

MOMENTUM

Connecting HR Partners to Project Drive



Staying the Course

Welcome to the January edition of MOMENTUM: Connecting HR Partners to Project Drive!

We hope this finds you settling into the New Year and raring to make our HR transformation a success! In this issue, we will discuss current project activities, cover how the Learning module within the Oracle Cloud HCM system will benefit USF, and introduce one of our Change Ambassadors (and the USF Change Management Lead on Project Drive), Taryn Williams.

As always, we are thankful for your support—and **look out for upcoming communications detailing how you can help make our transformation a success!**

State of the Project

The Project Drive team is currently preparing for End-to-End (E2E) Testing, which tests all business processes from start to finish within Prototype 2 as they would transact in our day-to-day work—ensuring they are functioning as designed and that data integrity is preserved between

system modules. This activity was formerly known as System Integration Testing (SIT) but going forward we are referring to it as E2E Testing since we are determining how business processes within modules affect other modules, rather than testing the integration builds themselves.

Before the team can officially kick off E2E Testing, a Preliminary Design Review must take place and receive approval from the Executive Leadership Team (ELT)—see the next section for more details. **Rest assured that the Project Drive team is working to create “a unified, flexible, scalable, and modern cloud HCM system that touches all points of the employee lifecycle” as laid out in USF’s HCM Vision.**

Upcoming Activities

Aligning the design of the system to HCM Vision is critical to the success of our HR transformation. With this objective in mind, the **Project Drive team will complete an essential step in our process which involves conducting a Preliminary Design Review, with activities beginning on February 1 and concluding on February 12.** The Review itself will consist of the following:

- Oracle functional leads will review the design to align with Oracle business best practice recommendations
- Oracle and USF workstream leads will then discuss that review together to determine if there are any conflicts with USF's strategic HR design and practice
- Once this walkthrough is complete, Oracle and USF workstream leads will hold a final walkthrough with the designated ELT

Next steps for our HR Partners

If you are a Change Ambassador, please check in with your Project Drive contact/business lead to determine if the Preliminary Design Review output is approved and ready to be shared.

Putting You in the Driver's Seat

To deliver on our mission of making USF a great place to work, we need to make HR simple and easy for everyone. **The following impacts below help illustrate how the Oracle Learning module (going live in Wave 1 of Project Drive) can help accomplish this.**

High Impact – Aggregated Learning Catalog

Current: USF is using LinkedIn to integrate courses into their Learning Catalog, expanding time and labor across multiple access points to provide learning opportunities to employees.

Future: In Oracle Cloud HCM, LinkedIn Learning is fully integrated within Oracle Learning, providing a single consolidated platform with thousands of classes at employees' fingertips!

High Impact – Automated Compliance Training

Current: All notifications around mandatory and suggested training are sent manually, with data around training accessed across different systems.

Future: Oracle Learning features automated compliance training (including automatic notifications and ability to create assignment rules governing expiration and renewal)—enabling the Talent & Delivery team to focus on qualitative data from a single source while saving time on creating compliance reports.

Next steps for our HR Partners:

- [Click here](#) to watch a demo of the Oracle Learning module and how its simple, time-saving features will improve our day-to-day HR processes pertaining to learning/compliance.
- [Visit our Project Team Training Guide page](#) for steps on creating an Oracle Learning Explorer account and to access training.

Meet the Change Ambassadors

We are thrilled to introduce a new segment within MOMENTUM: a place to read up on the Change Ambassadors who are bringing you the latest, need-to-know updates around Project Drive!



Taryn Williams
USF Change Management Lead

Taryn is the Change Ambassador for Human Resources, and she is enthusiastic about ensuring clarity and alignment among all parties involved and has a knack for innovating the way we learn in her role at USF.

We Want to Hear from You!

Share any questions, concerns, or feedback with the Project Drive team [here!](#)

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