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MOMENTUM
Connecting HR Partners to Project Drive

Rolling out in March 2025

As we all know, the recent hurricanes have significantly impacted our community, causing disruptions to power, telecommunications and transportation infrastructure. These challenges, along with extended university closures, have affected our Project Drive timeline. While we had initially planned to launch Oracle HR in January 2025, our top priority is ensuring a smooth and successful rollout. **Therefore, we have rescheduled the launch of Oracle HR to March 14, 2025.**

Why This Change is Beneficial

- **Aligned with Payroll Processes:** The new schedule aligns perfectly with our internal payroll cycles, ensuring a seamless transition.
- **Comprehensive Launch:** All systems and resources will be launched simultaneously rather than in waves, providing a unified and cohesive experience.
- **Enhanced Stability:** Internal testing will be conducted, further strengthening and stabilizing the new system.

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- **Extended Training Opportunities:** More training sessions will be available, offering greater flexibility and convenience, especially for those managing increased workloads due to the storms.

We need to maintain our momentum and keep working together to meet our goals. The project team aims to complete all development by December. Our top priorities include validation, integration, reporting and parallel payroll.

We Want to Hear from You!

Share any questions, concerns, or feedback with the Project Drive team **here**!

Project Drive Road Map

IN PROGRESS ACTIVITIES

PROCESS PLAYBACK 2 (PP2) / END-TO-END (E2E) TESTING

- Complete and Approve Remaining KDD
- Build Environment for Employee Life Cycle Demo
- Hold Employee Life Cycle Demo to Show E2E HR Processes As They Will Transact in the System
- Conduct PP2 with ~50% of Converted Data
- Conduct E2E with ~95% of Converted Data

06   Oracle Guided Learning Guides in Progress

UPCOMING ACTIVITIES

USER ACCEPTANCE TESTING (UAT) / TRAINING

01   Prepare UAT

02   Conduct UAT with 100% of Converted Data

03   End User Training

04   Detailed Production Cutover Checklist

05   Finalize Production Support Plan & Help Desk Protocol

06   Cutover Plan and Go-Live Readiness Checklist Review

Recent activities

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Preparations for User Acceptance Testing (UAT) are ongoing, with testing sessions themselves expected to begin in January 2025. **A friendly reminder: UAT is a series of tests of the new system conducted by USF employees to ensure it works as designed under real-world conditions, meets the needs of end users, and validates the execution of daily business processes.** UAT will allow Project Drive team members to address system defects that may arise and gain confidence in their new ways of working before the system goes live.

This month's key accomplishments

- Added HRBP and key stakeholders as testers for UAT to ensure awareness of designated business processes
- Continued training development—training dates and times will be announced soon!

Upcoming Change Management activities

- Delivered **Monthly Talking Points** for various audiences at USF
- Delivered **MOMENTUM**, the USF HR Practitioner Newsletter
- Delivered **ACCELERATE**, the USF Employee Newsletter
- Hosted the **Change Ambassador Network** on November 6

Putting You in the Driver's Seat

Oracle Fusion HCM Analytics
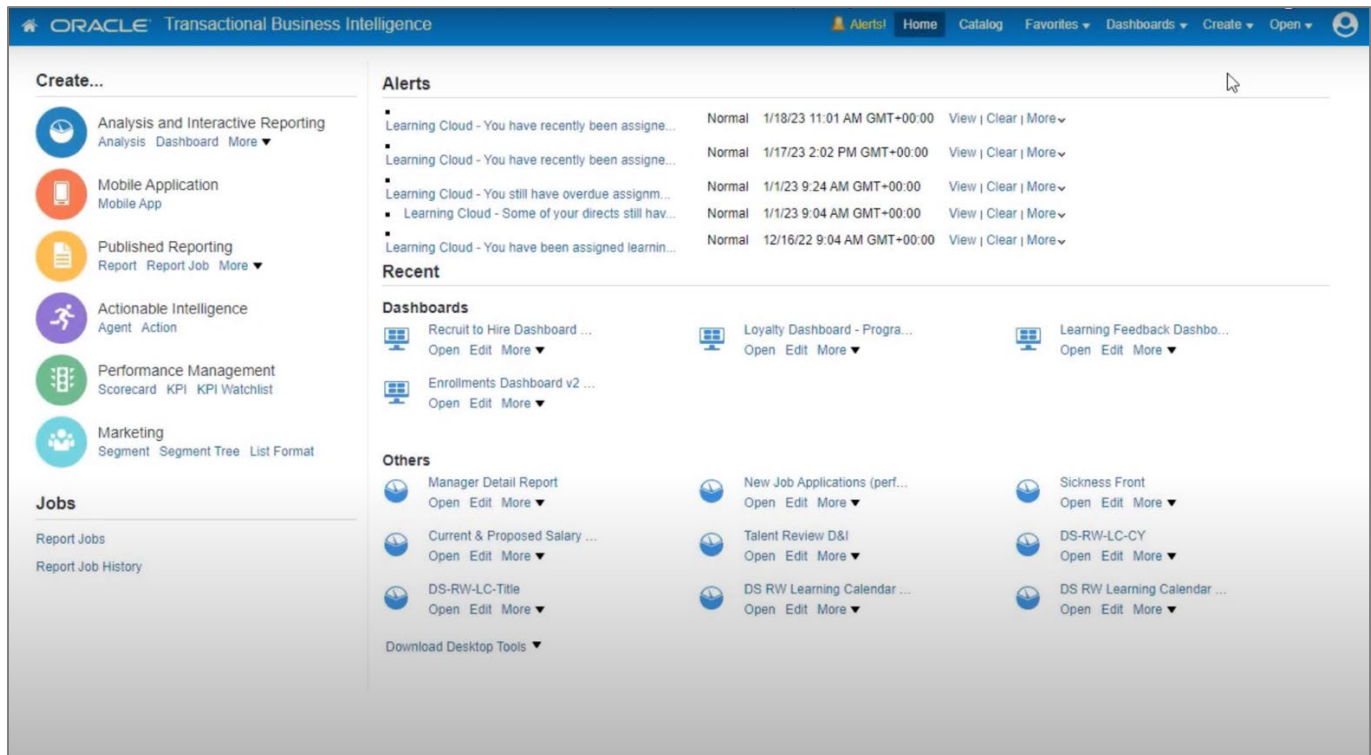
The image above represents a sample of the Oracle Cloud system. It does not represent the finalized system for USF.

Enabling HR partners to make more informed, data-driven decisions about the business and our people will help us achieve our mission of making USF a great place to work. **Oracle Fusion HCM Analytics will provide USF HR partners and leaders with prebuilt workforce insights and combine data, analytics, and AI to better-inform decisions related to employee attrition and retention, talent acquisition, compensation, workforce diversity and more.**

High Impact – Real-Time Reporting

- **Current:** USF conducts reporting based on years, not months. In addition, ad hoc reporting (e.g., 1-3 years) does not paint an up-to-date status of the business.

- **Future:** In Oracle Fusion HCM Analytics, USF can select relevant KPIs and generate real-time reporting based on existing USF data.

- **Benefits:** This new functionality will provide accurate, up-to-the-minute insights and pre-built, best practice KPIs to help HR leaders at USF make quicker, more informed decisions around every core HR process across the employee lifecycle.

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High Impact – Clear Readiness Values in Succession Management

- **Current:** Currently, USF is not able to get specific values on readiness within Succession Management in GEMS.
- **Future:** In Oracle Fusion HCM Analytics, users can access granular readiness values and readiness levels pertaining to succession planning.
- **Benefits:** HR Partners can now determine how prepared a candidate is to take on a new role and how much estimated development time may be needed for a candidate to be ready.

Action items for HR Partners:

- **Click here** to learn more about the benefits of Oracle Fusion HCM Analytics and how it will drive more agile and effective decision-making at USF.
- Review the recently-shared **ACCELERATE newsletter** reflecting our new launch date
- Visit our **Project Team Training Guide page** for steps on creating an Oracle Learning Explorer account and to access training.

Meet the Change Ambassadors

The Change Ambassadors are a select group of individuals throughout USF who are responsible for cascading Project Drive updates, system benefits and other important details. For October, Adam Caskie personifies Project Drive's motto of 'people-powered innovation' in his efforts to support our HR transformation.

Adam Caskie
Data Administration, Decision Support

"I enthusiastically share updates with the Decision Support leadership each week at our meetings, and I keep the Data Administrator up to date on downstream impacts. I am excited about the ability to introduce workflows within the system."

This newsletter was brought to you by the **Project Drive Change Management team**.