

The logo features the text "Empower HR" centered within a white oval. The word "Empower" is in a dark blue, sans-serif font, while "HR" is in a bold, orange-red, sans-serif font. The oval is set against a background of four large, overlapping, rounded rectangular shapes in shades of blue, teal, orange, and lime green. The text is positioned on a subtle, light-colored circular shadow within the oval.

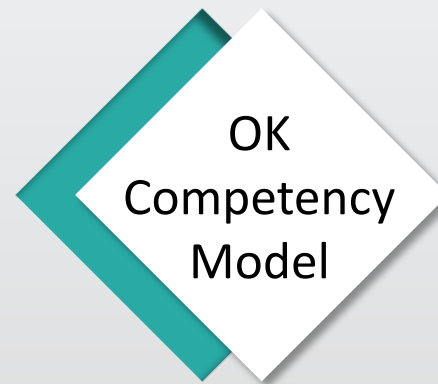
Empower HR

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Benefits to
the State



1

Project Overview

What is EmpowerHR?

Communication Methods



Project Overview

1 What are we doing?



- Moving the State's HR technology to Oracle Cloud
- Aligning business processes across the State

2 Why are we doing this?



- To modernize and streamline the HR business
- Empower the HR community, managers, and employees
- "Free the data"

3 How long will it take?



- Through January 2018

4 How are we doing it?



- OMES + Agencies + KPMG + Oracle

5 Who is doing it?



- Project teams comprised of OMES & agency staff
- Project Management Team
- Steering Committee

Communication Tools

- Advisory Council
 - Anyone can join
 - Monthly newsletters
 - Milestone meetings
- EmpowerHR Sharepoint Site
 - Workstream collaboration site
 - Advisory Council Site
 - Public Site
- Change Enablement Team
 - Stakeholder Team
 - Communications Team
 - Training Team





2

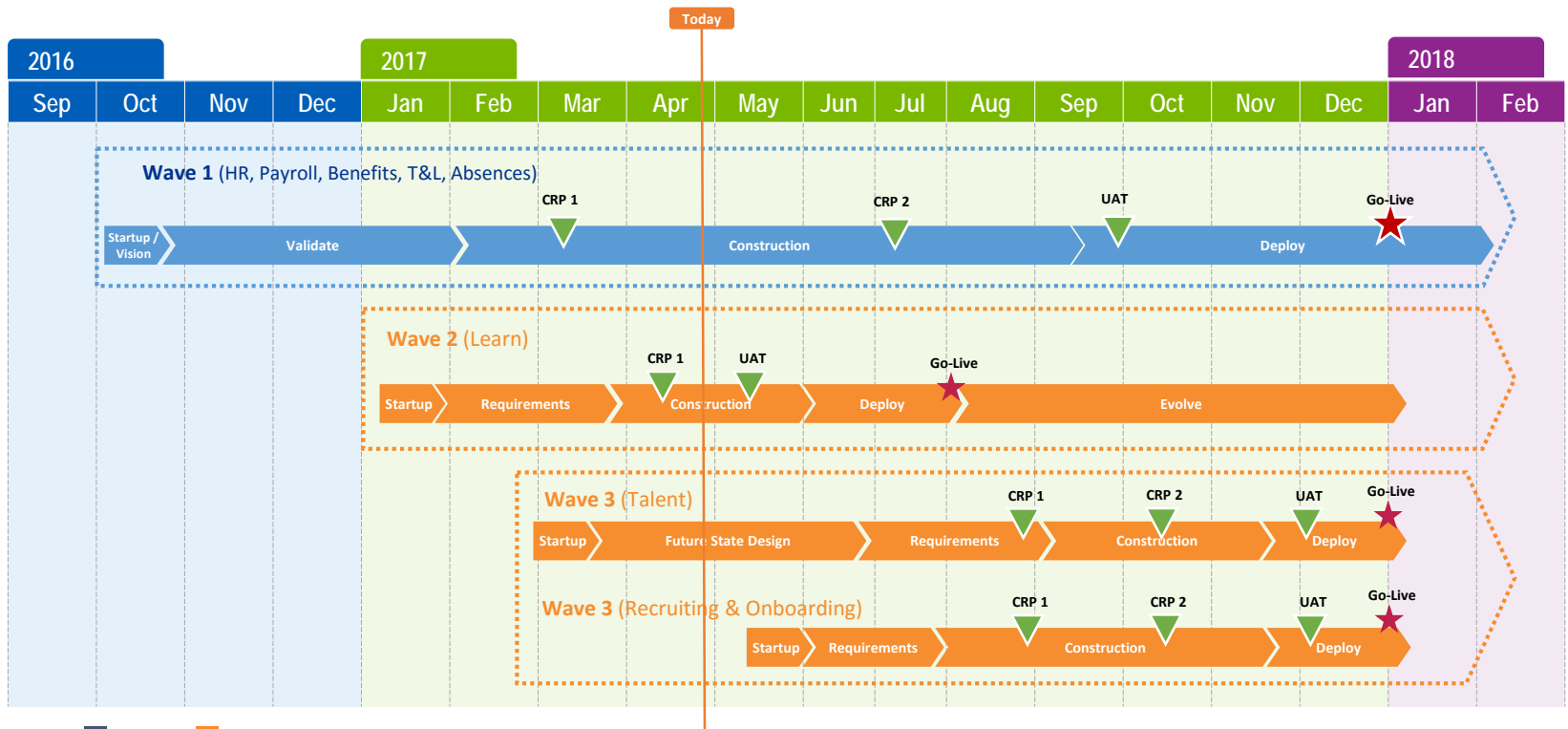
Project Timeline & Waves

Project Milestones

Where are we now?



Timeline



KPMG

OMES



3

Oklahoma Competency Model

Hire Competency

Develop Competency

Evaluate Competency

Leverage Competency



Oklahoma Competency Model

Oracle Cloud is the tool needed to unify HR processes. A competency model is the tool needed to set standards & benchmarks, build a common language and truly transform the way employees and employers interact.

Hire Competencies

With competency-based job descriptions and interview questions, agencies will hire for the exact skills needed.

Develop Competencies

Competency-based assessment and leadership courses will provide a direct path to increasing the right abilities at the right time.

Evaluate Competencies

Competency-based performance tools will streamline and equalize the ability to coach employees to success.

Leverage Competencies

Agencies will have tools to build a pool of leadership talent that can take the state into the future.





4

Benefits for State Employees

Employees

Managers

HR Staff

Executive Leadership



Benefits for State Employees:

All Employees

- Convenient self-service
- Seamless mobile access to review/change information
- Connecting employees to managers

HR Professionals

- Unify, align & automate HR processes
- Real-time data & statistics
- Measure, track & evaluate with internal consistency

Managers

- Data-driven, actionable insight into performance and productivity
- Quickly identify top performers
- Improve communication & accountability

Executive Leadership

- Increase agency bench strength
- Predictive technology to offer instant insight across the workforce
- Enterprise-level data & analytics