

Coexisting: PeopleSoft and Oracle Cloud

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July 18, 2019

PeopleSoft

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Today's Session

By leveraging Oracle integration tools, Oracle Cloud can seamlessly coexist with other applications, including PeopleSoft. Many organizations are taking advantage of this benefit, running selected modules—such as Talent and Compensation—in the cloud, while maintaining other modules—such as Benefits and Payroll—in PeopleSoft. Join this session to learn how to effectively connect the two systems to remain in sync—offering organizations a flexible approach that can be used as a long-term strategy or as part of a phased HCM and/or ERP Cloud implementation.

Speaker: Jon Wakefield, Grant Thornton

About Jon

- Leader within Grant Thornton's Oracle Cloud practice
- Twenty years of experience and 50+ projects with Oracle applications, including HCM Cloud, PeopleSoft, and Taleo

About Grant Thornton



Office locations

58 offices spread across 30 states and Washington D.C.



People

More than **8,500** professionals in the U.S.



Reach

Serve 36% of companies on the 2018 Fortune 500 list and 25% of companies on the Russell 2000 list



Partners

623 partners serving more than 8,000 clients in the nation



Our services

• Assurance • Tax • Advisory



Revenue

GT U.S. net revenue equals **\$1.87 billion**

stats are as of 12/31/2018

Our Oracle Practice

Creating business harmony in the Cloud



ERP and SCM

Financials | Revenue management | Accounting hub | Project accounting | Project execution | Procurement
Inventory management | Cost management | Maintenance | Manufacturing | Order management | Product lifecycle
and data management | Supply chain collaboration and planning



EPM Analytics

Planning and budgeting | Profitability and cost management | Financial close and consolidation | Tax reporting and provisioning
Management and operational analytics | Narrative reporting | Account reconciliation | Enterprise data management



HCM

Culture journey | Talent acquisition | Workforce administration | Talent management | Workforce development
Alumni network

Data governance & cloud integration

PaaS

Solution delivery center (off-shore and on-shore)

Industries

Construction,
Real Estate
& Hospitality

Consumer
And Industrial
Products

Energy

Financial
Services

Health Care
And Life
Sciences

Not-For-Profit
Organizations

Private Equity

Public Sector

Technology

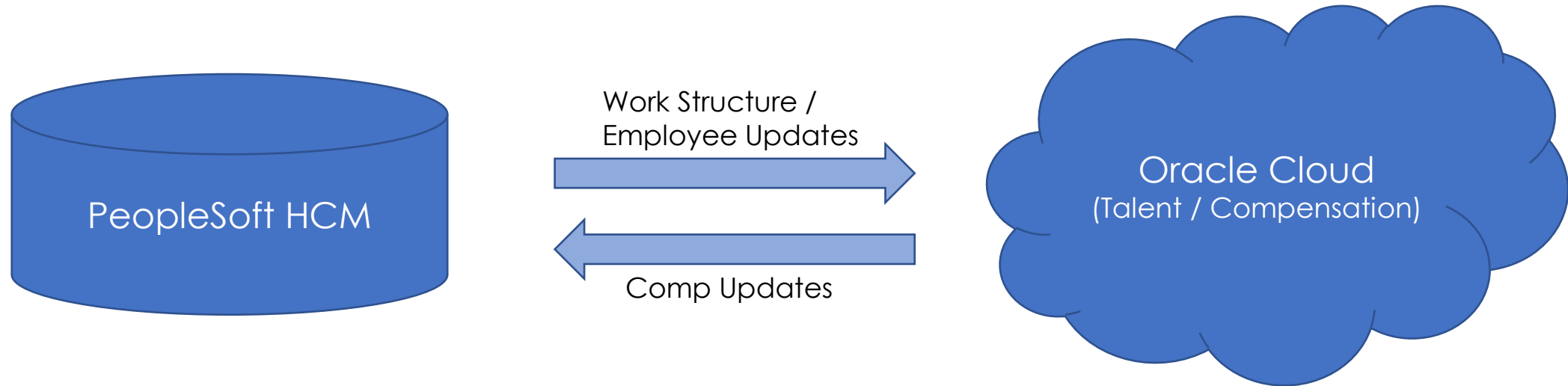
Coexistence

Overview

What Is Coexistence?

A partial deployment of Oracle Cloud that shares core data with a separate PeopleSoft deployment so that each system can support its respective modules

Classic Example



Coexistence

Scenarios

Phased Implementation

- Going live with separate modules at subsequent times on a planned schedule

TIMELINE										
2020				2021				2022		
Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	
Phase 1 Core HR / Recruiting & Onboarding / Talent				EXAMPLE						
		Phase 2 Benefits / Learning / Compensation		Phase 3 Payroll / Time & Labor						
							Phase 4 ERP			

Phased Implementation - Benefits

- Provides more runway to complete **all tasks correctly**
- **Reduces strain** on resources at any given time
- Allows time to grow comfortable with a **smaller Oracle Cloud footprint** before rolling out the remaining modules
- Can be **easier to manage** with fewer simultaneously moving parts

Ongoing/Long-Term Coexistence

Running and maintaining parallel systems sharing the same core data indefinitely

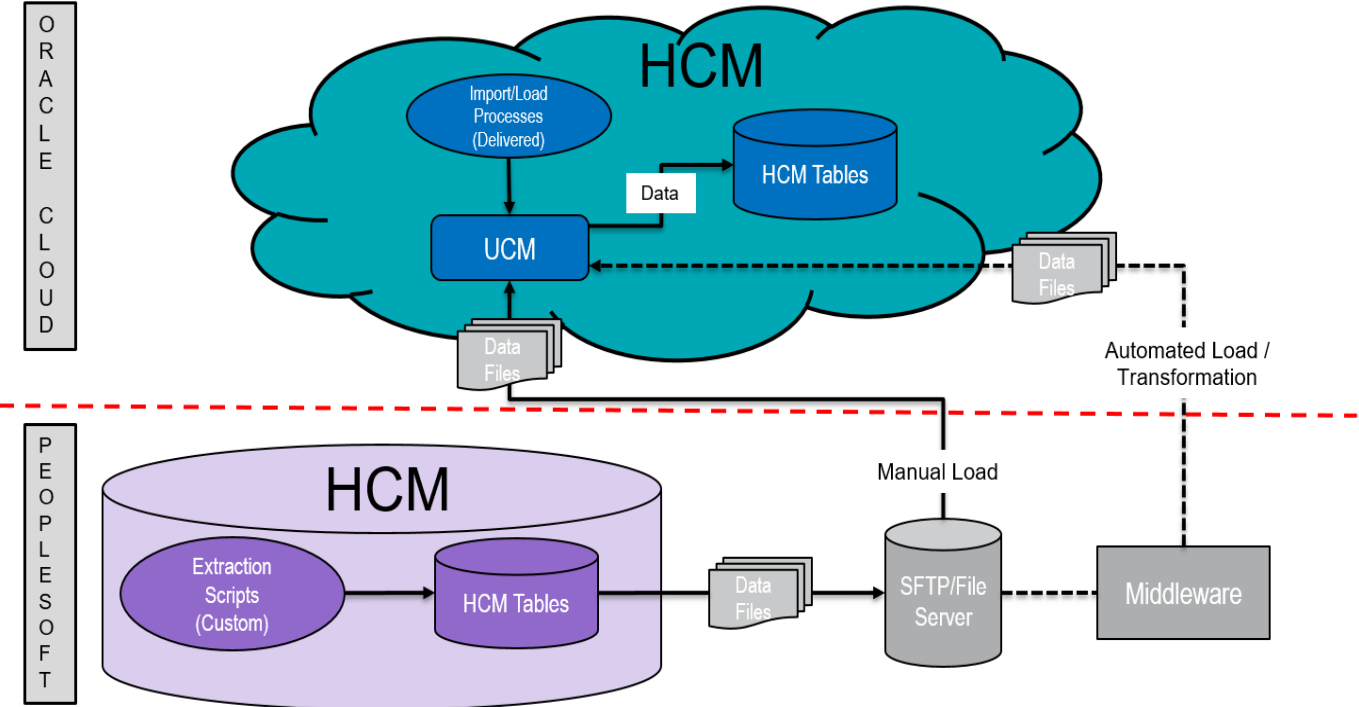
- Benefits
 - Allows an organization to **get its feet wet** with Cloud
 - Allows users to continue using a **system and functionality they are familiar with** while reaping some of the benefits of a cloud system
- Drawbacks
 - High **cost of ownership**
 - Larger **integration** footprint
 - Complexities of **supporting multiple systems** simultaneously
 - **Cumbersome/confusing** for users

This is not the recommended approach – the long-term goal should be to implement the full suite of Cloud modules

Coexistence

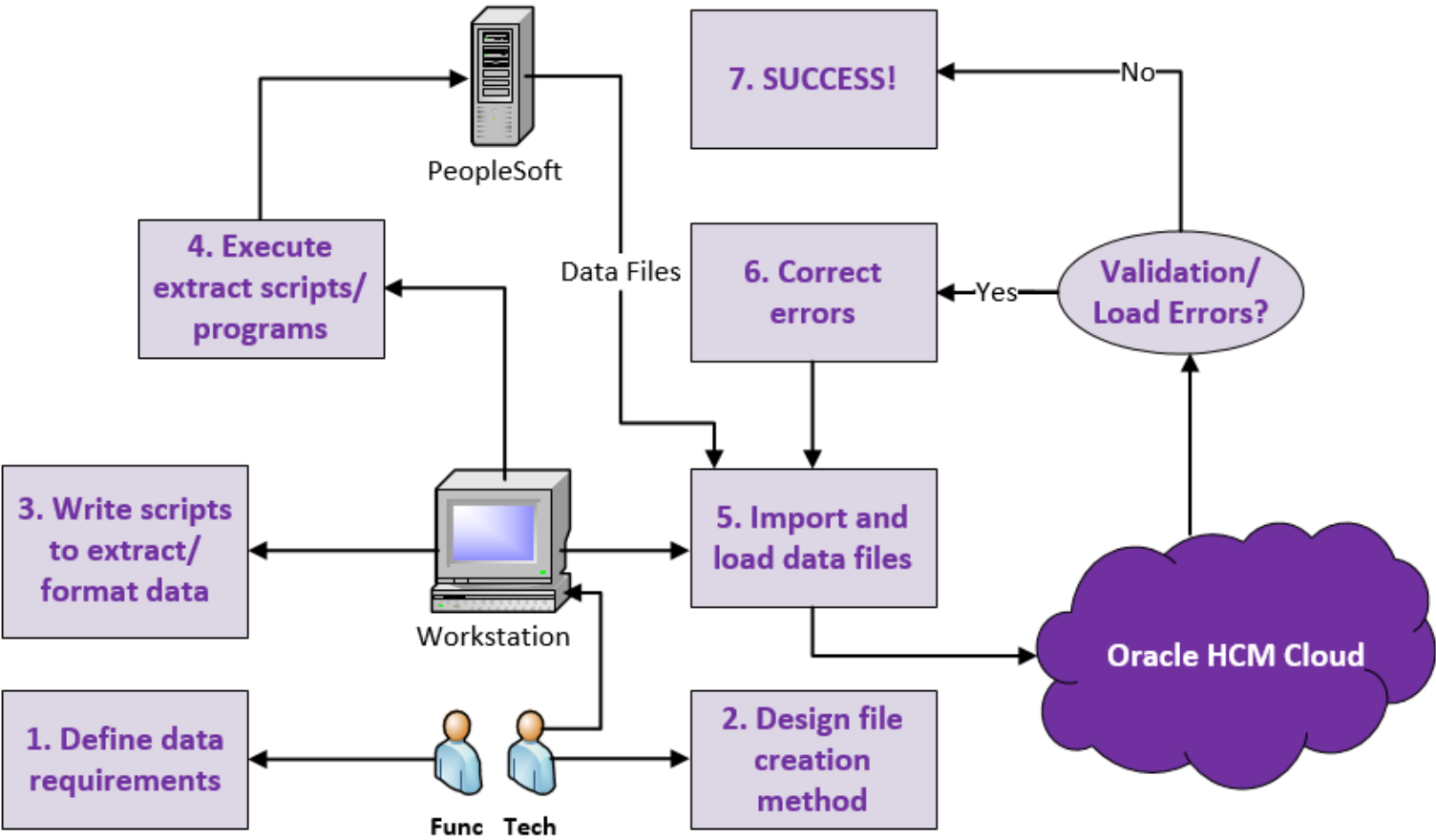
Design

Data Conversion – Architecture

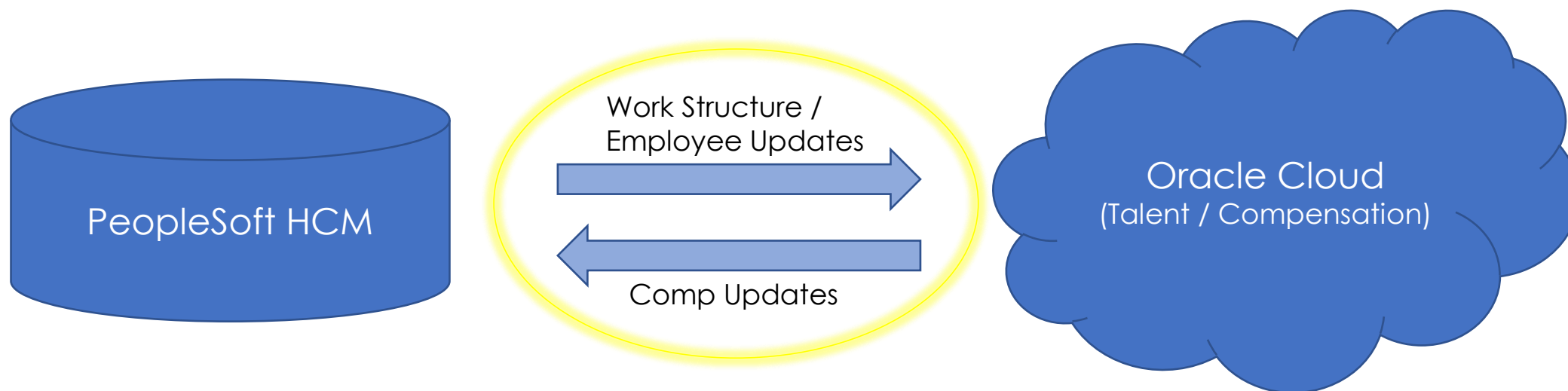


Coexistence requires **data to initially be converted**
from PeopleSoft to Oracle Cloud

Data Conversion – Process Flow

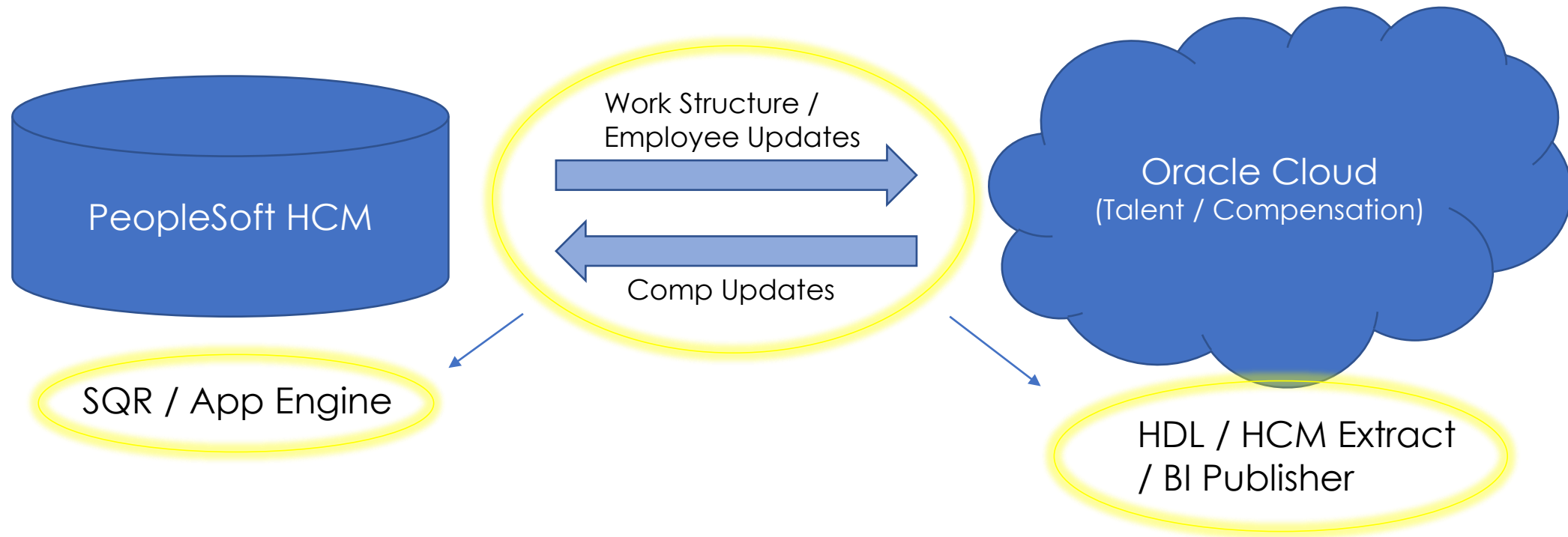


Integration



*After data is converted, coexistence requires **extensive integration** to move and synchronize core data between PeopleSoft and Oracle Cloud*

Integration



Integration Tools

HDL – HCM Data Loader

- Any volume*
- Delimited format
- Front end configurable Spreadsheet templates

PBL – Payroll Batch Loader

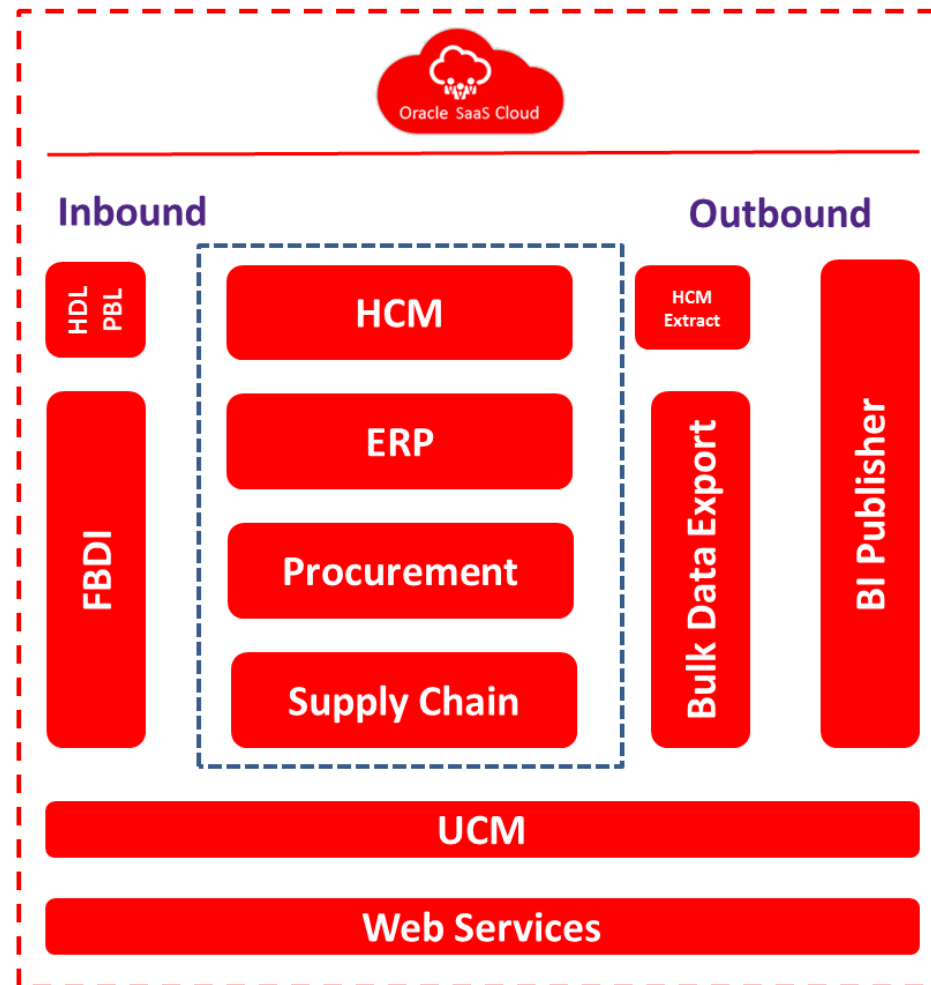
- Any volume*
- Delimited format
- Excel UI*

FBDI – File Based Data Import

- Any volume*
- Delimited format
- Excel based*

Web Services

- Backbone to automation
- Real-time invocation
- SOAP/REST Services



HCM Extract

- Any volume
- Supported UE (User Entities)
- Multiple delivery methods supported

Bulk Data Export

- Oracle delivered
- Customizable via BI Publisher
- Full or changes only enabled

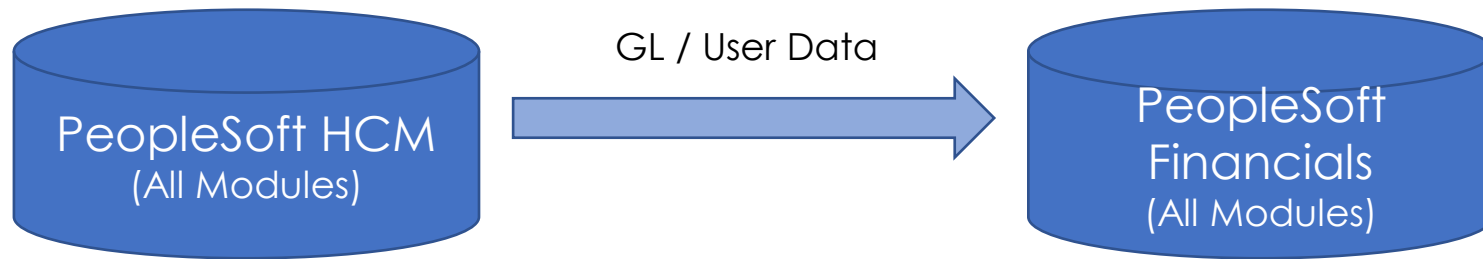
BI Publisher

- Custom Extracts
- Common BI output formats(Excel, csv, txt, etc)
- Bursting enabled

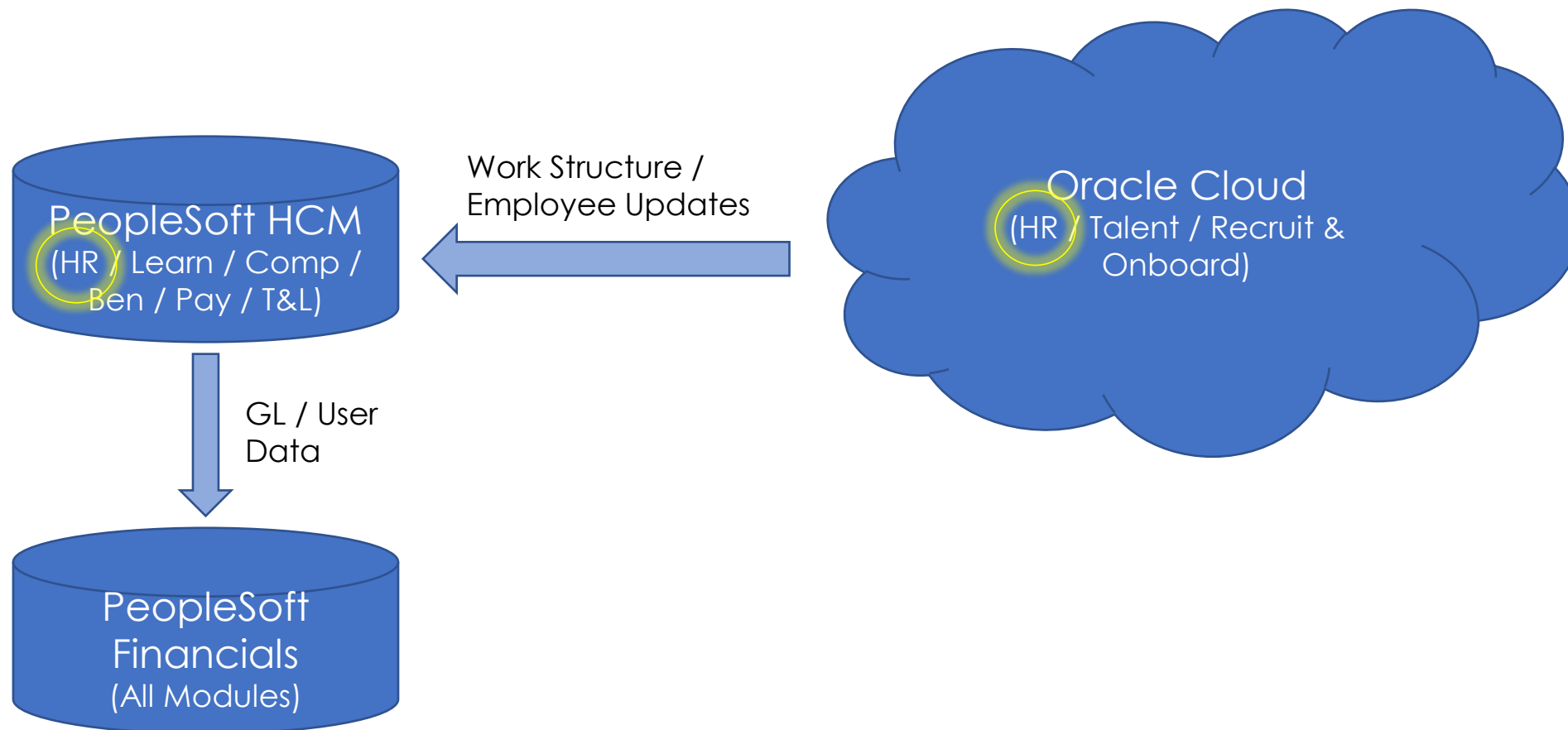
Web Services

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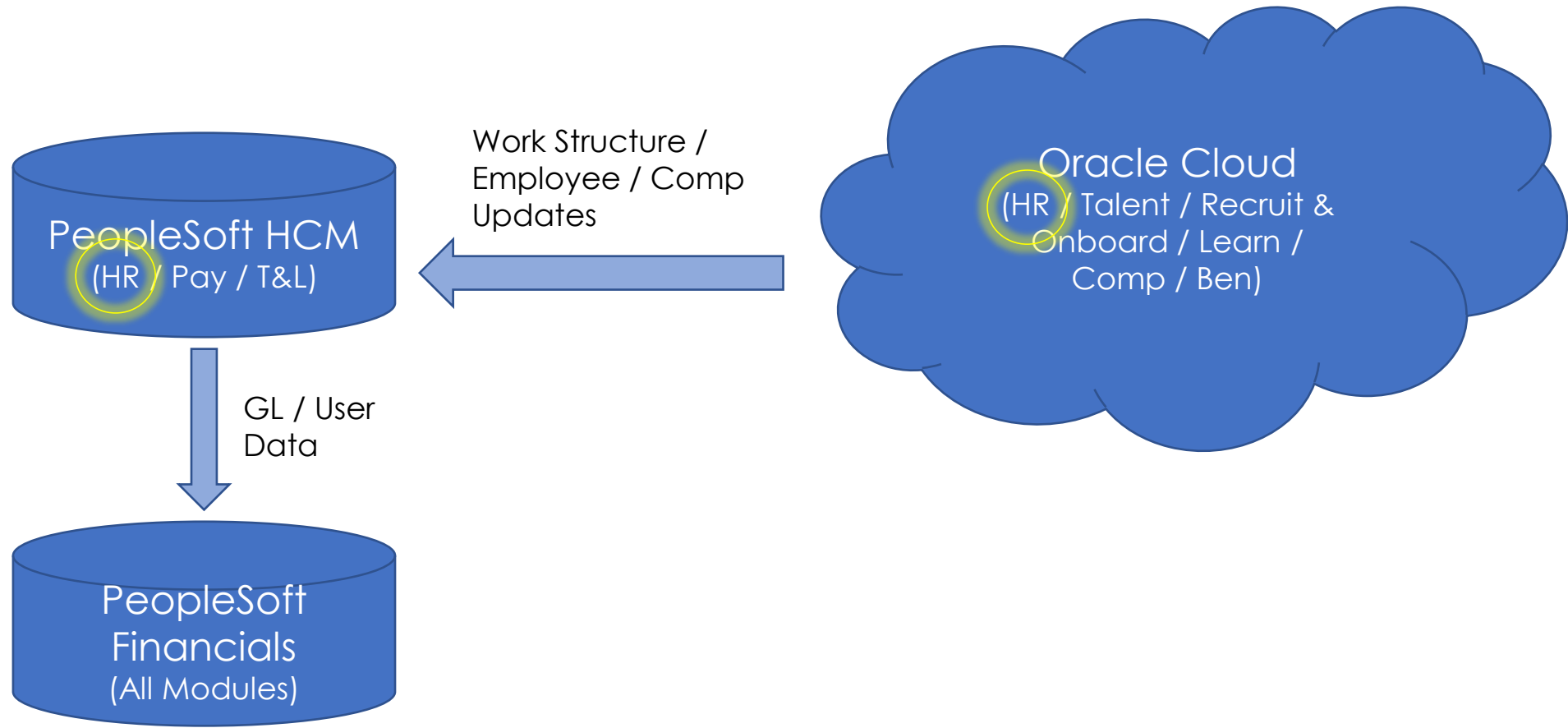
Worked Example – Current State



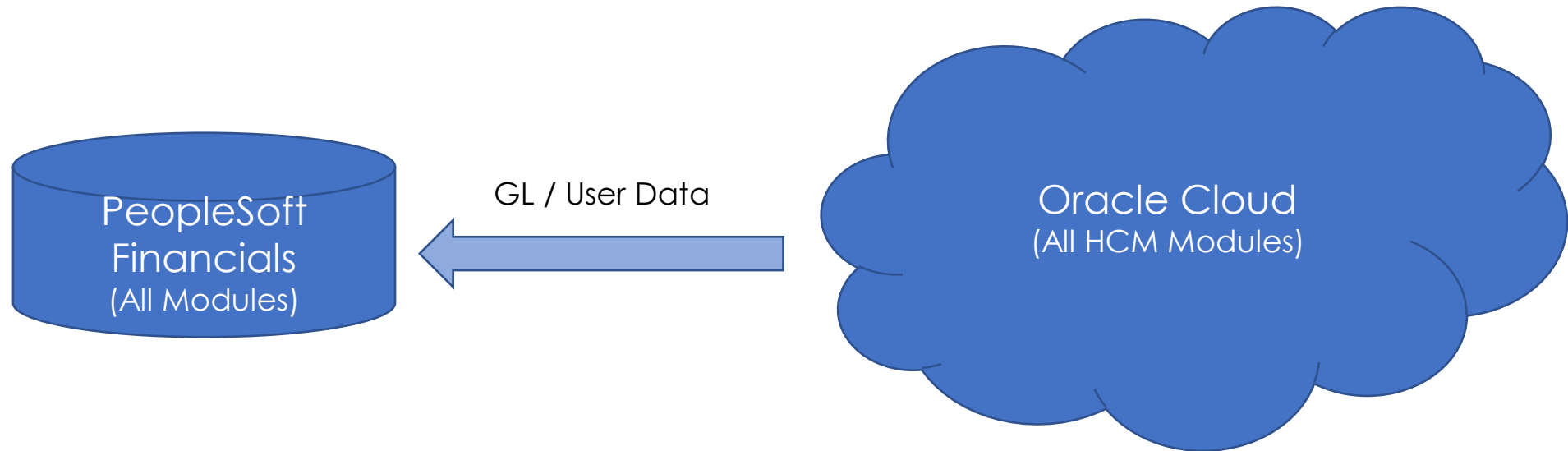
Worked Example – Phase 1



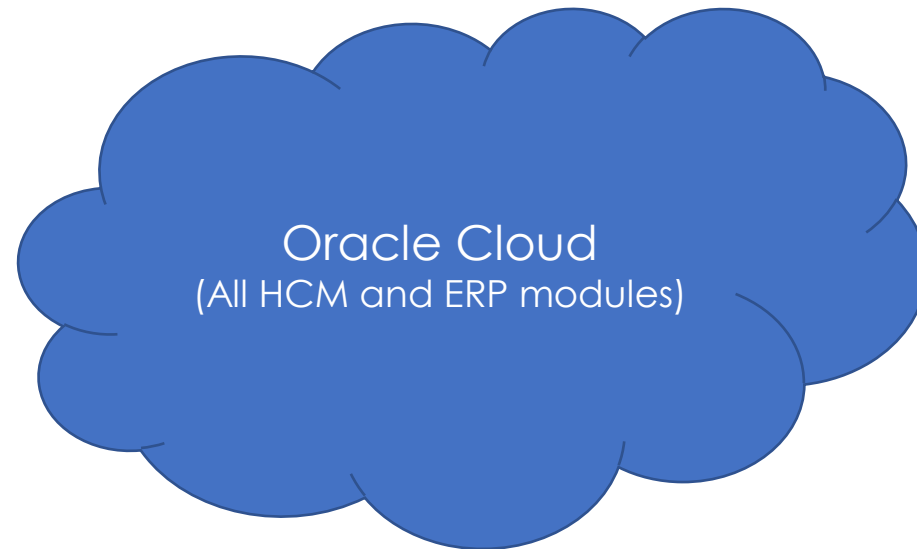
Worked Example – Phase 2



Worked Example – Phase 3



Worked Example – Final State



NO INTEGRATION REQUIRED

Coexistence

Wrapping Up

Parting Thoughts

- Use the coexistence model **wisely**
- Be fully aware of the **costs and benefits** up front to make an informed decision that best serves your organization's needs
- Be prepared to **dedicate the resources** to ensure the coexistence model's success
- Use it as a **temporary tool** to ultimately achieve the long-term goal of a comprehensive and fully integrated Oracle Cloud system

Coexistence

Q & A

Please complete a session evaluation

Session ID: 100630

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PeopleSoft

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Who is the Quest Community?

A 55,000+ member user community for Oracle Cloud, JD Edwards and PeopleSoft customers.

What the Quest PeopleSoft Community offers:

- Customized digital content
- Official PeopleSoft newsletter
- Customer success stories
- Virtual and face-to-face events
- PeopleSoft networking groups

Visit www.QuestOracleCommunity.org for more information!

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