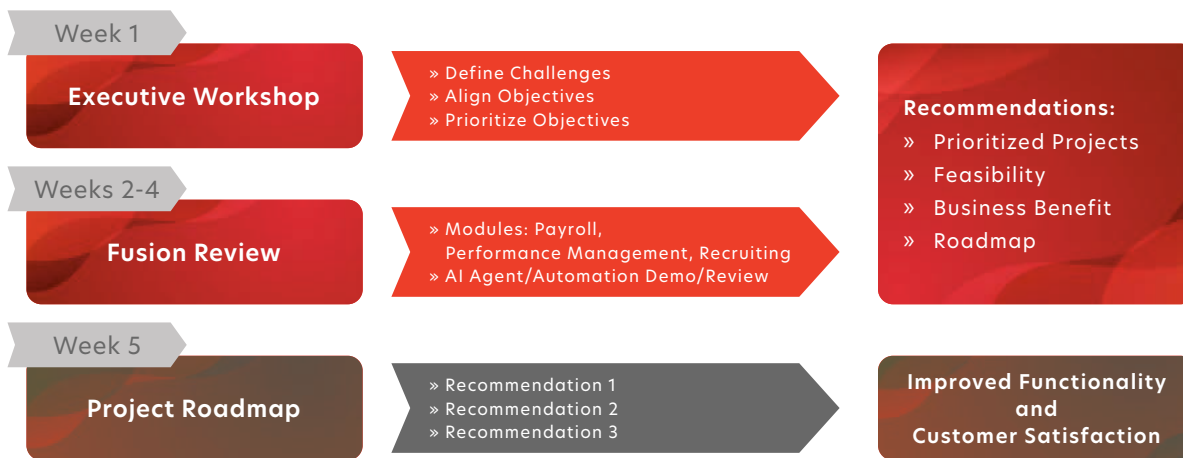
Align with regulatory updates and Oracle best practices.

OUR APPROACH: WHERE TO START

We help organizations maximize the value of Oracle Fusion Cloud HCM by starting with what matters most: your business challenges and strategic objectives. Rather than leading with features, we partner with you to identify and prioritize enterprise-wide HR challenges and align objectives across core HR, payroll, benefits, talent acquisition, and beyond.

This outcome-driven approach ensures every optimization initiative directly supports organizational priorities, leverages Oracle's powerful capabilities, and delivers measurable results. By aligning HR functions around a shared set of goals, we eliminate competing priorities and create a clear, unified path to continuous improvement and sustained business value.

Timeline



1. Executive Strategy Workshop (Week 1)

The journey to maximizing value begins with a one-day Executive Strategy Workshop (ESW) designed to align leadership around a shared vision for HR transformation. This highly collaborative session brings together senior leaders across HR, payroll, benefits, compensation, talent management, and HR IT to expose current challenges and uncover opportunities for improvement. Together, we translate those insights into clear, outcome-driven objectives, prioritize initiatives with the greatest business impact, and define measurable success criteria—creating a focused roadmap for delivering tangible results from your Oracle Cloud HCM investment.

2. Detailed Functional Optimization Analysis (Weeks 2-4)

As the next step, MIPRO uses its deep Oracle Fusion Cloud HCM expertise to conduct a comprehensive optimization analysis focused on unlocking greater business value from your existing investment. We assess how your organization is currently using Oracle Fusion HCM and identify opportunities to better leverage delivered capabilities, quarterly innovations, and underutilized functionality.

Our optimization analysis is designed to be outcome-driven and aligned to the priorities established during the Executive Strategy Workshop (ESW).

This structured approach ensures your optimization roadmap is practical, aligned, and focused on delivering measurable outcomes, maximizing the return on your Oracle Fusion Cloud HCM investment.

Key Focus Areas Include:

- » **Gaining** a clear understanding of function-specific challenges across HR, payroll, benefits, talent management, and related teams, ensuring alignment with enterprise-wide objectives.
- » **Evaluating** whether standard Oracle Fusion Cloud HCM features and delivered functionality are being fully utilized and identifying high-impact capabilities that can be activated to drive additional business value.
- » **Identifying** licensed but unused modules and assessing their potential to deliver meaningful operational and strategic benefits if deployed.
- » **Reviewing** recent Oracle Fusion Cloud HCM quarterly updates to highlight innovations that can improve efficiency, automation, analytics, and user experience.
- » **Translating** identified opportunities into a prioritized optimization roadmap, categorized into short-, medium-, and long-term initiatives based on business impact and feasibility, while ensuring each recommendation directly supports the objectives defined in the ESW.

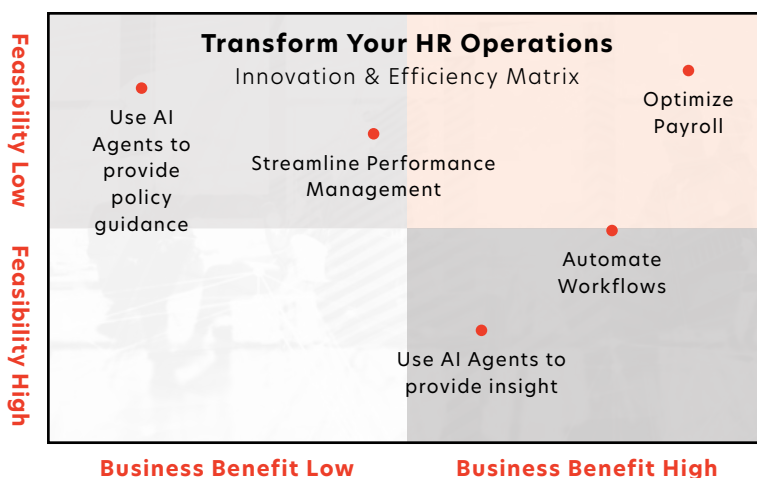


3. Optimization Roadmap & Deliverables (Week 5)

We provide a thoroughly documented analysis organizing recommended “mini-projects” based on a mapping of our findings to the objectives identified in the executive workshop and prioritized based on the benefits and feasibility of each recommendation.

Project Name	Priority	Recommendation	Immediate Business Benefit (H, M, L)	Immediate Feasibility (H, M, L)	Key Objective Supported
Review organizational reporting needs (high level).	1	Perform a corporate-level review of reporting requirements across the organization.	H	H	1,4

Feasibility vs. Business Benefits



Sample Opportunity Areas

- » **Talent Acquisition:** Use machine learning for candidate ranking and social recruiting integration.
- » **Workforce & Labor:** Implement AI-powered scheduling to manage compliance (seniority, certifications) and worker preferences.
- » **Employee Experience:** Enhance the “work-life” journey through guided processes and mobile-enabled leave requests.

Optimization At-A-Glance

- » **Assess** current application usage against business objectives.
- » **Unlock** available but unused AI and analytics features.
- » **Deploy** mobile capabilities for today’s dynamic workforce.
- » **Improve** ROI on your existing Oracle Cloud subscription.

PATH TO OPTIMIZING VALUE

MIPRO builds directly on the outcomes of the Executive Strategy Workshop, carrying those insights into a focused HCM optimization analysis that translates strategic objectives into actionable initiatives. Each optimization project is intentionally designed to support the defined business goals: enhancing HCM functionality, elevating the employee experience, and strengthening the organization's overall capabilities.

By prioritizing initiatives based on impact and alignment, the roadmap creates a cohesive progression of improvements, with each project building on the last to systematically address challenges and deliver measurable, long-term value from your Oracle Fusion Cloud HCM investment.

ANALOGY FOR UNDERSTANDING

Think of your HCM Cloud as a high-performance sports car. Many organizations are only using it to drive to the grocery store. Optimization is like taking that car to a professional pit crew—we tune the engine (automation), update the GPS (AI and analytics), and teach you how to use the paddle shifters (mobile and self-service) so you can finally see what it's capable of on the open road.

