

First-Steps on your Path to the Cloud

MICHAEL MARTHE





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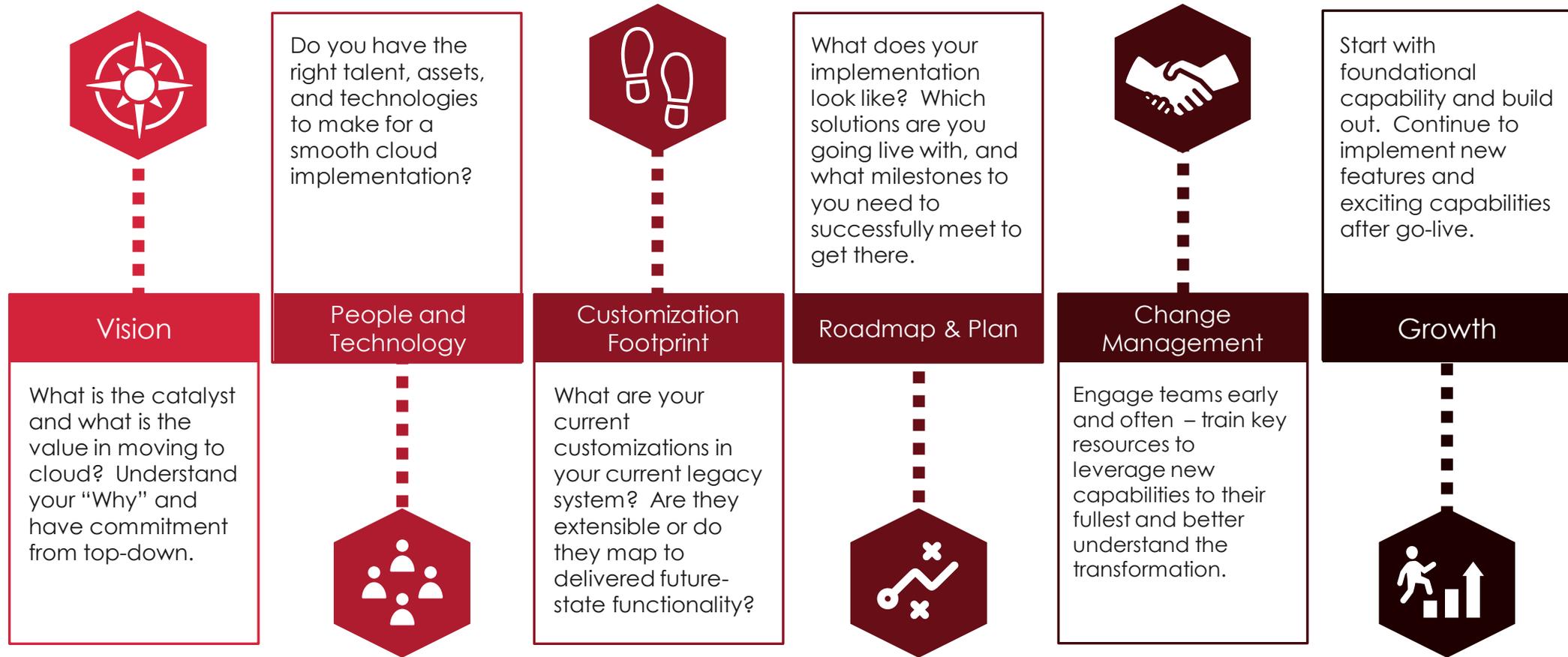
Managing Consultant II

Michael is a Managing Consultant II in Elire's Cloud HCM Practice. He has worked for over 10 years in application development across the HCM hire-to-fire life cycle, emphasizing the deployment of delivered capabilities while having the technical aptitude to deliver creative solutions to non-standard complexities. He has deep experience managing configurations across core HCM modules, integrations with external systems through service-based approaches, and the use of extensibility tools to enhance cloud capabilities. His areas of expertise include:

- Data Conversion
- Deployment Strategy
- Extensibility/Development Tools
- Web Service integration and architecture



Laying the Pathway





**Why are you going
on this Journey?**



Why - Motivations

Why are you going on this Journey?

The first step of your journey to cloud is understanding why you are going on the journey in the first place. Understanding the catalysts that drive your transformation, the goals, and communicating those goals and getting commitment and all levels of the organization is key.

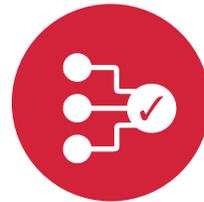
Motivations for Transformation >>>



**Long-term
corporate strategy**



**Reduction in
capital investments**



**Outdated legacy
systems**



**Licensing and
security concerns**



Why - Benefits

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The Benefits



01.

**Business Agility –
adapt to new
requirements**

02.

**Modernization of
user experience**

03.

**Unify data and
disparate systems
into one ecosystem**

04.

**Reduce maintenance
footprint and upgrade
burden**

05.

**Empower teams to
continuously innovate**

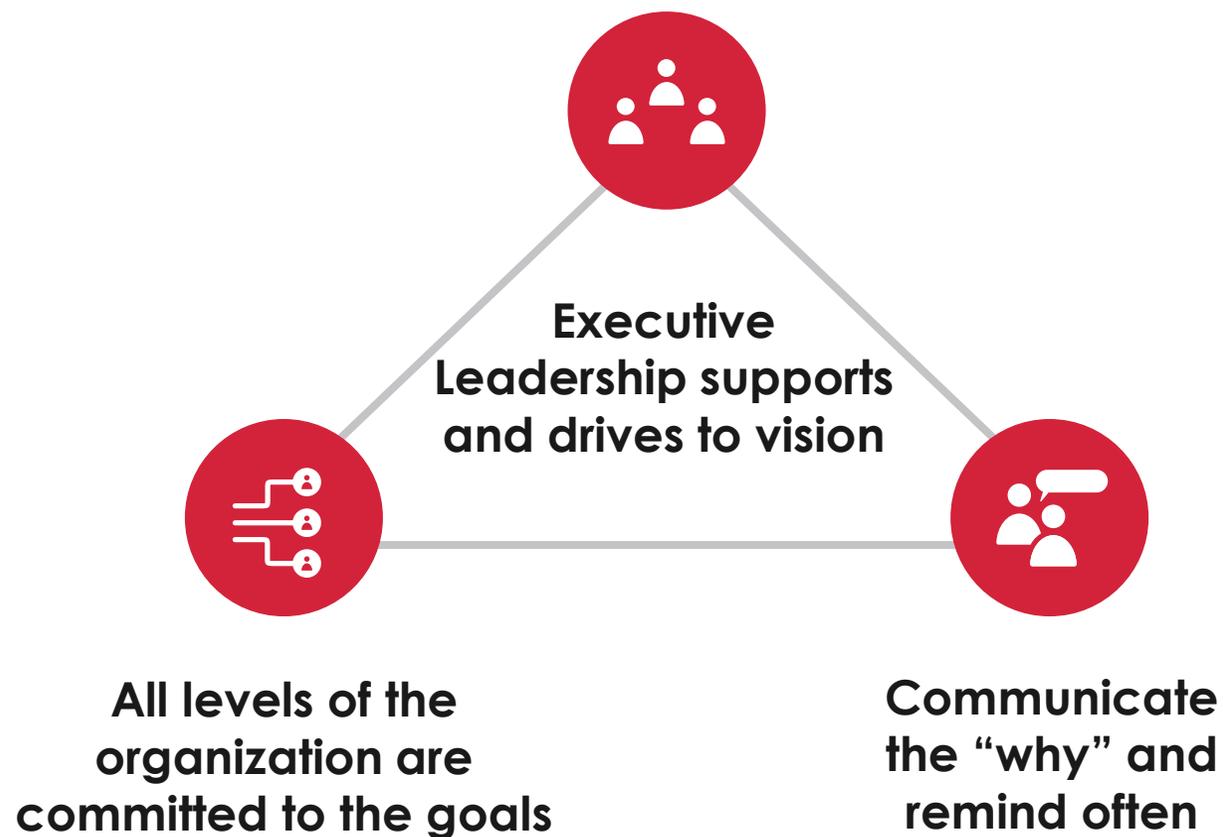


Why – Shared Vision

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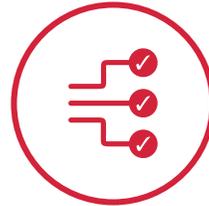
Shared Vision



People & Technology

A critical aspect of your cloud implementation is having the right people, with the right skillset, with access to the right assets and technology to drive your project to success.

Aligning your assets



Teams understand current processes and data



Skills currently exist, will be learned, or outsourced



Knowledge in integration, extensibility, and reporting tech



Custom development tools and orchestration layer exist



Existing documentation for configurations and decisions



Train your teams before the project begins





Customizations and Future Strategy



Customizations and Future Strategy

Along your journey to the cloud, it's a great opportunity to understand the organizations costly customizations that have often created "system-paralysis" and heavy maintenance burden. It's the perfect time to adopt new functionality and move capabilities to the correct spot within your enterprise.

Analyzing Current State

01.

Take a configure, extend, and build approach

02.

Perform customization analysis – leverage tools to identify

03.

Perform fit gap with delivered cloud functionality

04.

Understand what can be extended in-app

05.

Identify customizations to deprecate – use traffic data!

06.

"De-customize" early, before cloud implementation



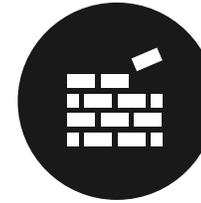
Customizations and Future Strategy

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Leveraging Technology



Implement development tools early to handle customization



Visual Builder, APEX, and on-premise frameworks



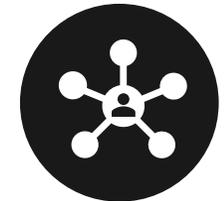
Identify vendors with the "know-how" that integrate to cloud



Implement an orchestration layer to integrate on-prem/cloud



Identify and procure tools for data conversion and reporting



Build through configuration rather than code, empower users



Where do my PeopleSoft capabilities of today, exist tomorrow in Oracle Cloud?

PeopleSoft technology

Application Designer (for pages/components) for stand-alone apps

Application Engines for extract, transform, load

Activity Guides/Guided Self-Service

Page and Field Configurator

Delivered record extensions

Custom reports

Custom Component Event PeopleCode

Component Interface/Integration Broker Services

Custom Tables and Objects

Oracle Cloud equivalent (or other)

Visual Builder (in-SaaS)

APEX

On-premise development tools

Oracle Integration Cloud (OIC)

On-premise orchestration layer (like SOA)

Journeys/Transaction Design Studio

Autocomplete Rules/Page Composer

Flexfields

BIP/OBIEE

Fast Formulas (limited to delivered events)

HCM Data Loader/REST APIs

Application Composer

Visual Builder



Building the Roadmap

Having a clearly defined path, with milestones and an end-state to motivate and drive your teams towards is one of the most important aspects of the implementation. Knowing what modules, which approach, and setting clear deadlines needs to be understood at all organizational levels.

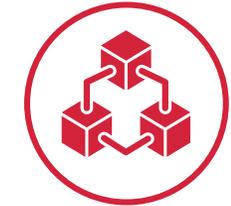
Defining a path



Lift and Shift vs. Coexistence vs. Transformational



Big Bang approach (all modules at once) or Phased



Identify module dependencies



Start foundational, build out – think baking a cake!



Define data conversion strategies and historical data retention



Scope enhancements/new features appropriately



Big Bang

Implement all core modules at go-live



Core HR



Benefits



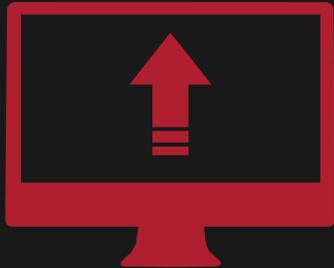
Absence



T&L



Payroll

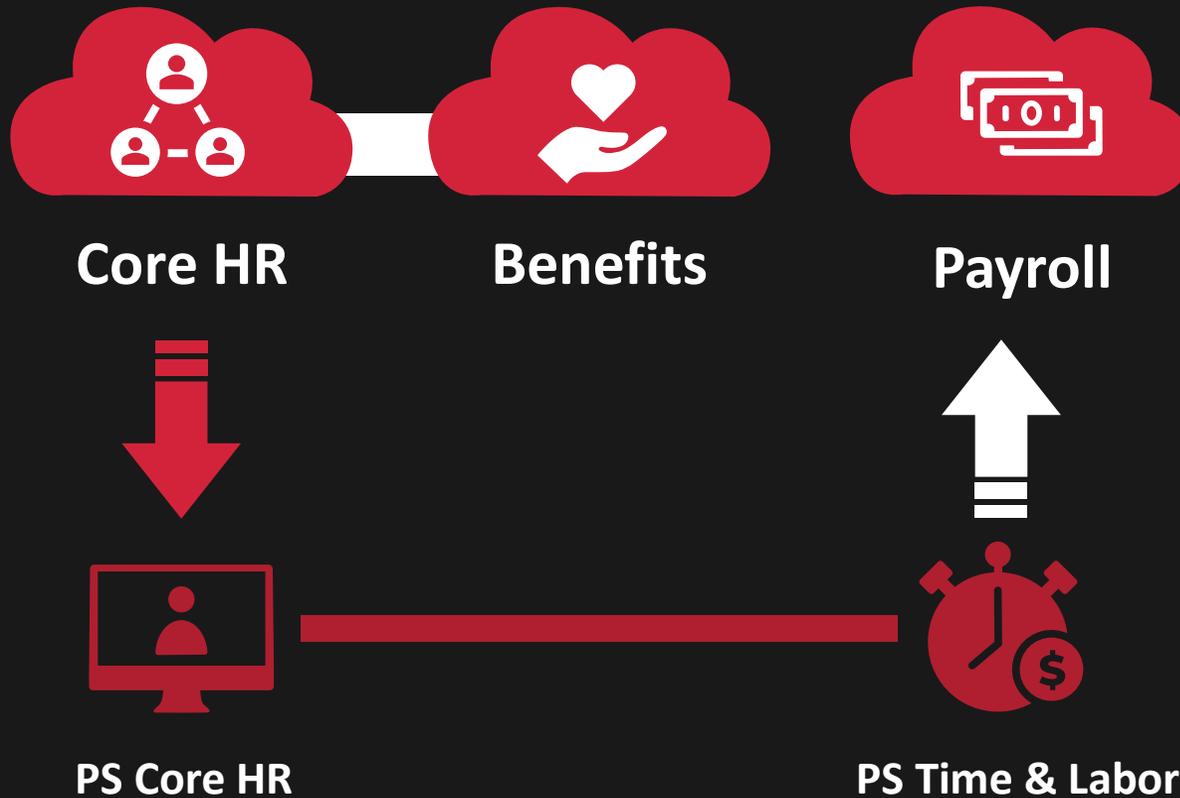


PeopleSoft turns “lights-off”. All modules are deployed and migrated to HCM Cloud.

HCM Cloud becomes source system



Phased and Co-existence



In this scenario, all core module but Time and Labor are implemented in cloud.

Because TL is dependent on Core HR data, it needs to be brought down on premise to exist in both system.

Results from TL are imported into Cloud to complete Payroll.



Building the Plan

Once you have your high-level roadmap set, a detailed plan with the tasks, the responsible players, and timeline needs to be developed.

Defining a path



Identify module configurations and sequencing



Follow the configuration pathway



Convert data from on-prem to cloud with data migration tools



Understand your deployment and build strategies



Build/outsourcing critical integrations with timeliness

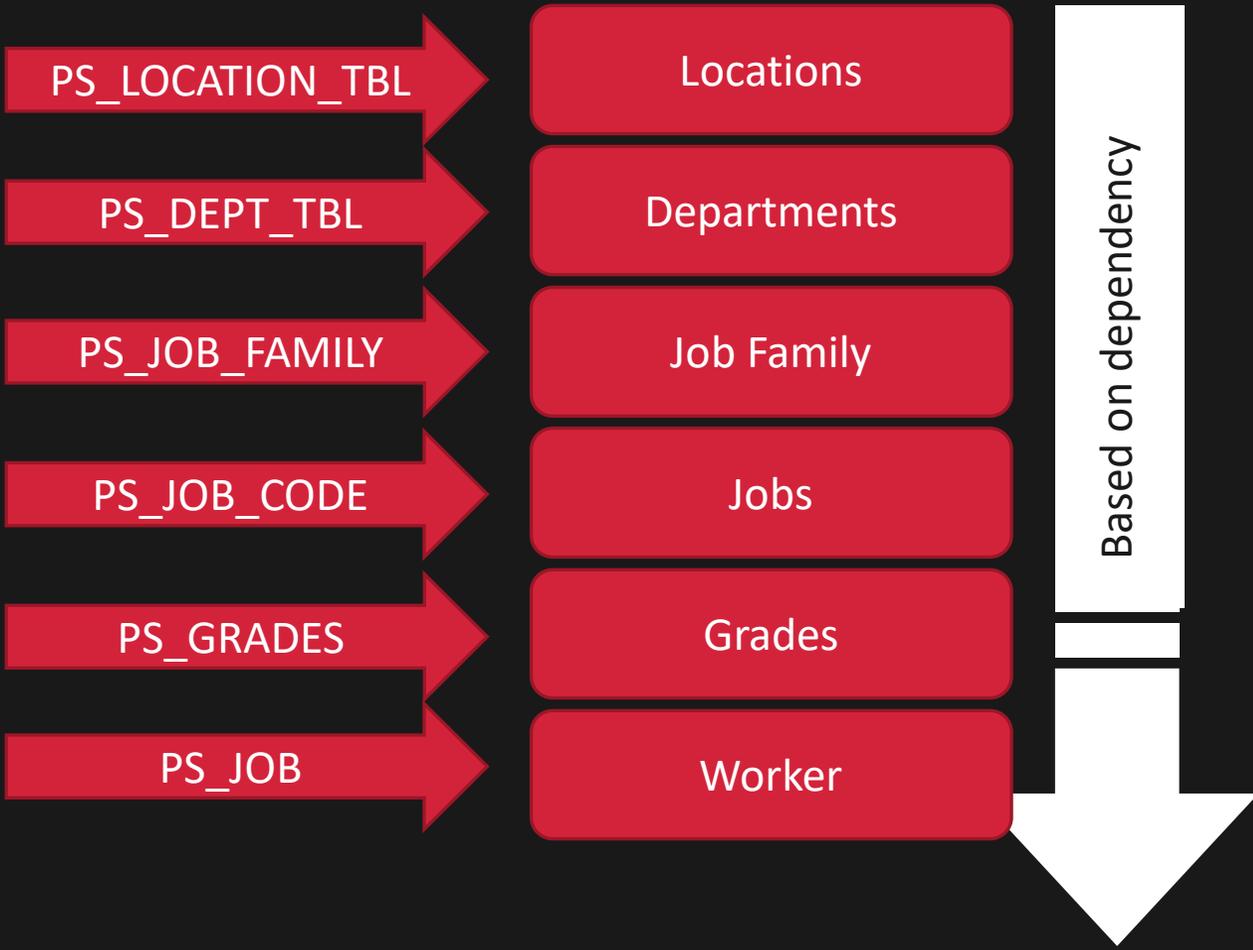


Incrementally build reporting capability based on criticality



Data Conversion Path

must be loaded in sequence



Addressing the Change

Once you have your high-level roadmap set, a detailed plan with the tasks, the responsible players, and timeline needs to be developed.

Finding comfort in the journey



Develop a communication plan



Keep stakeholders informed routinely



Address concerns from all levels of the organization



Provide training or leverage in-app guided learning



Frequent reminder of road map and goals. Stay on the path.





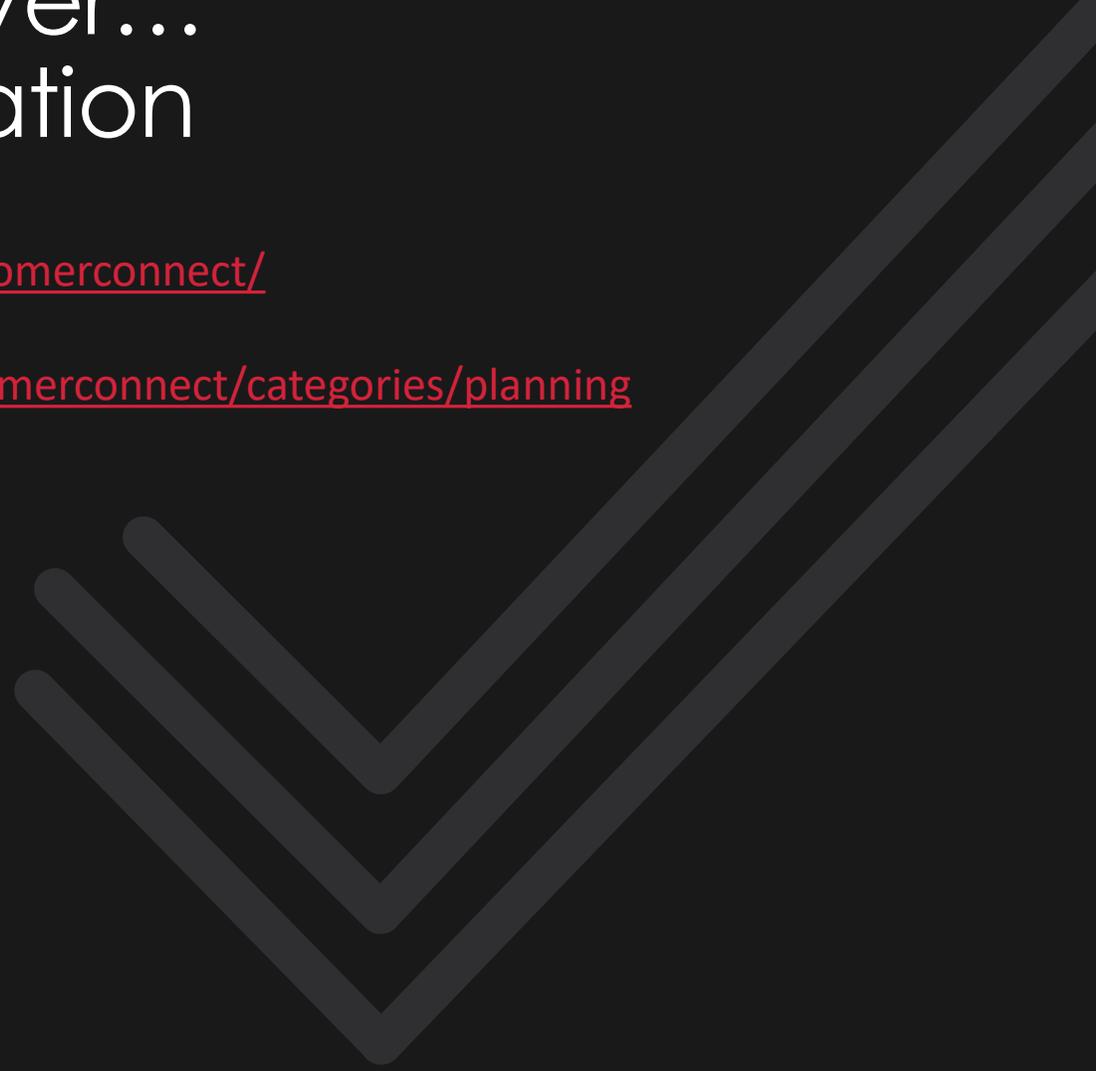
The journey is not over... continue the innovation

Cloud Customer Connect: <https://community.oracle.com/customerconnect/>

Oracle Cloud Roadmaps: <https://community.oracle.com/customerconnect/categories/planning>

Visual Builder resources: redwood.oracle.com

Elire Blog: <https://elire.com/blog/>





Q&A



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