

Get Redwood, and AI Ready

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Today's conversation

- 01 Redwood & AI Overview
- 02 Starting Your Redwood Journey
- 03 Starting Your AI Journey
- 04 Resources and Links

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Presenters



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Redwood & AI Overview

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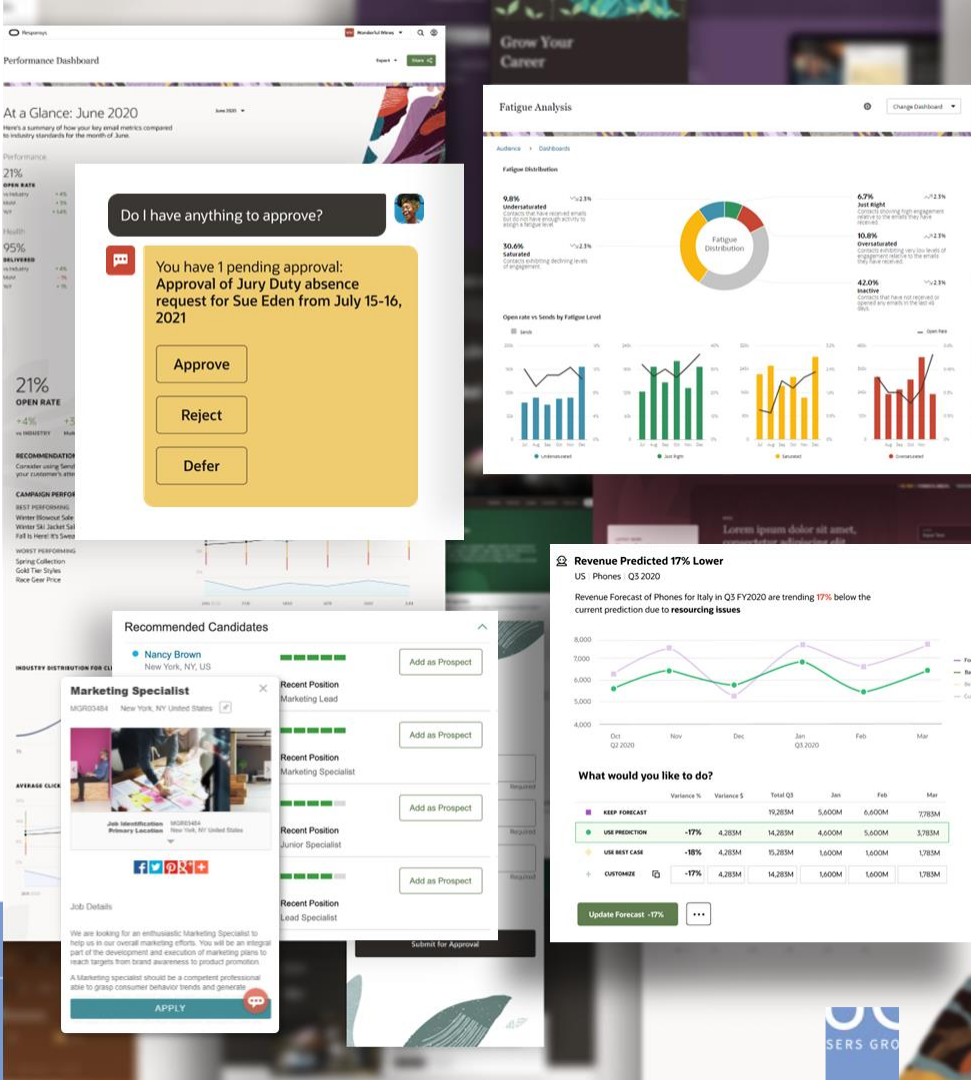
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What is Redwood?

- It's not just a user experience layer that changes the look and feel of Oracle products.
- It is a design and development framework that transforms processes and interactions within Oracle applications, making them simpler, more intuitive, and more agile for the user.
- The ultimate goal is to deliver a consumer-like quality user experience on Oracle enterprise technology. AI capabilities, including GenAI and AI Agents, will transform HR processes for our customers.

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HCM Redwood Functionality

Redwood to be the base of all new functionality

Advancements released using Redwood

- Journeys
- Dynamic Skills
- Touchpoints
- Grow
- Opportunity Marketplace
- Benefits Calculator
- HCM Analytics
- HCM Communicate
- Connections
- Advance Pay (QuickPay)



Journeys



Benefits Calculators



Dynamic Skills



Opportunity Marketplace



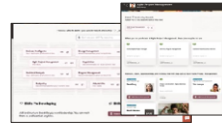
Touchpoints



Grow

Reimagined experiences now in Redwood

- Performance Review
- Succession management
- Goals with GenAI
- Feedback with GenAI
- What to Learn
- HR Help Desk



What to Learn



Performance Review



HR HelpDesk



Succession Mgmt.



Goals with GenAI



Feedback with GenAI

You have significant
AI questions



What...

...can AI do for my business?

...are the different types of AI solutions?

...companies are using AI successfully and how?

...does Oracle have to offer when it comes to AI?



How...

...do I know if my business is ready?

...can I scale AI at an enterprise level?



Where...

...should I get started?

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The imperative of AI adoption



Improved Productivity and Efficiency



Reduced Costs



Future-Proofing Your Business



Enhanced Decision-Making and Data-Driven Insights



Enhanced Customer and Employee Experience

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AI Business Value (Example Use Case – Oracle Recruiting)

Reduce Time-to-Hire by 10%

Classic AI

Generative AI

	Key Benefits	Key AI Features	Observed Impact ¹
Experience	Improve candidate and recruiter experience	<div>Suggested Jobs</div> <div>Similar Jobs</div> <div>Similar Candidate</div>	Reduce time-to-fill by 27%, enhancing process and experience for candidates, hiring managers and recruiters
Effectiveness	Find the right-fit candidates quicker	<div>Suggested Jobs</div> <div>Similar Jobs</div> <div>Suggested Candidate</div> <div>Similar Candidate</div>	Increase average number of applications per requisition by 63%
Efficiency	Post jobs quicker and extend offers faster	<div>Hiring Accelerator</div> <div>Job Desc. Authoring</div>	Reduce the time to create, approve and extend offers by 20%

Starting Your Redwood Journey

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There is no single “right” way to make the transition to Redwood.

Key considerations:

- ✓ Redwood Adoption Timeline
- ✓ Your Cloud HCM footprint
- ✓ Your HR Business Calendar
- ✓ Business and Solution Impact
- ✓ Business Requirements for new Redwood/AI Functionality
- ✓ Resource Availability/Competing Projects

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Redwood Adoption Timeline

Note that all these are “prior to” targets.

For example, Learning Redwood Self-Service for Learners and Managers should be adopted prior to taking the 24C update.

	24C	25A	25B	25C	25D	26A
Required Adoption Timeline	<ul style="list-style-type: none">• Learning: Self Service for Learners and Managers	<ul style="list-style-type: none">• Time & Labor: Timecard (for desktop- based time entry)• Journeys (transition from Checklists & Onboarding)	Time & Labor: Timecard (for mobile device-based time entry)	<ul style="list-style-type: none">• Global HR, Benefits, & Absence• Payroll• Time & Labor• Talent Management• Recruiting	<ul style="list-style-type: none">• Workforce Compensation	<ul style="list-style-type: none">• Learning: Admin Experience

Current timeline and FAQ at: <https://community.oracle.com/customerconnect/discussion/796773/oracle-hcm- redwood-timeline-update>

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HCM Redwood Feature Availability

Customers should not wait until the deadline to start their Redwood journey. Highlighted below are recent release updates that indicates what is already available in Redwood now.

	24D	25A
HCM	<p>Benefits:</p> <ul style="list-style-type: none">Employee Self Service <p>Compensation:</p> <ul style="list-style-type: none">View Total Comp StatementStock Grants(ICP previously available with 23C) <p>Talent Management:</p> <ul style="list-style-type: none">Enhanced All-in-One EvaluationsEdit and Delete Goal Progress Notes <p>Payroll:</p> <ul style="list-style-type: none">Payroll Flows ChecklistPayroll Activity Center <p>Time & Labor:</p> <ul style="list-style-type: none">Line Manager Team Change Request Approval ReasonTime Card Approval Notification <p>Help Desk:</p> <ul style="list-style-type: none">GenAI in Ticket summary and internal conversationsImproved HCM NavigatorAI Agent for ticket resolution <p>Learning:</p> <ul style="list-style-type: none">New Learning (Self-Paced Learning Enhancements)	<p>Benefits:</p> <ul style="list-style-type: none">Benefits EnrollmentBenefits Service Center/ Administration <p>Compensation:</p> <ul style="list-style-type: none">Grade Ladders and Progression (with Steps) <p>Talent Management:</p> <ul style="list-style-type: none">Career Development: Enhancements to Career RolesSuccession Mgmt: Readiness Color CustomizationGoal Mgmt: CKEditor support, goal weights, Private goalsPerformance Mgmt: Calendar invites for Check-Ins, Character Counts for Perf Doc Comments, Check-In templates by Manager Type, New VBS properties for AI Assist <p>Payroll:</p> <ul style="list-style-type: none">Payment Methods For Additional Person Types <p>Time & Labor:</p> <ul style="list-style-type: none">Team Schedule PageMobile Time Card Enhancements <p>Recruiting:</p> <ul style="list-style-type: none">Create Job Requisition and Create Candidate

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HCM Helper Tool

- Reports on your Responsive UX page personalizations made with Page Composer or Transaction Design Studio
- Indicates which personalizations are supported for migration to your Redwood environment: specifically a VBS Workspace
- Tool is updated quarterly, aligned with Cloud quarterly releases
- Note that not all current personalizations will be supported by VBS. For these, alternate solutions will be available:
 - **Custom Content:** Personalizations to show custom link, custom text, BI report etc., in Redwood page are supported only using Guided Journeys
 - **Field Labels:** Use the User Interface Text tool to modify field labels, page titles and region headers

Key Resources:

- Download the tool from [COE Central](#):
 - Click on **Tools and Resources**
 - Click on **Get the HCM Tool**
- Instructions for installing and using the tool: MOS Doc ID 2999756
- Assistance for the tool is going to be provided via [Redwood Personalization Helper Tool Forum for HCM](#) section on Cloud Customer Connect, not via MOS Service Requests (SRs).

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Visual Builder Studio

- Personalizations in Redwood need to be built and deployed using Visual Builder Studio Express Mode
- **VBS is replacing the following tools:**

Page Composer

Transaction Design Studio

Autocomplete

VB Studio

(Business Rules &
Page Properties)

Key Resources:

- HCM Redwood Pages with Profile Options: MOS Doc ID 2922407
- Extending HCM Redwood Applications Using Visual Builder Studio: Doc ID 2991662.1
- [Learning Path](#) for Visual Builder Studio Express
- [Customer Connect forum](#) for Visual Builder Studio for HCM

VBS Training Sessions:

- VB Studio Training Part 1: Fundamentals: [Link](#)
- VB Studio Training Part 2: Git and Merge Requests : [Link](#)
- VB Studio Training Part 3: Branching : [Link](#)
- VB Studio Training Part 4: Handling Common Issues, Tips and Tricks : [Link](#)

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Key foundational steps

Build your Redwood knowledge:

- Get familiar with the Redwood adoption timeline requirements
- Use Cloud Customer Connect to view Redwood events
- Get familiar with Helper Tool: install and run, view your personalization report
- Get familiar with VBS: see [VBS Learning Path](#) for resources and CCC training events
- Understand Oracle Search and the Profile options requirements for the pages in scope
- Stay current with the new security privileges in the [Oracle Security Reference for HCM Guide](#)
- Review the Feature Listing Report at Cloud Customer Connect (filter by Redwood)
- Enable and test Redwood pages in your test pods

Develop your Redwood skills

- Use Helper Tool to run report and export a Personalization
- Use VBS to import a Personalization from Helper Tool
- Use VBS to manually create Personalizations:
 - *One Page Property update*
 - *One Business Rule update*
 - *Defaulting rule set up*
 - *Validation rule set up*
 - *Use User Interface Text Tool to update default labels*
 - *Create a Guided Journey*
 - *AI Agent creation*
 - *Enable AI Assist (Gen AI)*

High-level Planning for your Redwood Journey

Create a high-level plan with scope and resources

- Evaluate the benefits, timeline, and impact that Oracle HCM Redwood can have on your business
- Leverage the quarterly release plan for Redwood
- Identify the appropriate business processes that align to key Redwood innovations
- Identify any areas for optimizations with your current solution
- Know what additional skills and assistance are required to support successful migration and adoption

Decide on your Redwood migration plan(s) and define the scope of work for each of these:

1. Start simple with adoption that you can easily do now to accelerate your Redwood adoption
2. Conduct an impact assessment
3. Consider what your testing needs will be
4. Incorporate any Change Management impact

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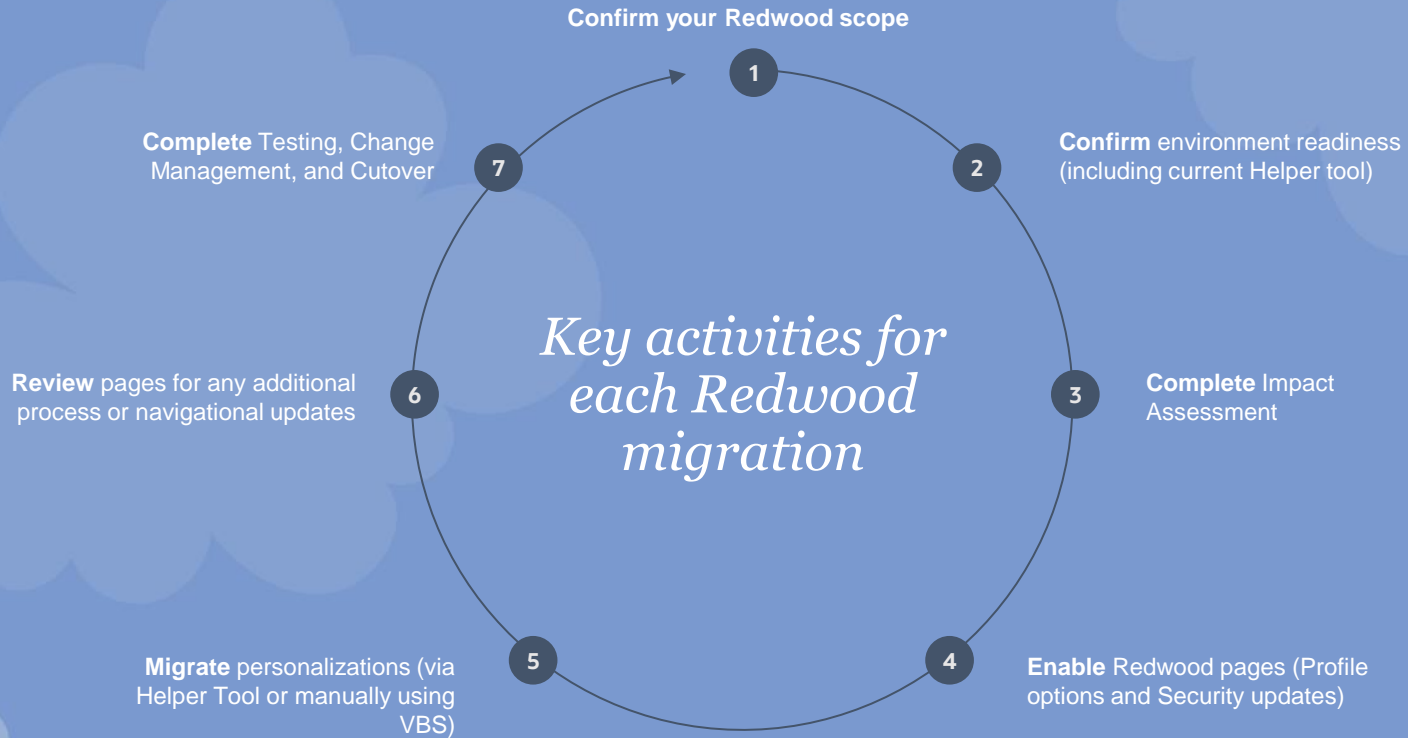
Conduct a Redwood Impact Assessment

Assess what will needed to be done

1. Confirm your Redwood scope
2. Identify all applicable pages which will need to be moved to Redwood (leverage the **Feature Listing Report**)
3. For each page:
 - Document applicable Profile Options and changes in Security privileges
 - Document your Personalizations: Design Studio, Page Composer, Auto Complete Default and Validation Rules
 - Review for Feature Parity: Compare the RUI and Redwood pages for any differences in the UI, fields, or new functionality
 - Create a technical inventory (to leverage for regression testing)
 - Schedule applicable discussions with Business

Outcomes

- Document the impact assessment using a spreadsheet
- Use the results to update the work plan



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Starting Your AI Journey

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Steps to get started with AI



Conduct an AI assessment to establish your AI Maturity Level



Review AI feature list to align to your Cloud business processes and priorities



Confirm Scope and Impact



Review Steps to Activate and Adopt Individual Features



Configure / Enable for your user and business community

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AI Adoption

AI Features that you can activate **TODAY**

Predictive AI

Recruiting

- Suggested Careers
- Similar Jobs
- Suggested Jobs
- Similar Candidates
- Suggested Candidates
- Time to Hire

Talent Management

Suggested Successors

Gen AI (Redwood not required)

Recruiting

- Candidate Assistant Q&A
- Candidate Experience Summary
- Career Site Landing Pages and Tile Assets
- Job Match Snippet
- Career Site Content Assistant

Core HR

- Connections - About Me
- Rewards & Recognitions

Gen AI (Redwood required)

Recruiting:

- Job Posting Description
- Compose Email and Text Messages using AI Assist
- Send Message to Multiple Candidates

Talent & Performance:

- Manager Evaluations
- Requesting Feedback
- Giving Feedback
- Goals Based on Previous Performance
- Goal Creation
- Model Profile Descriptions
- Performance Review Summary
- Questionnaire: Generate Surveys

AI Agents

- Employee Hiring Advisor
- Job Seeker Analyst
- New Hire Onboarding Assistant
- Benefits Analyst
- Perks and Awards Analyst
- Leave and Absence Analyst
- Retirement and Pensions Analyst
- Employee Contracts Analysis
- Tax Withholding Guide
- Career Planning Guide
- Collective Agreements Analyst
- Internal Mobility Assistant
- Employment Compensation Guide

Oracle Consulting's AI Adoption Recommendation

Features to Activate NOW		Features to Activate NEXT	Features to Experience SOON
Recruiting	Classic AI	Gen AI (Redwood not required)	AI Agents
	<ul style="list-style-type: none">• Similar Jobs• Suggested Jobs• Similar Candidates• Suggested Candidates	<ul style="list-style-type: none">• Career Site Content Assistant• Intelligent Asset Element for Job Details• Recommended Category Tile Assets• Candidate Experience Summary• Job Match Snippet	<ul style="list-style-type: none">• Job Posting Description• Compose Email and Text Messages• Send emails and text messages to multiple candidates• Career Roles in Opportunity Marketplace
Talent Mgmt	<ul style="list-style-type: none">• Suggested Careers• Suggested Successors	<ul style="list-style-type: none">• Connections - About Me	<ul style="list-style-type: none">• Employee Hiring Advisor• Job Seeker Analyst• New Hire Onboarding Assistant• Employee Contracts Analysis
Offerings		Offerings	
Recruiting only: <ul style="list-style-type: none">• Pick 5 from above• Cost: \$24K• Timeline: 2 weeks		Talent only: <ul style="list-style-type: none">• All 3 from above• Cost: \$24K• Timeline: 2 weeks	Recruiting & Talent: <ul style="list-style-type: none">• 5 Recruiting, 3 Talent• Cost: \$42K• Timeline: 3 weeks
		Recruiting only: <ul style="list-style-type: none">• All 4 from above• Cost: \$24K• Timeline: 2 weeks	Talent only: <ul style="list-style-type: none">• Pick 4 from above• Cost: \$24K• Timeline: 2 weeks
			Recruiting & Talent: <ul style="list-style-type: none">• 4 Recruiting, 4 Talent• Cost: \$42K• Timeline: 3 weeks
		Bespoke estimate based on customer requirements	

The following Recruiting features can be activated with Oracle Consulting via custom estimate:
Time to Hire, Job Category Landing Pages, Candidate Assistant Q&A

Unlock the AI Advantage

Turn information into impact with
Oracle Consulting's AI services

Business leaders like you have
significant questions about
deploying AI in your organization:

- **What** can AI do for my business and what are Oracle's AI offerings?
- **How** do I know if my business is ready?
- **Where** should I get started?

To help Oracle users understand how to cost-effectively leverage AI to elevate business efficiency and growth, Oracle Consulting developed three unique offerings: the **AI Maturity Assessment**, the **AI Adoption Accelerator**, and the **AI Co-Lab**.

Fast track your journey to becoming an AI-driven organization
with **Oracle Consulting's AI services**



AI Maturity Assessment

Best for customers who:

- Want a goal-oriented AI roadmap
- Want to know where to start to achieve AI value quickly
- Want to understand Oracle's Fusion AI roadmap and Redwood dependencies

Value delivered:

Identifies where you align on the AI maturity curve using nine key dimensions with recommendations on how to progress



AI Adoption Accelerator

Best for customers who:

- Are live in Fusion applications but haven't started using embedded AI
- Would like help activating available AI features, understanding where Redwood is required, adjusting processes, and enabling teams to ensure adoption

Value delivered:

Facilitates quick and reliable enablement of embedded AI features and capabilities in Fusion applications to drive efficiency and effectiveness



AI Co-Lab

Best for customers who:

- Want to establish a new AI strategy framework and create an actionable roadmap to advance in AI maturity
- Want to begin prototyping solutions to show AI value to their organization

Value delivered:

Drives deeper understanding of where Oracle AI solutions can be applied to solve your business challenges and opportunities

The benefits of AI adoption with Oracle Consulting's AI Services are waiting:

- **Improve** productivity and efficiency
- **Reduce** costs
- **Future-proof** your business
- **Enhance** decision-making and data-driven insights
- **Elevate** customer and employee experience

Start your AI journey today!

Contact your OCS Client
Partner or email us [here](#).

In Summary

Reimagine your business with Redwood and AI:

- Understand how Redwood can improve your user experience.
- Review AI feature list to align to your Cloud business processes and priorities
- Determine your optimum way forward to execute and get support where needed to complete your journey

We're here to help! Reach out to us with any questions



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Resources and Links

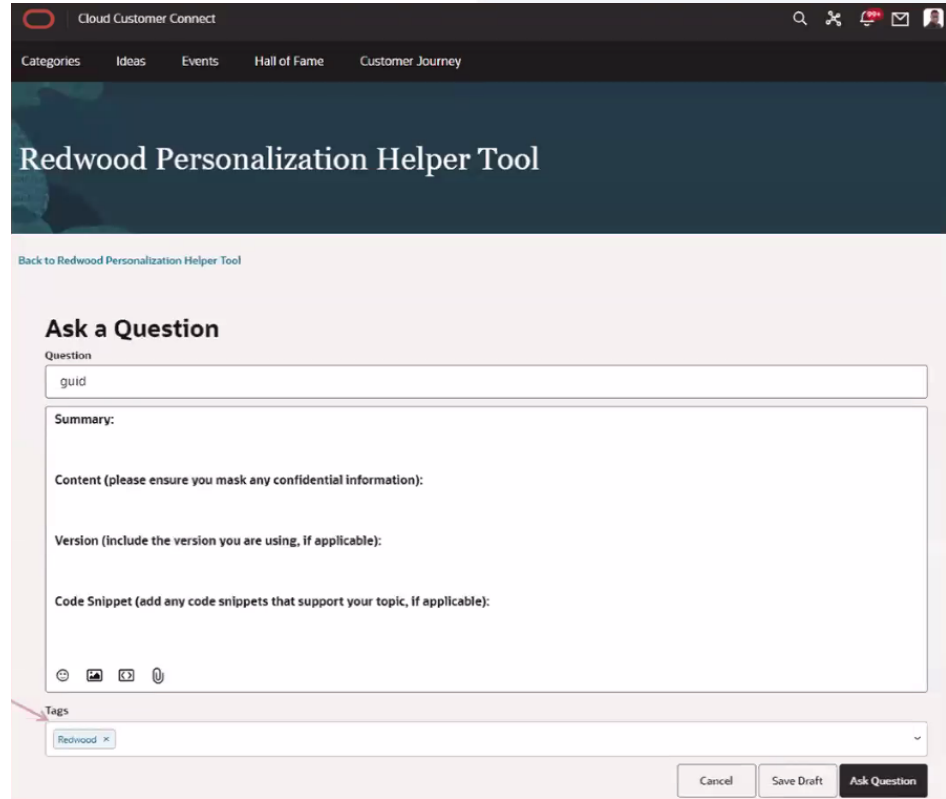
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Get help on Cloud Customer Connect

- New Forum dedicated to the Redwood Personalization Helper Tool
- Tag product specific questions with the Redwood Tag



The screenshot shows the 'Redwood Personalization Helper Tool' forum page. At the top, there's a navigation bar with 'Cloud Customer Connect' and links for 'Categories', 'Ideas', 'Events', 'Hall of Fame', and 'Customer Journey'. Below this is a dark header with the title 'Redwood Personalization Helper Tool'. A link 'Back to Redwood Personalization Helper Tool' is visible. The main section is titled 'Ask a Question' and contains a 'Question' field with the text 'guid'. Below this is a 'Summary:' field, followed by 'Content (please ensure you mask any confidential information):', 'Version (include the version you are using, if applicable):', and 'Code Snippet (add any code snippets that support your topic, if applicable):'. At the bottom of the content area are icons for text, image, code, and link. Below the content area is a 'Tags' section with a dropdown menu showing 'Redwood' selected. At the bottom right are buttons for 'Cancel', 'Save Draft', and 'Ask Question'.

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General Redwood/AI Resources

- Oracle Redwood site: [Link](#)
- Redwood Learning Path: [Link](#)
- Current Redwood Timeline [Link](#)
- Feature Listing Report from Cloud Applications Readiness: [Link](#)
- COE Central [Link](#)
- Oracle Cloud Center of Excellence – Blog: [Link](#)
- Oracle Security Reference for HCM Guide: [Link](#)
- Oracle AI for Fusion Applications: [Link](#)
- Oracle AI for Fusion Applications (Released Features): [Link](#)
- What are AI Agents? [Link](#)
- What Is Generative AI? [Link](#)

Helper Tool

- Download and install the HCM Redwood Personalization Helper Tool: [Link](#)
- HCM Redwood Personalization Helper Tool Forum: [Link](#)
- HCM Redwood Pages with Profile Options: My Oracle Support Doc ID 2922407.1
- Customer Connect forum for the [HCM Redwood Personalization Helper Tool](#)
- HCM Redwood Personalization Helper Tool Detailed Instructions (Doc ID 2999756.1)

Events:

- The Redwood Personalization Helper Tool: [Link](#)
- Revisiting The Redwood Personalization Helper Tool: [Link](#)

Visual Builder Studio

- Extending HCM Redwood Applications Using Visual Builder Studio: Doc ID 2991662.1
- Learning Path for Visual Builder Studio Express: [Learning Path](#)
- Customer Connect forum for [Visual Builder Studio for HCM](#)

VBS Training Sessions:

- VB Studio Training Part 1: Fundamentals: [Link](#)
- VB Studio Training Part 2: Git and Merge Requests : [Link](#)
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