

**MOMENTUM**  
Connecting HR Partners to Project Drive

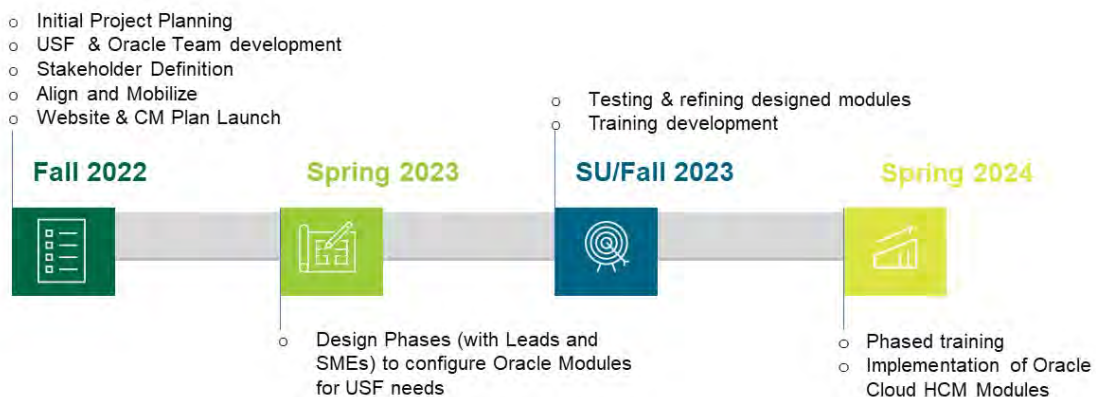


## Staying the Course

Welcome to the first edition of **MOMENTUM: Connecting HR Partners to Project Drive!** Each month, we will provide an informational resource to cover need-to-know project updates and planned activities relevant to you, our HR partners at USF. Our goal is to ensure all HR Practitioners at USF have the tools needed to feel confident and informed along this journey. You will play important roles in helping drive adoption of the Oracle Cloud Human Capital Management (HCM) technology and the new ways of working. Together, we will thrive in a modern and innovative employee experience.

## Road Map

Below is a high-level timeline of Project Drive that maps to the USF calendar year, along with a list of in-scope functional workstreams that will become the components of the new Oracle Cloud HCM solution for USF:



Currently, Project Drive is in the Design phase of [True Cloud Method \(TCM\)+](#), Oracle's cloud implementation methodology that guides the project team to iteratively develop and see the solution as they work.

During this phase, Oracle and USF will work together to complete the following activities designed to guide the team in creating an initial prototype:

- Establish cloud business process overview and cloud culture
- Demo Oracle Cloud HCM
- Review cloud business processes
- Capture change impacts
- Document and review key actions and decisions

## Make a Pit Stop for Training

Are you curious about the immersive training opportunities offered by Oracle Cloud? Please [visit the USF Training and Resources page](#) and click on 'Oracle-provided Trainings / Informational Videos' to access quick and informative Oracle Cloud HCM explainer videos. Though official training has yet to begin, these videos demonstrate some of what any client can experience with Oracle Cloud HCM.

You may also fortify your Oracle Cloud HCM foundational knowledge by taking virtual Oracle Learning courses. On our [Training and Resources page](#), you will find our 'Project Drive Training Guide'; use this guide for instructions on how to create an Oracle Learning Explorer account, log in, and start exploring Oracle Cloud HCM!

## Putting You in the Driver's Seat

We understand that your day-to-day responsibilities as an HR practitioner will be most impacted by this transformation, **so let us unpack the 'why' behind Project Drive.**

To help make USF a great place to work, we need to make HR simple and easy for everyone. By adopting Oracle Cloud HCM's standardized and consistent processes across HR, leadership can make better decisions that will reduce cost (e.g., less hours burned tracking forms down across different systems) and grow our people by utilizing their full talent stack (rather than sticking them with manual tasks).

Now that you know Project Drive will simplify and modernize the way we manage our workforce and develop our people, you might be asking – *how will this benefit our organization regarding FTE and cost?* Keep reading for a deeper understanding of how we will measure success on Project Drive and the top benefits of moving to Oracle Cloud HCM.

### How this implementation will benefit you

HR employees will gain efficiencies and have more meaningful exchanges in their day-to-day activities; this means more time for you to direct modern strategic HR practices such as:

- **Total Rewards Forecasting:** With turnover costs saved, attract and retain top talent with competitive rewards analysis and practices
- **Talent Acquisition:** Strategically plan recruiting and talent acquisition initiatives to build the brand for your area and secure critical roles
- **Talent Retention:** Propel engaged managers and employees with development opportunities, career growth, and more transformational tasks all within one system
- **Workforce Planning:** With manual processes reduced, conduct strategic business planning sessions with real-time data and accurate information that will support the expansion and success of your area

## Behind the Wheel

Our Oracle Cloud HCM is an incredible demonstration of the University's commitment to transforming our HR technology & culture – driving University-wide success to the employee experience. **Project Drive: *people-powered innovation*** is led by the collaborative and innovative efforts of our Executive Leadership Team:



**Angie Sklenka** | Executive Sponsor; VP, CHRO



**Rich Sobieray** | SVP, Business and Finance



**Sidney Fernandes** | Executive Sponsor, CIO



**Jeff Burnett** | *Director HR Transformation – HRIS*



**Jenny Paulsen** | *Associate VP, Deputy CIO*



**Jennifer Condon** | *VP, Deputy CFO and Controller*

## Around the Corner

We will be holding stakeholder conversations with leaders at USF to help them understand the changes ahead and how they will need to adapt their ways of working to thrive in our new cloud environment. During these sessions, teams will identify potential Change Ambassadors, a community of 'change champions' who will communicate the changes and benefits of Project Drive to their areas. Stay tuned for the July release of MOMENTUM and the next HR Operations Project Drive update!

## We Want to Hear from You!

Share any questions, concerns, or feedback with the Project Drive team [here!](#) Please [visit our website](#) for recurring updates.

## Pit Crew: Project Drive Contacts

If you have a specific Oracle HCM Cloud-related question or suggestion, please email [HRtransformation@usf.edu](mailto:HRtransformation@usf.edu).

Change Management:

- **Kaija Dupoux** | Associate Director, Change Management Lead | [kaija@usf.edu](mailto:kaija@usf.edu)
- **Andrew Mason** | Change Management Consultant | [asmason@usf.edu](mailto:asmason@usf.edu)

This issue has been brought to you by the **Project Drive Change Management team**.