VOYAGER NEWSLETTER   **PROJECT DRIVE** UNIVERSITY of **SOUTH FLORIDA**
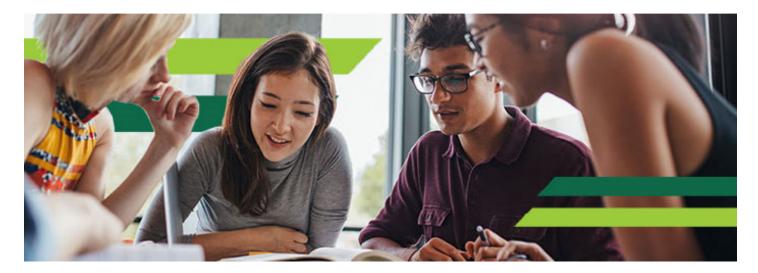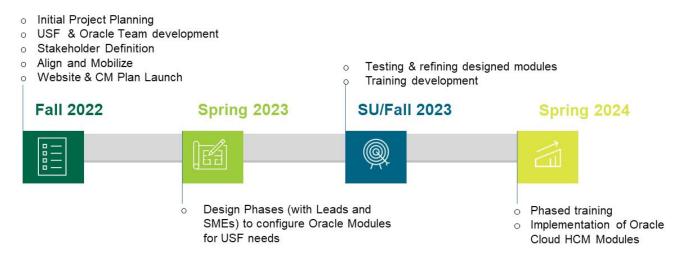

Gear Up for Change

The second issue of VOYAGER is here! **A friendly reminder: VOYAGER is the leadership newsletter for Project Drive, our Oracle Cloud Human Capital Management (HCM) Implementation.** In each edition, this newsletter will cover important project updates, teammate profiles, and contacts that can answer questions regarding this HR transformation project.

We want to start by thanking all who attended the Project Drive Discovery Sessions, held to create a baseline of understanding for this critical implementation. As we continue to navigate through the project phases, be on the lookout for additional communications regarding opportunities to connect with Project Drive and support your area's journey to the cloud.

Road Map

Below is a high-level timeline of Project Drive events mapped to USF's calendar with the critical corresponding elements bulleted; additional information on our current major deliverable, Process Playback 1 (PP1), is featured as well.

o Initial Project Planning
o USF & Oracle Team development
o Stakeholder Definition
o Align and Mobilize
o Website & CM Plan Launch

o Testing & refining designed modules
o Training development

Fall 2022　　　　**Spring 2023**　　　　**SU/Fall 2023**　　　　**Spring 2024**

o Design Phases (with Leads and SMEs) to configure Oracle Modules for USF needs

o Phased training
o Implementation of Oracle Cloud HCM Modules

Currently on Project Drive, the Oracle functional team is using the design decisions made during our familiarization sessions to build the first prototype system for Process Playback 1 (PP1) as a part of Oracle TCM+, Oracle's cloud implementation methodology.

PP1 provides us the first glimpse of our system design in Oracle HCM so we can confirm initial requirements while continuing to refine the solution and take it to the next level.
Across several PP1 review sessions, teams are:

- Making integration, solution, and data validations
- Beginning to conceptualize user training
- Establishing the cloud application operating model

Putting You in the Driver's Seat

Now that you know how Project Drive will simplify and modernize the way we manage our workforce and develop our people, you might be asking – *how will this benefit our organization regarding FTE and cost?*

Project Drive Key Performance Indicators (KPIs) | How we'll measure success*:

Improved Employee Productivity on HR Tasks (FTE)
10%-20% efficiency improvement

Improved Manager Productivity on HR Tasks (FTE)
10%-20% reduction in hours per week

Reduced Voluntary Employee Turnover (Costs)
16% retention improvement

Reduced Overtime Usage (Costs)
4%-10% reduction in cost

Reduced Payroll Leakage (Costs)
15%-25% estimated reduction

Eliminate Legacy/Other Applications Support (Costs)
Legacy system retirement: 100% cost elimination

*Based on USF data and similar Oracle clients

How this implementation will benefit you:

HR employees will gain efficiencies and become more productive in their day-to-day activities; this means more time for you to direct modern strategic HR practices such as:

- **Total Rewards Forecasting:** With turnover costs saved, attract and retain top talent with competitive rewards analysis and practices
- **Talent Acquisition:** Strategically plan recruiting and talent acquisition initiatives to build the brand for your area and secure critical roles
- **Talent Retention:** Propel engaged managers and employees with development opportunities, career growth, and more meaningful tasks
- **Workforce Planning:** With manual processes reduced, conduct strategic business planning sessions with real-time data and accurate information that will support the expansion and success of your area

Behind the Wheel

In the previous newsletter you got to know the names and faces of Project Drive's Executive Leadership Team. In this edition, we have asked some of our project team members what excites them most about Project Drive:

Angela Badell, PHR, SHRM-CP
Director, HR Data and People Analytics
USF Central Human Resources

"I am most excited to see how all of the detailed configuration leads to a cohesive end-product and how easy it will make managing people and processes at the University. With the focus of people driving our success, it is critical to see employees, managers and HR representatives embracing modern technology so that they feel enabled and a part of that success."

Patrick McClain
Director, Enterprise Applications Services
USF Information Technology

"The Oracle Cloud HCM platform will offer us many benefits, including: improved process efficiency, better data management, increased security, and a better end-user experience. This is exciting for our IT team, who will play a critical role in both the implementing and maintaining of the system."

Around the Corner

Heads up — this month, select USF employees will receive nominations to become potential Change Ambassadors, a community of 'change champions' who will communicate the changes and benefits of Project Drive to the impacted workstreams.

In addition, we will continue stakeholder conversations with leaders at USF to help them understand the changes ahead and how they will need to adapt their ways of working to thrive in our new cloud environment. Stay tuned!

We Want to Hear from You!

Share any questions, concerns, or feedback with the Project Drive team **here**!

Please **visit our website** for recurring updates.

Pit Crew: Project Drive Contacts

If you have a specific Oracle HCM Cloud-related question or suggestion, please email **HRtransformation@usf.edu.**

Change Management:

- **Kaija Dupoux** | Associate Director, Change Management Lead | **kaija@usf.edu**
- **Andrew Mason** | Change Management Consultant | **asmason@usf.edu**

This newsletter is brought to you by the **Project Drive Change Management team**