



## About Capgemini

With around 120,000 people in 40 countries, Capgemini is one of the world's foremost providers of consulting, technology and outsourcing services. The Group reported 2011 global revenues of EUR 9.7 billion. Together with its clients, Capgemini creates and delivers business and technology solutions that fit their needs and drive the results they want.

A deeply multicultural organisation, Capgemini has developed its own way of working, the Collaborative Business Experience™, and draws on Rightshore®, its worldwide delivery model.

More information is available at [www.capgemini.com](http://www.capgemini.com)

Rightshore® is a trademark belonging to Capgemini

<sup>1</sup>: Ovum; "Oracle Fusion Applications Hit the Broader Market," John Madden, December 2011.

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# Unlock the business benefits of Oracle Fusion HCM through Capgemini *SWIFT*

**Oracle Fusion Human Capital Management (HCM) enables organizations to leapfrog the transaction-based approach to a process-based one. We bring a range of accelerators within our transformation methodology - the Structured Way of Implementing Fusion-led Transformation (*SWIFT*).**



### **The HR Landscape is Changing**

The future of HR lies in becoming a business function, instead of a business support function. That realization is changing the way in which HR professionals perform and the technology they consequently need to drive that performance. Unlike other HR technology platforms, Oracle Fusion Human Capital Management (HCM) is fundamentally written as a business process application. As the name suggests, it's about joining up, or fusing, the different parts of a business into a single platform.

The resulting 'joined up' approach gives HR the tools to understand employees through understanding roles, to get succession planning right at the right cost, and to make Talent Management about equipping the future state of business. As a result, HR professionals can take a pro-active role alongside effective business decisions, rather than tailing behind them.

The way we see it, Oracle Fusion HCM is most powerful when it is implemented alongside change in the HR business processes. That's what it was designed for and that's how Capgemini can help you get to faster ROI and larger business benefits

### **Unlock your people**

Fusion releases energy, and freeing up the HR function to focus on delivering value, not administrating processes, is a key benefit. This is not about upgrading technology – it's about improving the bottom line. A successful implementation unlocks a new level of:

- **Agility** – because Oracle Fusion HCM is architected to be configurable by the user, not customized by the IT department. Even in a multi-tenant cloud environment you can continuously improve and adapt business processes in a way that's upgrade safe.
- **User Experience** – because Oracle Fusion HCM takes you into the 'drag and drop' world, creating



personal task lists, guiding the user through business processes and letting you drive it on the move since the technology supports iPad and iPhone, unlike competitor's offerings.

- **Business Analytics** – because Oracle Fusion HCM has BI Analytics built in and they can tell you what's been happening (historical), what's happening right now (real-time dashboards), and even what is about to happen (predictive analytics). Identifying problem areas just by looking bottom left on the user interface helps make it easy to drive down costly attrition rates.
- **Connectivity** – because Oracle Fusion HCM empowers the workforce to get the most from collaboration through 'Oracle Fusion Network at Work' so they deliver value to the business through information sharing and knowledge transfer.

**Get a SaaS model alongside existing investments**

Oracle Fusion Applications are the first real answer in the marketplace to the challenge of integrating SaaS deployments with existing investments, affordably and rapidly. Oracle Fusion Applications are designed to solve headaches by 'fusing' configuration and management across modules, enabling what is called a "change once, change everywhere" model. Via the Oracle Fusion Middleware layer, a new freedom is created to move from one deployment model to another or a combination of the two.

We have brought several 'ready-to-go' package implementations to market. For some clients the business case is already so compelling that rapid implementation is the key driver. Here, we bring three fixed-price offers to take your organization from a standing start to a transaction-ready system. In close collaboration with Oracle we deploy its Rapid Implementation tools and accelerators alongside our own. The three SaaS packages cover the implementation of the Oracle Fusion HCM solution and include:

**Package 1:** Talent and Compensation with HR co-existence

**Package 2:** Core HR and Benefits with third-party Payroll interface

**Package 3:** Core HR and Payroll

**Making life easier**

Seeing how an employee has performed since his last performance review is a common task for most HR Managers. In Oracle E-Business Suite, that means separately reviewing performance, talent and employee data for each reporting period, then using Oracle Business Intelligence HR Analytics (or other reports) to get to an answer. It's slow and time-consuming and, consequently, it doesn't get done as often as it should. With Oracle Fusion HCM, the "9 box" analytics metrics are embedded into the process flow. This provides a pre-configured ability to view current and previous positioning of performance and potential. As a result finding out if training is working, who your star performers are and who is at risk of leaving becomes much quicker and easier.

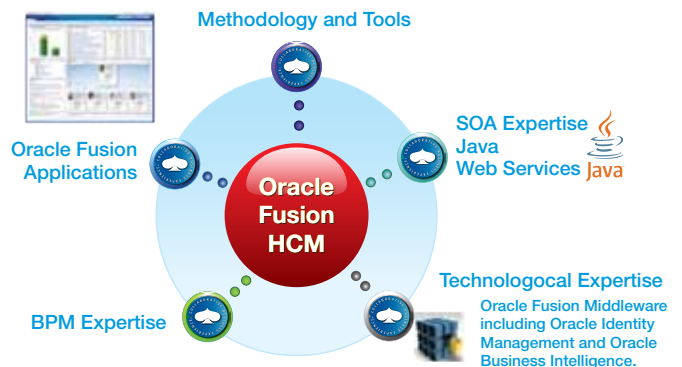




## Enabling SWIFT Transformation

The Capgemini SWIFT approach is about enabling transformation. We do that quickly thanks to a range of accelerators, but there's no benefit in getting to the wrong answer, faster. The foundation for SWIFT— Capgemini's Structured Way of Implementing Fusion-led Transformation— is Capgemini's deep understanding of HR and how the HR function works. Added to that is our expertise in every key area of a successful implementation, as illustrated in Figure 1.

Figure 1: Methodology and Tools



### Structured

Our structured approach starts right at the beginning, with a candid assessment of whether Oracle Fusion HCM is right for you. The Capgemini methodology ensures nothing falls between the gaps. Because it is adapted to the modular nature of Oracle Fusion Applications, it means you can pick and choose how you move – for example keeping your on-premise PeopleSoft implementation live but bringing in Oracle Fusion HCM's new Talent Management capabilities via a SaaS model. The right business decision is what argues for the right IT decision – and whether Capex gets moved to Opex through subscription-based pricing mechanisms.

### Way of

Our way of working is well known in the marketplace as the “Collaborative Business Experience.” In simple terms, it is how we deliver by working alongside our clients collaboratively and unlocking benefits quickly. Here, collaboration is key. Capgemini offers the proprietary collaborative tools that make that easy and fast – from our Rapid Design Workshops to our Accelerated Solutions Environments (ASEs). Moreover we make sure that our clients are looking at the bigger picture. For example, our Application Lifecycle Services portfolio of services focuses on long-term business and IT benefits and direct business value.

### Implementing

Our implementation approach is about getting precisely the right balance between speed and risk-mitigation. We arrive with pre-prepared HCM business process templates for fast deployments and a tried and tested HCM implementation methodology based on Oracle's Rapid Start approach for Oracle Fusion HCM. Just as importantly, when our teams land they bring deep Oracle experience and industry-specific knowledge to your business process modeling. Capgemini implementation teams are business process-led, like Oracle Fusion HCM itself, and our Business Process Management (BPM) teams work hand in hand with our technical resources to get to actionable business solutions fast.

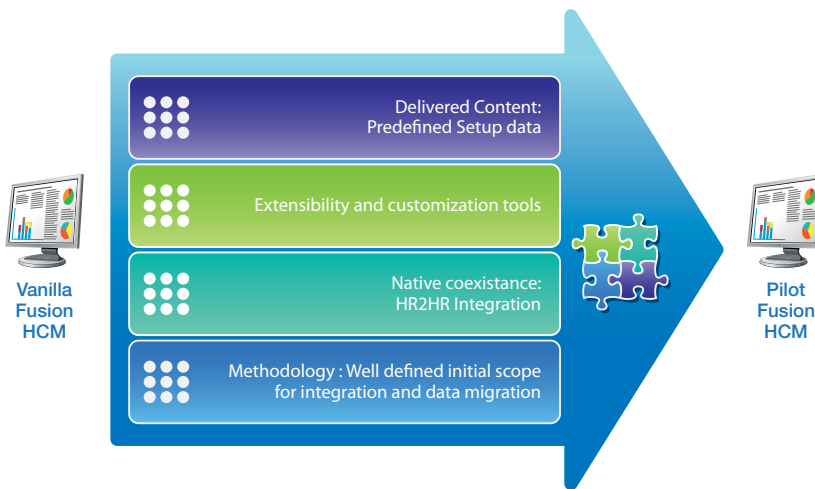
### Fusion-led

The way we see it, Oracle Fusion HCM is much more than an upgrade to a smarter technology. It is a key that can unlock barriers to transforming your organization. With our Oracle Fusion Middleware expertise alongside our Oracle Fusion Applications experience, we believe this can be a catalyst to change. As part of Oracle's plainly-stated roadmap, this is about underpinning change with a technology platform designed for the long term.

### Transformation

Oracle Fusion Applications have the potential to transform how you carry out your business. Our Business Process Modeling consultants can help you recognize that now is an ideal moment to re-assess how you run your business processes and run them better. Our global consulting arm specializes in business-driven transformation with all the implications that brings – from change capability onwards. For those who see the move to Oracle Fusion Applications as a step on a longer transformation journey, it makes sense to choose a partner who is able to see you through this journey successfully with tangible results and benefits.

**Figure 2: Enabling Fast Implementation and Deployment**



“Capgemini developed the Capgemini Oracle Fusion Experience, a dedicated lab for testing deployments of Oracle Fusion Applications. This lab is complemented by Capgemini’s Oracle center of excellence for all Oracle products and technologies...The embedded analytics in Oracle Fusion Applications are a good match with Capgemini’s Business Information Management (BIM) services portfolio.”

Ovum<sup>1</sup>

**Hit the ground running**

As the name suggests, we accelerate throughout the process to get you to benefits fast via a five-point plan:

1. We land with pre-configured HCM business processes that give us a leading practice template so you hit the ground running
2. Our Fusion setup wizard is an orchestration tool that not only guides you through the process but monitors progress
3. Our fully-packaged, tried-and-tested integrations to your existing on-premise deployments of Oracle E-Business Suite, Oracle’s PeopleSoft Enterprise and JD Edwards EnterpriseOne massively simplify the data integration challenge
4. Our pre-configured HCM Test scripts are ready for all functional modules
5. Our functional user training manuals get you started with ready-to-use training on all standard Business Process Flows

**Why Capgemini?**

We got our head start at the beginning. Having been selected for the Oracle Fusion Applications Beta program back in 2009, our teams have been participating actively in every major functional module area since. We saw the direction of travel for Oracle Fusion Applications early and established the capability in every component of delivering Oracle Fusion Applications that is required: from Oracle Java to Oracle Fusion

Middleware to Business Intelligence to Applications. Because of this experience we have been able to build and offer a robust global methodology you can use right now – underpinned by our Diamond level partnership with Oracle and informed by an Oracle practice over 13,000 strong.

Our functional analysts can quickly deploy Capgemini’s comprehensive HCM benchmarking tool to establish best practice, normal practice and how to ensure your business meets or exceeds it. Moreover, we routinely implement a ‘dashboard’ style monitoring system. Finally, organizations choose Capgemini to get the transformation benefits from Oracle Fusion Applications. Our specific strength in BPM is a key reason why we can accelerate Return on Investment (ROI). Moreover we can deliver wider benefits by assessing the end-to-end processes that underpin your Oracle Fusion HCM implementation. This is a one-off opportunity to carry out long overdue rationalization of business processes.

**Act Swiftly**

Competitive advantage doesn’t wait for anyone, and the benefits of successful Oracle Fusion Applications implementations are being seen right now. Correctly delivered, this is an opportunity to get ahead of the HR curve, pro-actively influence product development, and establish a true platform for your organization’s future.