

Oracle Cloud HCM Assessment

Understanding Workforce Management Capability, Identifying Process Gaps and Building the Foundation for a Modern, Employee-Centric HR Function.

Overview

A structured assessment designed to evaluate the effectiveness, adoption, process maturity, data quality and operational readiness of the Oracle Cloud HCM suite. The assessment covers Core HR, Payroll, Benefits, Absence Management, Recruiting, Talent Management, Compensation, Learning, Workforce Scheduling, Oracle Time & Labour (OTL), Release Readiness, Redwood Enablement and AI/Generative AI capabilities.

When This Assessment is Most Relevant



Experiencing inconsistent employee data across systems.



Talent reviews are not standardised.



Payroll cycles depend on manual intervention



Planning Oracle Cloud HCM optimisation, Redwood adoption, quarterly update management, or AI-enabled workforce transformation.



Recruiting processes lack visibility.

The Questions This Assessment Answers

- How mature is our overall HCM operating model?
- Where are the largest processes, governance and data gaps?
- Which HCM modules require optimisation?
- How prepared are we for Oracle quarterly releases?
- What is our Redwood adoption readiness?
- How can Oracle AI and Generative AI capabilities improve workforce productivity and experience?

What We Assess

Core HR, Payroll, Absence, Benefits, Recruiting, Talent Management, Compensation, Oracle Time and Labour, Workforce Management, Reporting & Analytics, Release Readiness, Redwood UX adoption, AI and Generative AI enablement, governance, integrations and security.

Evaluates quarterly Oracle update readiness, impact assessment processes, regression testing approaches, release governance, change communications, environment management and feature adoption planning.

Reviews current release readiness, Redwood adoption, migration priorities, employee and manager self-service experience, change readiness, user adoption and roadmap recommendations for Redwood transformation.

How the Assessment Works

Facilitated workshops with HR, Payroll, Talent, Benefits, Recruiting and IT stakeholders. Review of processes, configurations, governance frameworks, release-management practices, Redwood readiness and AI adoption opportunities benchmarked against Oracle leading practices.

Key Outputs

- 01** Executive summary of HCM capability and operational risks.
- 02** Enterprise-wide HCM maturity assessment.
- 03** Module-level findings.
- 04** Release readiness scorecard and Oracle Customer Success Navigator adoption review.
- 05** Redwood enablement roadmap.
- 06** AI/GenAI opportunity assessment.
- 07** Prioritised recommendations, quick wins



and transformation roadmap.

Module-Level Focus Areas

Each module is assessed against its own business objectives:

- **Payroll** – Compliance, controls, accuracy, auditability
- **Core HR** – Data governance and foundation processes
- **Recruiting Cloud** – Process efficiency, candidate experience, hiring visibility
- **Talent** – Skills, performance, succession
- **Learning Cloud** – Learning strategy alignment, compliance training management
- **Compensation** – Governance and financial controls
- **Benefits and Absence** – Automation and compliance.
- **Oracle Time and Labour** – Labour compliance and payroll integration
- **Release Readiness** – Risk and innovation adoption
- **Redwood** – Experience modernisation
- **AI/GenAI** – Productivity and transformation value

Why Organisations Start Here

Successful HCM transformation depends on process maturity, governance, adoption, release readiness, Redwood enablement and effective use of Oracle AI capabilities, not technology alone. Assess first, optimise with confidence.