



# Dec 2009 Session Overview

- General Sessions
- PeopleSoft Topics
- E-Business Suite Topics
- Non Product Line Specific Topics

Dallas Oracle HCM Users Group December 10 <sup>th</sup> 2009 Event Schedule		
7:00 AM - 8:30 AM	Multi-Purpose Center	Conference Registration and Breakfast
8:30 AM - 9:15 AM	Multi-Purpose Center	Welcome & Keynote: Managing Talent in Tough Times
9:15 AM - 9:30 AM	Multi-Purpose Center	Break
9:30 AM - 10:30 AM	Room C106	General Session: PeopleSoft Release 9.1
9:30 AM - 10:30 AM	Room C118	General Session: Oracle E-Business Suite Release 12.1
10:30 AM - 11:00 AM	Multi-Purpose Center	Break
11:00 AM - 12:00 PM	Room C119	Closing the Data Privacy Gap: How Safe is Your HCM Data?
11:00 AM - 12:00 PM	Room C118	Making Elephants Dance - Introduction to the Latest Features in Oracle Talent Management
11:00 AM - 12:00 PM	Room C106	Upgrade Preparedness Steps for PeopleSoft 9.1
11:00 AM - 12:00 PM	Room C119	Demystify Oracle Advanced Benefits (OAB) for the End User
12:00 PM - 1:00 PM	Multi-Purpose Center	Networking Lunch
1:00 PM - 2:00 PM	Room C106	Mex_Kitchen: A Privacy Nightmare
1:00 PM - 2:00 PM	Room C118	Implementation of Health Risk Assessment using Oracle
1:00 PM - 2:00 PM	Room C117	Thinking Globally, Working Remotely - How to Make that Global Implementation Work
1:00 PM - 2:00 PM	Room C119	OA Framework Versus ADF: The Better Choice for the Best Benefits
2:00 PM - 3:00 PM	Room C119	Data Driven HR Strategy: Analyzing Trends
2:00 PM - 3:00 PM	Room C106	Data Management Strategies for Today's Economy: How to control costs, improve performance, and mitigate risk in your PeopleSoft Applications
2:00 PM - 3:00 PM	Room C117	User Group - What is That?
2:00 PM - 3:00 PM	Room C118	Reorganizations, Mergers, and Acquisitions: Using Visualization Technology to Ensure Success
3:00 PM - 3:30 PM	Multi-Purpose Center	Break
3:30 PM - 4:30 PM	Room C106	Going Rogue : Good Data Gone Bad
3:30 PM - 4:30 PM	Room C117	Application Express - Making Oracle HR Fun and Highly Productive!
3:30 PM - 4:30 PM	Room C118	Enhancing the Employee Experience with a Web 2.0 User Interface (UI) and Social Networking
3:30 PM - 4:30 PM	Room C119	Exploring HR Technology Trends for Service Delivery Success: Results of the HR Service Delivery Survey
4:30 PM - 5:00 PM	Multi-Purpose Center	Wrap-Up Session



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Managing Talent in Tough Times	Glenn Nevill, Towers Perrin	<p>Many business leaders lack “real-time” visibility into the data necessary to make complex business decisions. When it comes to workforce planning and talent management, as with many other areas of the business, decisions may be made from the “gut” or with tribal wisdom. Without this visibility, companies are at greater risk of making poor workforce decisions that negatively impact the bottom line.</p> <p>Using advanced workforce analytic techniques called “Workforce Intelligence,” business leaders can better identify and anticipate specific business issues, and manage the talent supply chain. Effectively tapping workforce data can improve their HR decision making and result in both real dollar savings and workforce optimization.</p>
General Session: PeopleSoft Release 9.1	Emerging Solutions	This session will focus on the key features of PeopleSoft 9.1, including Talent Management components. We will also discuss HCM Edge products, including HR Analytics and Workforce Communications.
General Session: Oracle E-Business Suite Release 12.1	Bryon Adams, MotionHR	This session will focus on the key product enhancements for E-Business Suite HCM 12.1, including Talent Management and Workforce Analytics.
Closing the Data Privacy Gap: How Safe is Your HCM Data?	Frances Wells, IBM Corporation	<p>Data protection and privacy continue to be a tremendous focus and risk for the IT community today. While companies are making great strides to protect data privacy in production application environments, the often untold story of implementing similar strategies in non-production (testing, development and training) environments is often overlooked. Bridging this “privacy gap” helps companies protect the most exploited areas of an organization’s IT infrastructure – non-production application environments.</p> <p>In this session, attendees will learn:</p> <ul style="list-style-type: none"> <li>• The business and technical issues that drive privacy protection requirements.</li> <li>• How to safeguard data – and what is often overlooked.</li> <li>• Strategies that can be deployed in the testing environment to support compliance initiatives</li> <li>• How to leverage data masking techniques as part of an overall data management strategy.</li> <li>• Real-world examples and lessons learned from organizations who utilized a data masking solution</li> </ul>
Making Elephants Dance - Introduction to the Latest Features in Oracle Talent Management	Gaurav Bansal, Dice	Oracle's Talent management offers tools to manage performance of an organization in ways you could never think of before. This presentation will go over all the major features of Oracle's Talent management including Competency management, Objective Management, Objective scorecards, Appraisals and performance management plans. Key implementation advantages, do's and don'ts and usual implementation challenges will be discussed in detail. Subject to instance availability and connectivity a Live demo to a working R12.1 Oracle Performance Management instance will also be available after the session.



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Upgrade Preparedness Steps for PeopleSoft 9.1	Tim Stofka, TITAN Technology Partners	In order to turn that vision into reality, firms must undertake a comprehensive evaluation of their current PeopleSoft application and perform, at a minimum, the core elements of an upgrade health check and potentially some additional elements if desired. This presentation will provide a roadmap and recommendations of things you can do right now, for you to upgrade to PeopleSoft Enterprise HCM suite version 9.1. During this presentation we will discuss a number of deliverables that are essential for the development of a detailed plan for your upgrade.  By performing these steps now, you can accomplish many of the tasks that would be necessary in the midst of the upgrade process. This will allow you to complete the upgrade on an accelerated schedule—and therefore deliver value to the business more quickly.
Demystify Oracle Advanced Benefits (OAB) for the End User	Tamara Mills, CTG Consulting, LLC	Are you tired of trying to figure out why OAB changes enrollment periods, why some employees cannot access Self-Service Benefits or any number of mystifying changes? This session will review the most common end-user forms, con-current batch processes and the most common errors end-users deal with on a day to day basis.
Mex_Kitchen: A Privacy Nightmare	Rajesh Parthasarathy, MENTISoftware	When sensitive data is propagated into unusual and unexpected areas, sensitive information is ready for exposure – and the risk of a catastrophe. It happens every day through routine internal processes, code development, and, oftentimes, the shortcuts of efficient users. Real-world case studies highlight actual instances of such sensitive data creep, examine the potential consequences, and discuss what is being done to prevent sensitive data creep.
Implementation of Health Risk Assessment using Oracle	Deepti Narayan, Zale Corporation	One of the challenges that companies face today is managing their health care costs. Zale Corporation felt that Health Risk Assessment (HRA) would be a good way of accomplishing this goal. In 2009, the company announced that employees enrolled in a medical plan, who completed an online HRA, would be eligible for a reduction in medical premiums. In 2010, the benefit expanded to include spouses. In this session, we will talk about Zale Corporation's progression from a manual process to using features available in Oracle. We will take a look at the challenges that we faced while implementing the features and how we overcame them.
Thinking Globally, Working Remotely - How to Make that Global Implementation Work	Tina Bartlett-Game, Dinero Solutions	In this economic climate companies are aware that they still need to do their implementations and upgrades but they have to do them cheaply and without the travel budgets of yester year. What does that do for the project itself both in the management and day-to-day running? How can you make sure that the project runs smoothly and within budget? How can you give your client and end-users the best possible experience while staying off-site for much of the project? Stop by and find out some of the tools and techniques that can be used in a global HCM implementation that can make life a little easier for everyone involved.



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OA Framework Versus ADF: The Better Choice for the Best Benefits	Shiv Saroj, KBACE	OA Framework is the technology upon which majority of 11i and R12 releases of Oracle Applications is built on and ADF is the sole technology used for the development of pages in Fusion. A major portion of any Oracle Applications project involves the customization of existing pages and development of new modules to meet business requirements. OA framework provides a seamless, patch safe mechanism whereas ADF is capable of providing visually rich, complex logic modifications without much coding effort. What should be our pick in the current context? This is a big question in front of every decision makers, technical managers and the developers. Objectives of Presentation: 1. Determine where do we stand when it comes tool of choice for customization of current pages and development of custom modules keeping current schedule of Fusion release in mind and evolving nature of ADF? 2. Should we start the custom Oracle Applications development on ADF or still stick to OAF? 3. Choose now to reap later. What is the future impact of these technologies on current business? 4. The decision can change it all. What are the pros and cons of each of these frameworks? 5. What will be the migration path available when Fusion release becomes available?
Data Driven HR Strategy: Analyzing Trends	Lois Melbourne, Aquire	Business leaders need more answers....not more data. When you see changes in workforce trends, you not only need the who and the what, but more importantly you need the why? For example, who really cares if your attrition rate is 20% across the organization? What you really need to know are which specific departments or divisions are driving that number up. If you are struggling with the "why" a critical metric or goal is trending in a specific direction, this is a must attend session. This presentation will address how to stop the manual madness and start automating and visualizing your analytics reporting for faster, easier and more accurate results. We will also discuss how to unlock the powerful data that may reside in your Oracle or PeopleSoft system, the methodology and differences behind metrics and analytics, the most common analytics and reporting challenges faced by organizations, the top 10 human capital measurements if you aren't evaluating you should, best practices for identifying the right metrics and so much more.
Data Management Strategies for Today's Economy: How to control costs, improve performance, and mitigate risk in your PeopleSoft Applications	Frances Wells, IBM Corporation	Today's economy is calling for cost reduction and improved efficiencies across the entire enterprise. Organizations are looking to maximize the business value of their existing IT infrastructure while at the same time controlling costs.  In this session, attendees will learn how effective Data Management strategies can help organizations:  <ul style="list-style-type: none"> <li>• Reduce costs by archiving data when retiring or consolidating enterprise applications</li> <li>• Improve application performance by archiving historical data</li> <li>• Reclaim hardware storage and repurpose for cost savings</li> <li>• Apply data masking techniques to protect your company from a data breach</li> </ul>
User Group - What is That?	Carolyn Garner, CBRE Marc Ramos, Aquire	This session is design to give users an overview of what value a user group adds to Oracle customers. Statistics shows that user group members have fewer issues related to software, easier upgrades and have access to a network of valuable members.



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Reorganizations, Mergers, and Acquisitions: Using Visualization Technology to Ensure Success	Mike Fleck, HumanConcepts	The landscape for most organizations has completely shifted and the trend for change looks set to continue. Words like reorganization and M&A are now commonplace when managing an organization through an economic downturn. How can large scale reorganizations and M&A be successfully managed in this economy? HR can make a difference by steering the workforce change process including analyzing the organizational resources, presenting integration scenarios, planning and communicating the integration plan and socializing the blended organization. Oracle EBS and PeopleSoft customers are turning to visualization technologies to fully understand the present organization, model future scenarios and make optimized, fact based workforce decisions. What you will learn: - How a global company undertook a reorganization for 30,000+ employees in just weeks - Top HR challenges in managing reorganizations and M&A - Strategies for successful reorganizations and M&A with visualization technology and Oracle EBS or PeopleSoft systems - How to reduce integration times and manage workforce decisions.
Going Rogue : Good Data Gone Bad	Rajesh Parthasarathy, MENTISoftware	How do you protect your sensitive data when you don't know where it all is? The fact is that sensitive data is propagated throughout your enterprise, and not just in the columns and tables where you expect it. The foundation of a good data protection program is sensitive data discovery, also called "data crawling." No security measures you can put in place will be effective without it. Learn what to look for and what questions to ask when evaluating a sensitive data discovery solution.
Application Express - Making Oracle HR Fun and Highly Productive!	Ricky Burke, Novara Solutions  Tony Piacente, Novara Solutions	<b>Get the information you want, the way you want it, when you want it!</b>  <b>Problem Summary</b> For most of you: there are gaps between what Oracle HR provides for your organization, and what you WISH it would provide... Oracle Application Express (APEX) can resolve these gaps Quickly, Efficiently, and Economically! Solution Profile Oracle Application Express is a FREE tool that is perfectly suited to many business needs; providing the Information you need - at your finger tips!  Novara Solutions has developed several dynamic APEX Reports to solve many Oracle HR problems to save you TIME and MONEY!  This presentation will cover several Dynamic APEX Reports that provide a Consolidated View of your HR Data - the way You want to see it!
Enhancing the Employee Experience with a Web 2.0 User Interface (UI) and Social Networking	Paul Isherwood, IntraSee  Andrew Bediz, IntraSee	Your employees and managers are currently using sites like Facebook, Twitter, Google & Wikipedia while they interact and learn on the Internet. Meanwhile your current HR self-service systems are light years away from that kind of functionality, and are seen as archaic and confusing by the people using the using them. Learn: > How to enhance the UI of your portal to make it the equal of the top Internet sites by the use of dynamic and interactive portlets. > How social networking in the workplace can help your employees get their jobs done more effectively. > How controls can be put in place so that HR can easily manage what can be collaborated on and by who. > See how this can be wrapped up in all-encompassing employee experience that is rich in content while also being easy to use.