

Capgemini



ORACLE



# ACCELERATE YOUR JOURNEY TOWARDS INTELLIGENT HR

with **HR Advantage** from Capgemini

Powered by Oracle

In today's market it's more important than ever to enable your workforce with a responsive, and insight-driven HR function, so employees can reach their peak performance and drive long-term growth.

That's why, together with Oracle, we're helping you on your journey towards transforming your HR systems using the cloud, by shifting the focus from reducing cost, to realizing value, so you can achieve '**HR intelligence**'.

# WHAT DOES AN INTELLIGENT HR FUNCTION LOOK LIKE?

Intelligent HR fuses business strategy with cutting-edge technology, so it becomes an agile, data-driven function that supports strategic goals, and delivers measurable performance improvement.

It has the following characteristics:



## PURPOSE-LED AND FUTURE-FIT

It inspires the workforce of today and tomorrow, to allow the business to adapt and evolve continuously.



## HUMAN-CENTRIC AND INCLUSIVE

It delivers hyper-personalized experiences that meet diverse physical, social and cognitive needs.



## INSIGHTS-LED AND SUSTAINABLE

It is enhanced by data science and data-driven insights that drive sustainable business outcomes.

## CAPGEMINI: THE PARTNER TO GET YOU THERE

We help clients on their journey to 'HR intelligence' with our HR Advantage solutions. Underpinned by a market-leading Oracle Cloud HCM Foundation, it combines strategic insights with an accelerated methodology, so you can start achieving tangible results using the latest HR technologies – at pace, and for the long-term.

**We have the right mix of capabilities to help you succeed.**



## STRATEGIC HR INDUSTRY EXPERTISE

We help create a strategic vision, so you remain focused on addressing business led outcomes, not the technology itself.



## MOST TRUSTED CLOUD CAPABILITIES

We have the best cloud capabilities and expertise to leverage the Oracle HCM Cloud, ranked as the leading HR cloud.



## DATA-DRIVEN APPROACH

Our heritage in technical, data-driven systems ensures we deliver insights with measurable outcomes.

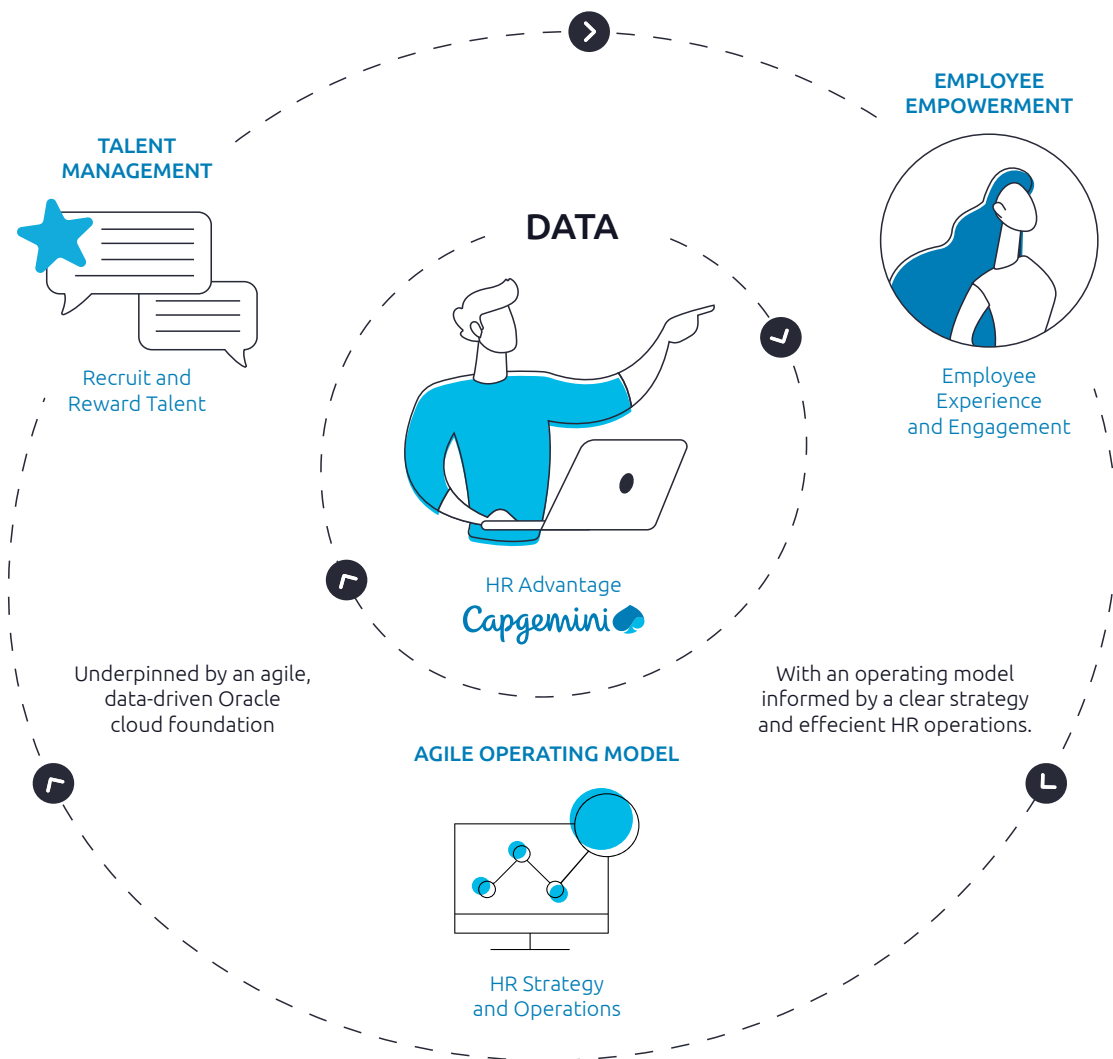


## ACCELERATED METHODOLOGY

Our proven methodology using unique IP and accelerators speeds up time to value with predictable outcomes.

# HR ADVANTAGE FROM CAPGEMINI

HR Advantage turns your HR function into a strategic business enabler, helps you win the war for talent in a competitive global workplace, and boosts business performance with a human-centric approach.





## AGILE OPERATING MODEL

We help you set a clear HR vision that aligns with business strategy by building an agile operating model with solutions that deliver efficient core digital operations.

## HR Strategy

Set the overall HR strategy and roadmap that outlines the key capabilities and indicators needed for success.

## HR Operations

Establish a digital foundation of core HR processes and functionality that removes complexity, improves visibility and drives efficiency.

## Recruit Talent

Acquire talent with a smooth recruitment pipeline that maximizes the right channels and improves the candidate and hiring team experience.

## Reward Talent

Improve staff motivation and retention with clear, transparent and accurate reward processes.

## TALENT MANAGEMENT

Attract and retain the top talent to ensure you have the right mix of skills to improve business performance and gain a competitive edge.



## EMPLOYEE EMPOWERMENT

Keep employees happy and healthy while empowering them and supporting them, so they are productive, add more value and deliver exceptional results.

## Employee Engagement

Provide clear career paths, learning and development opportunities to engage and empower employees to be successful.

## Employee Experience

Improve employees' experiences through personalization, efficient processes and effective service delivery.

## OUR METHODOLOGY

Using our deep domain experience and pre-defined tools and accelerators with HR Advantage, we speed up your journey towards achieving intelligent HR.

### STEP 1

#### HR Discovery

Transform the HR function into digital workstyles using Capgemini HR solutions to support the target operating model and improve defined KPIs.

### STEP 2

#### Accelerated Cloud Journey

Build, test and deploy the HR solutions at speed using proven accelerators to deliver the components of the target operating model.

### STEP 3

#### Staying Current

Continuously modernize the platform and talent by establishing feedback action mechanisms to improve identified KPIs.

Continuous improvement and optimization to move towards Intelligent HR for long-term



## About Capgemini

Capgemini is a global leader in partnering with companies to transform and manage their business by harnessing the power of technology. The Group is guided everyday by its purpose of unleashing human energy through technology for an inclusive and sustainable future. It is a responsible and diverse organization of 325,000 team members in more than 50 countries. With its strong 55-year heritage and deep industry expertise, Capgemini is trusted by its clients to address the entire breadth of their business needs, from strategy and design to operations, fuelled by the fast evolving and innovative world of cloud, data, AI, connectivity, software, digital engineering and platforms. The Group reported in 2021 global revenues of €18 billion.

**Get the Future You Want | [www.capgemini.com](http://www.capgemini.com)**

## Get in touch

**Ready to transform into an intelligent, data-driven HR function that adds long-term strategic value? Then get in touch and speak to one of the team today.**

### **Eash Umamaheshwaran**

Director,  
Global Oracle Alliance

### **Jo Skewes**

People Lead & HR  
Engagement Manager,  
Cloud UK

### **Arjun Rajan**

Principal – Human Capital  
Management,  
North America

### **Venugopal Ramakrishnan**

Partner Development  
Executive (PDE),  
NA Oracle Alliance