

Come il digital facilita una formazione collaborativa e continua, portando maggiore innovazione e coinvolgimento dei dipendenti ?

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Milano 31 marzo 2017

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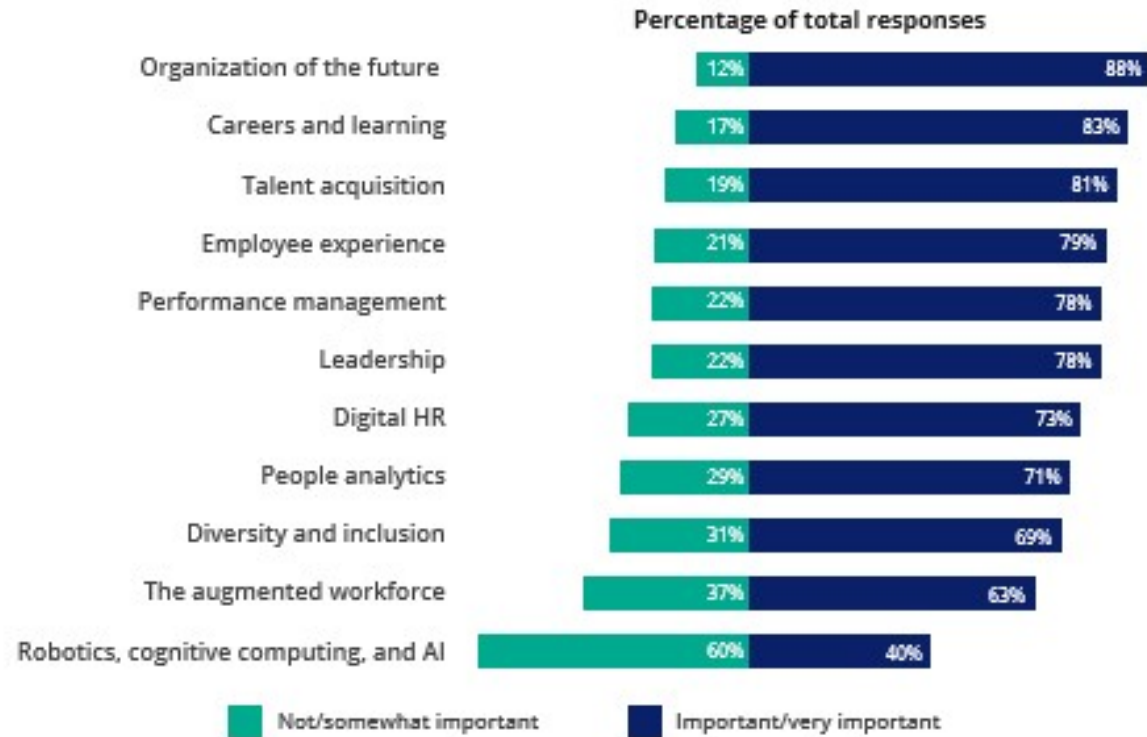


Vision



The 2017 HR trends by importance

Figure 3. The 2017 trends by importance



Note: Ratings for "The augmented workforce" and "Robotics, cognitive computing, and AI" both relate to the broader trend on "The future of work" discussed in this report.

TREND 1

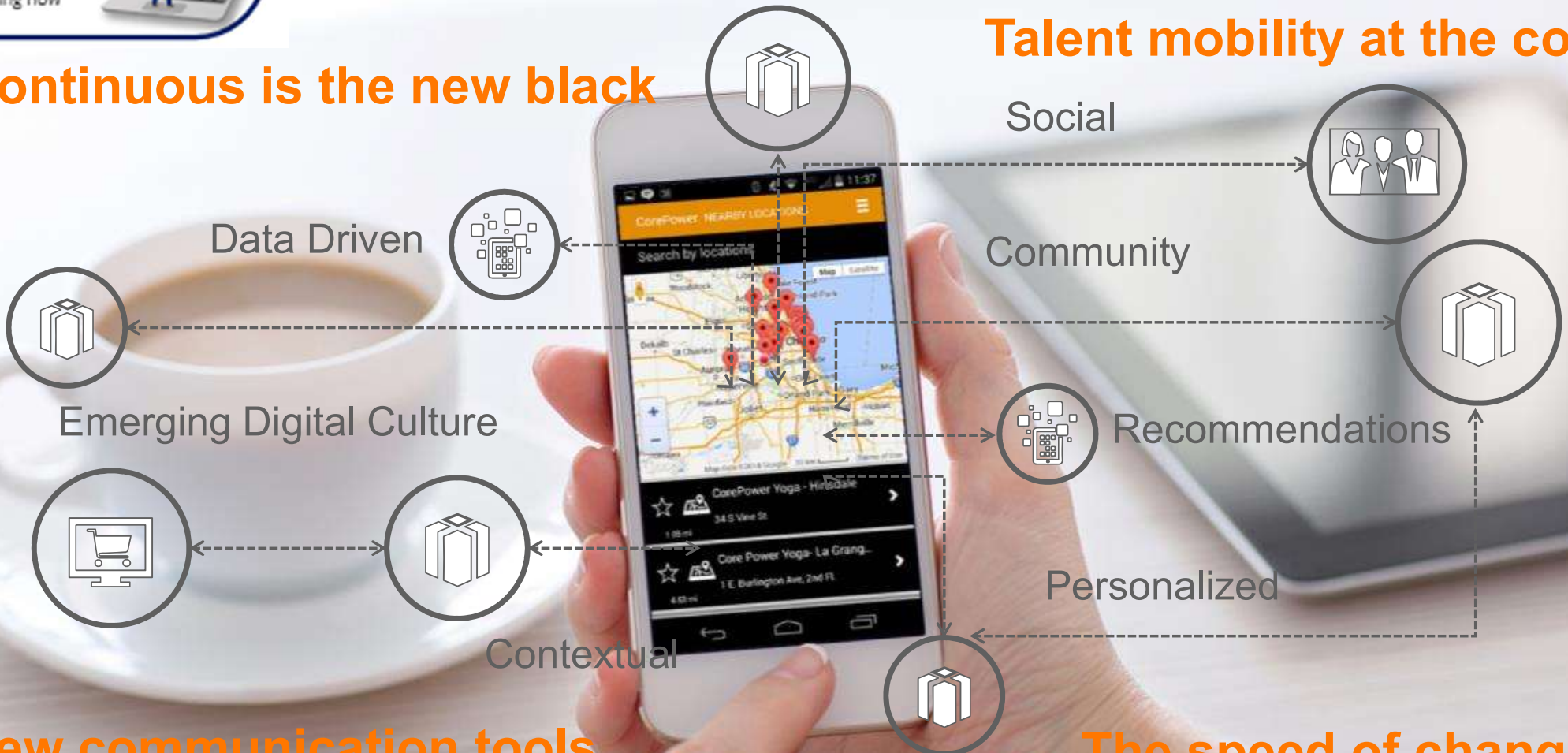
The organization
of the future:
Arriving now



BUILDING THE ORGANIZATION OF THE FUTURE

Continuous is the new black

Talent mobility at the core



New communication tools

The speed of change

TREND 2

Careers and
learning: Real time,
all the time

REAL TIME ,ALL THE TIME,ANYWHERE, ANY DEVICE



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ENTER THE COGNITIVE RECRUITER

A compelling candidate experience

Build a digital employment brand



Integrate sourcing

Broaden and expand sourcing channels



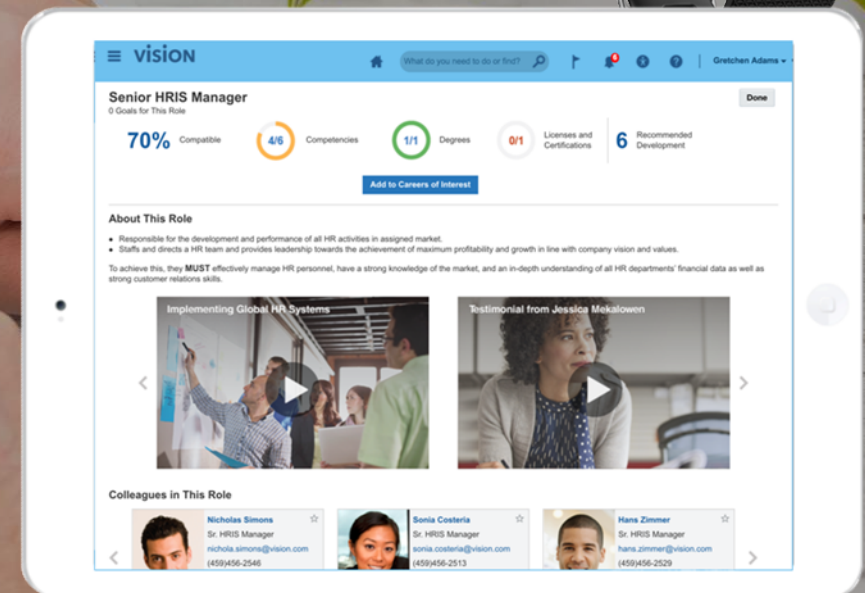
TREND 4

The employee experience: Culture, engagement, and beyond



CULTURE, ENGAGEMENT AND BEYOND

Moving from V1.0 System of Record to V2.0 System of Engagement

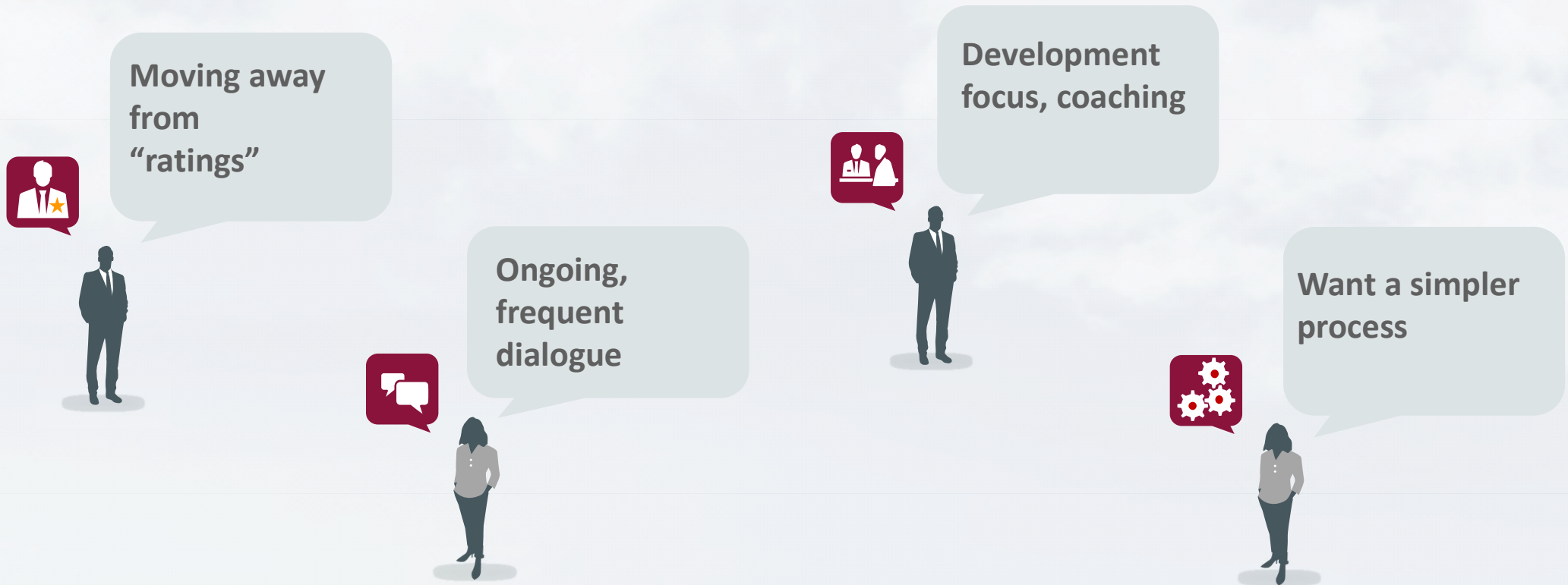


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What we are hearing from our customers and our ecosystem

Active Performance Management

What we are hearing: trends & intentions



Enabling the Employee

What we are hearing: trends & intentions



How can we
engage the
employee?



The employee is
in charge of her
growth



Provide employees
a positive
experience



Important to
have more
workforce insight



Managers as Leaders

What we are hearing: trends & intentions

**Business
Managers =
Talent Managers**



**Hunger for talent
data**



**Manager self
reliance**



**Focus on critical
talent
populations**



Learning ?



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First Self-Training Platform today



Learning

Preferences

Reputation

Recommendations

Contextually Aware

Predictive

Career Development

Location Based

Media

Personalized

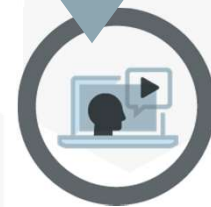
Smart Navigation

Embedded

Community Validated

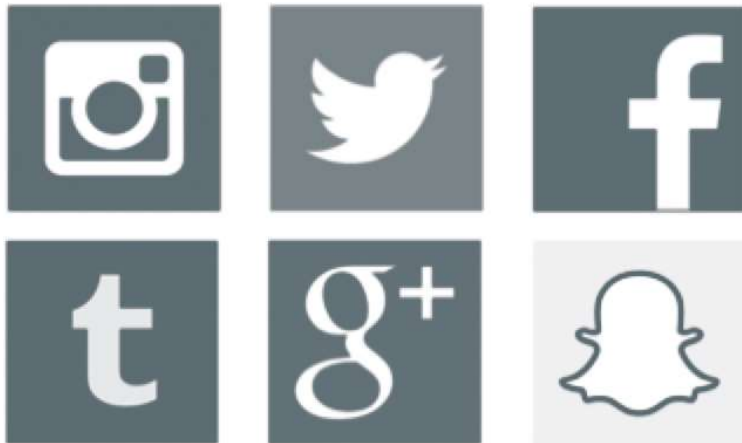
Self Learning

Community



Community & Media **Enabled Learning**

Social Sharing



Knowledge Sharing



Learning in the Cloud : the way you want to learn!

Social

Share ideas and best practices using rich media

Consumer grade

Publish and consume from any modern device, on any network

Contextual

Embedded directly into business processes

Intelligent

Showcase content relevant to job, goals and career aspiration



Any time Anywhere Any device



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Share and drive the **future of HR** :more than **7,000** product improvement ideas are shared by our customers and these will drive future product release.

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Ensure your success with your dedicated **Customer Success Manager** at your side



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Oracle Learning Cloud

The Only Digitally Transformed LMS for the way you want to Learn



Social

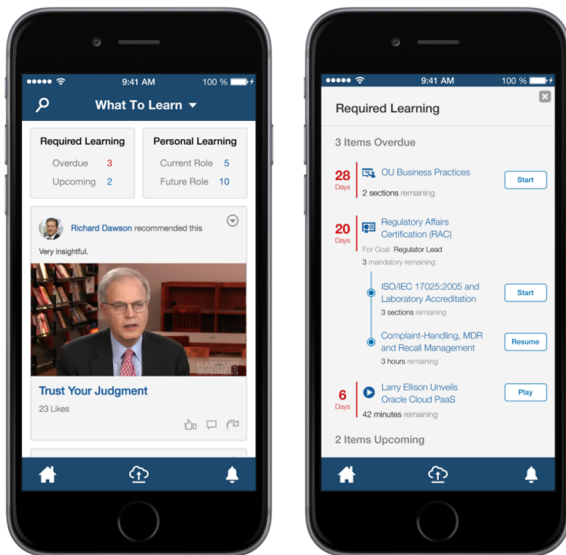


Contextual



Compliance

Learning Cloud: Market Differentiation



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- Informal *and* Formal learning
- Anytime, anywhere – including offline
- Embedded and Contextual
- Compliance Driven for Managers & HR

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