

FUSION PRACTICES

Oracle Phase X

Maximising value from Oracle Cloud ERP, Oracle Financials & Oracle Cloud HCM after go-live

Optimisation

Governance

Automation

AI-led innovation

Across the Oracle Cloud lifecycle

MORE THAN AN IMPLEMENTATION PARTNER

An Oracle transformation, optimisation, governance & innovation partner

Fusion Practices supports organisations across the entire Oracle Cloud lifecycle — Phase X is how we deliver value after go-live.



Post-implementation improvement

Targeted initiatives that lift value from a live Oracle estate.



Managed services

Ongoing functional, reporting and governance support.



AI adoption

Practical, governed automation and Agentic AI on clean foundations.



Continuous value realisation

Quarterly releases turned into measurable business gains.

AGENDA

What we will cover



From HR pr Finance system of record to system of value

01



The eight Phase X improvement categories

02



Oracle Financials improvement services

03



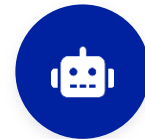
Oracle Cloud HCM improvement services

04



Data, integration, licensing & tax

05



AI & Agentic automation, health checks, managed services

06

01

● Fusion Practices Oracle Phase X improvements

Why go-live is the beginning of the value journey, not the end

THE SHIFT WE DRIVE

Oracle Cloud HR : From system of record to system of value

TODAY — SYSTEM OF RECORD

- Finance still runs on spreadsheets, manual reconciliations and email approvals
- When using HCM, Managers don't transact directly in Oracle
- Reporting doesn't reflect the real business
- Workarounds quietly take over in offline excel spreadsheets



WITH PHASE X — SYSTEM OF VALUE

- Less manual effort and fewer broken process loops
- Managers act directly in Oracle
- Cleaner data and stronger control
- Reporting reflects the real business
- Fuller use of standard and AI functionality

We don't propose another ERP implementation — we help you get more from the Oracle investment you already own.

THE PHASE X VALUE PROPOSITION

We find where Oracle value is leaking — then fix it

We identify where money is lost, effort is wasted, risk is rising or functionality is under-used — then provide the expertise, services and technology to improve those areas.



Money lost

Cost and spend leaking through inefficient, manual processes.



Effort wasted

Time spent on re-keying, reconciliations and workarounds.



Risk rising

Control gaps, audit findings and compliance exposure.



Functionality under-used

Licensed Oracle capability sitting unadopted.



Automation missed

AI and automation opportunities left on the table.

Benefits quantified · initiatives prioritised · a clear delivery roadmap

The eight Phase X improvement categories for Oracle Cloud



1

**Oracle Financial and HCM
Health Checks**



2

**Finance and HR Process
Optimisation**



3

**Reporting & Analytics
Improvement**



4

**Security & Governance
Reviews**



5

Oracle Licence Optimisation



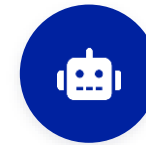
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Patch & Release Management



7

Tax & Regulatory Compliance



8

AI & Automation Assessments

THE POST-GO-LIVE VALUE GAP

The recurring issues we see across Oracle customers



Slow month-end close & late management reporting



Manual AP, invoice exceptions & duplicate invoices



Rising debtor days; cash tied up in working capital



Spreadsheet-dependent reporting that misses the business view



Segregation-of-duties gaps and audit findings



Tax & statutory compliance pressure across countries



Workaround-led HCM hierarchies; managers can't act



Licensed-but-unused Oracle functionality

The Oracle Cloud environment never stands still



Business processes continue to evolve



Oracle ships new functionality every quarter — incl. Redwood & AI



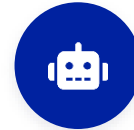
Regulatory and tax requirements change



User and manager expectations keep rising



Manual workarounds become visible



New automation and Agentic AI possibilities emerge

HOW WE DELIVER

Built for speed for improvements : not multi-year programmes

OUR DELIVERY PRINCIPLES

- Small, focused, fixed-scope projects with a clear objective
- Fast delivery in short sprints
- Outcome-based engagements measured on business value
- Direct access to senior Oracle Cloud specialists
- Delivered without destabilising the live environment

INNOVATIONS AT LOWER COSTS

Innovation

AI Agents, Analytics, Process simplification

Adoption

Self-service · process · journeys

Foundations

Hierarchy · approvals · security · data

02

● Oracle Financials improvement

Close, procure-to-pay, collections, reporting, controls, tax and structure

The questions we help finance teams answer

We are not proposing another ERP implementation. We help finance move from processing transactions towards strategic business partnering.

- 1** Why does finance still spend so much time on manual activities?
- 2** Are we fully utilising the Oracle investment we have already made?
- 3** Where can we reduce finance operating cost and effort?
- 4** How can finance support business decisions rather than process transactions?

We identify opportunities, quantify benefits, prioritise initiatives and provide a roadmap.

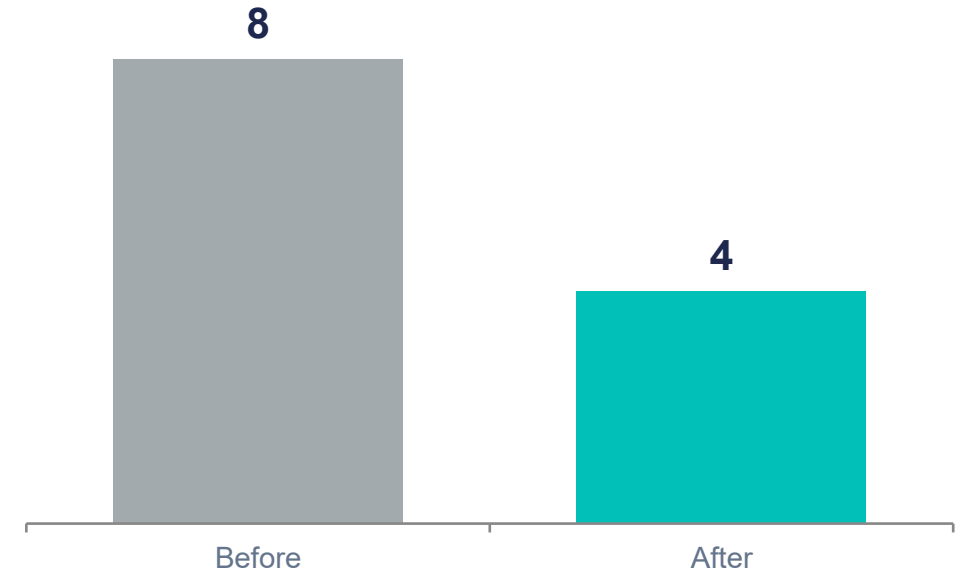
Oracle Financial Close Optimisation (Record-to-Report)

We review month-end, quarter-end and year-end close to find the bottlenecks delaying reporting.

WHAT WE REVIEW

- Period close & reconciliation reviews
- Record-to-Report optimisation
- Journal review & intercompany transactions
- Financial assurance monitoring
- Bottleneck identification delaying reporting

ILLUSTRATIVE: CLOSE DURATION



TYPICAL OUTCOMES

Faster close (e.g. 8 → 4 days) Fewer manual reconciliations Earlier, more confident reporting Improved audit readiness

Oracle Procure-to-Pay Optimisation

We review spend from requisition through to payment, and assure the Source-to-Settle cycle.

WHAT WE ASSESS

- Procure-to-Pay & Source-to-Settle assurance
- Procurement workflow reviews
- Compliance monitoring across the cycle
- Exception identification in procurement
- Maverick spend, contract compliance & PO controls



Requisition



Approval



Invoice



Payment



TYPICAL OUTCOMES

Faster invoice processing Better supplier compliance Fewer approval bottlenecks Reduced maverick spend

Oracle Accounts Payable Automation

We apply Oracle automation and AI across the full invoice lifecycle.

CAPABILITIES

- Invoice processing & matching automation
- Three-way matching optimisation
- Invoice anomaly detection
- Automated transaction processing

 **Cost**
Lower AP processing cost per invoice

 **Exceptions**
Fewer invoices on hold & duplicates

 **Accuracy**
Improved payment accuracy, less manual touch



TYPICAL OUTCOMES

Lower AP processing costs Reduced invoice exceptions Improved payment accuracy Less manual intervention

Oracle Accounts Receivable & Collections

We review billing, collections and working capital to release cash.

WHAT WE REVIEW

- Collections automation & dunning activities
- Cash collection processes
- Credit management & customer disputes
- Unapplied cash reviews

 **Debtor days**
Faster cash collection & reduced overdue debt

 **Liquidity**
Better working capital & cash visibility

 **Efficiency**
Improved collection effectiveness

TYPICAL OUTCOMES

Faster cash collection Reduced debtor days Better working capital & liquidity Improved collection efficiency

ONE OF OUR STRONGEST SERVICE AREAS

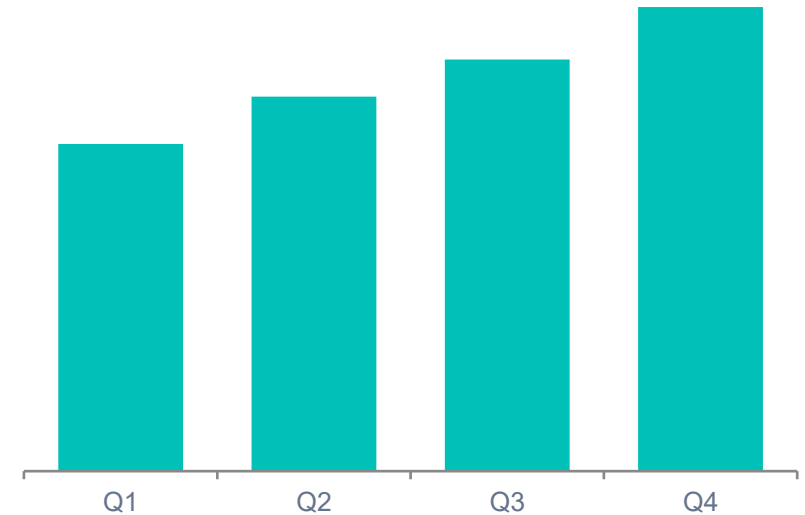
Oracle Reporting & Analytics (OTBI · BI Publisher · FDIP)

We align reporting hierarchies to the real operating model and give each audience the right tool.

WHAT WE DELIVER

- Management reporting & executive dashboards
- OTBI optimisation · BI Publisher optimisation
- Oracle Analytics Cloud
- Regulatory & transactional document reporting
- Alignment to the real business operating model (incl. Oracle Fusion Data Intelligence)

MANAGEMENT REPORTING



TYPICAL OUTCOMES

Better board reporting Reduced spreadsheet dependency Faster management reporting Better operational visibility

ONE OF OUR STRONGEST SERVICE AREAS

Oracle Finance Controls & Governance (Risk Management Cloud)

We strengthen controls and access so audits run smoothly and risk falls.

WHAT WE DELIVER

- Segregation of Duties & access reviews
- Access control optimisation
- Oracle Risk Management Cloud
- Policy enforcement & security governance
- Audit preparation & findings remediation



SoD reviews



Access control



Risk Mgmt Cloud



Audit ready



TYPICAL OUTCOMES

Reduced fraud risk Improved internal controls Better external audit outcomes Stronger compliance

Oracle Tax & Regulatory Compliance (VAT · MTD · Withholding)

For organisations operating across multiple countries and legal entities.

WHAT WE SUPPORT

- VAT configuration · withholding tax
- Making Tax Digital
- Country-specific statutory reporting
- Multi-country tax setup
- Regulatory compliance reviews



VAT & MTD



Withholding



Statutory



Multi-country



TYPICAL OUTCOMES

Reduced compliance risk Better tax reporting Easier expansion into new countries Fewer audit findings

Oracle Chart of Accounts & Financial Structure

Many organisations carry legacy structures that no longer support the business.

WHAT WE ASSESS

- Account structure complexity
- Duplicate values & unused segments
- Reporting challenges
- Future growth requirements



Rationalise



Simpler reporting



Easier upkeep



Better UX



TYPICAL OUTCOMES

Simpler reporting Better financial analysis Easier maintenance Improved user experience

SECTOR SPECIALISATION

Oracle Grants & Project Financial Management

For research, higher education and public sector organisations.

WHAT WE SUPPORT

- Grant budgeting & project costing
- Award management & sponsor reporting
- Research finance reporting
- Forecasting & expenditure tracking



Grants



Project costing



Awards



Forecasting



TYPICAL OUTCOMES

Accurate grant & project costing Reliable sponsor reporting Stronger expenditure tracking

03

● Oracle Cloud HCM improvement

Hire-to-retire, hierarchy, self-service, journeys, talent, payroll and Redwood

Hire-to-Retire Optimisation

End-to-end review and optimisation across the full employee lifecycle.

WHAT WE REVIEW

- Recruitment & employee lifecycle process reviews
- Workflow optimisation
- Security reviews
- Access management



Hire



Develop



Reward



Retire



TYPICAL OUTCOMES

Faster HR processing Better employee experience Improved compliance Reduced manual administration

FOUNDATIONS

HCM Hierarchy & Matrix Manager Refresh

When a matrix/business-process manager becomes the real org, the standard line hierarchy stops working — hitting approvals, reporting, integrations, access and analytics.

WHAT WE ASSESS

- Line manager hierarchy & matrix usage
- Department & organisation trees
- Legal employer reporting
- Approval rules & security

**Clean hierarchy****Legal & audit****Approvals****Reporting****TYPICAL OUTCOMES**

A cleaner hierarchy reflecting business reality — while still meeting legal and audit reporting needs

ADOPTION

HCM Manager Self-Service & Visibility

Managers often can't see or act on their own teams. We fix that so they transact directly in Oracle.

WHAT WE CORRECT

- Security, hierarchy & approvals
- Areas of responsibility
- Visibility of absence, compensation & learning
- Ability to make employee changes



See absences



Approve requests



View comp



Manage team



TYPICAL OUTCOMES

Managers act directly in Oracle Less reliance on shared services Better manager experience

OPERATING MODEL

HCM Shared Services & Removing Manual Effort

Many HR activities sit with shared services while managers raise requests — creating delay, duplication and manual effort.

WHAT WE DO

- Rebalance shared services vs. manager self-service
- Remove broken process loops & re-keying between systems
- Complete work in Oracle via self-service, journeys, approvals, forms & automation

1-2 DAYS

per week, per person

*consumed by a single re-keying loop between Oracle
and an external tool — exactly the waste Phase X
removes*



TYPICAL OUTCOMES

Reduced back-office workload Less duplication & manual effort Oracle easier for managers to use

HCM Approval Workflow Redesign

Approvals built on custom hierarchy logic and older BPM workbench config are hard to change and risky to modernise.

WHAT WE DO

- Assess approval flows across HCM & ERP
- Identify custom-hierarchy dependencies
- Redesign using Oracle standard approval routes
- Cover absence, expense, line-manager & individual compensation plans



Absence



Expense



Line manager



Comp plans



TYPICAL OUTCOMES

Easier change Lower risk Standardised, supportable approvals

FOUNDATIONS

HCM Position & Job Architecture

Customers often use positions without full position management — complexity without the control benefits.

WHAT WE ADVISE ON

- Position management, or position management 'light'
- A cleaner job architecture
- Fewer data errors & better defaulting
- Workforce planning & future headcount control

**Positions****Job architecture****Fewer errors****Workforce plan****TYPICAL OUTCOMES**

Reduced data errors Better defaulting Workforce planning support

ADOPTION

HCM Oracle Journeys Expansion

Many customers use only one journey (often pre-boarding), leaving most of Oracle Journeys' value untapped.

JOURNEYS WE DESIGN

- Onboarding & employee changes
- Manager actions & transfers
- Leavers & document collection
- Policy guidance



Onboarding



Transfers



Documents



Leavers



TYPICAL OUTCOMES

Oracle easier to use Less reliance on emails, spreadsheets & manual instructions

ADOPTION

HCM Talent, Learning & Skills Adoption

Licensed talent, succession, talent review and skills functionality is frequently underused; Learning is often only partly exploited.

WHAT WE DELIVER

- A practical, foundation-led adoption roadmap
- Learning, talent, skills & succession planning
- Gradual adoption — basics before new functionality

**Learning****Talent****Skills****Succession****TYPICAL OUTCOMES**

Greater use of licensed functionality A clear, staged talent roadmap

PROCESS IMPROVEMENT

HCM Absence, Compensation, Payroll & Time

Absence visibility and compensation are often undermined by hierarchy and manager-access issues.

WHAT WE REVIEW

- Right managers see, review & approve the right information
- Readiness for salary review & bonus cycles
- Payroll integrations, time data feeds & absence impacts
- Element entries & future Oracle Time and Labour opportunities

**Absence****Compensation****Payroll****Time & Labour****TYPICAL OUTCOMES**

Smother salary review & bonus cycle Better absence visibility Cleaner payroll & time data

PAYROLL

Oracle Payroll & Localisation

For organisations running Oracle Payroll across regions.

WHAT WE SUPPORT

- Country-specific payroll obligations
- Regulatory compliance & localisation setup
- Multi-country configuration
- Payroll process reviews, controls & legislative updates



Payroll



Compliance



Multi-country



Controls



TYPICAL OUTCOMES

Payroll compliance Reduced payroll risk Support for international growth Improved payroll accuracy

Wider Oracle HCM workstreams that we can help you improve



Core HR

Organisation structure, workforce modelling, employee lifecycle, self-service.



Recruitment

Recruiting workflow, candidate experience, career site, hiring-manager enablement, analytics.



Performance & talent

Goal management, reviews, succession, talent review, career frameworks.



Rewards & benefits

Benefits optimisation, total reward reporting, compensation cycles, reward governance.

04

● Data, integration, licensing & AI

The cross-cutting foundations that unlock automation and innovation

FOUNDATIONS

Oracle Data Quality & Foundation Cleanup

Unstable foundations — messy worker/manager data, duplicated fields, incorrect reporting lines — block analytics, automation and AI.

WHAT WE DELIVER

- Foundation review across worker, position, job, department, BU, legal entity, security, document & reporting data
- Data assessment · cleansing · enrichment
- Data governance & migration reviews



Assess & cleanse



Enrich



Govern



De-duplicate



TYPICAL OUTCOMES

Better reporting accuracy Reduced duplicates Improved forecasting Better decision-making

Oracle Cloud Licence Optimisation & Commercial Advisory

Many Oracle customers use only a fraction of the functionality they already own.

WHAT WE PROVIDE

- Licence reviews of Oracle Cloud usage · commercial advisory · renewal strategy
- Audit preparation & licence governance
- Consumption reviews with review of roles designed and permissions impacting licensing
- Adoption assessment of unused features & quarterly release opportunities

↓ **Spend**

Reduced Oracle spend

↑ **Utilisation**
Better licence utilisation

↓ **Exposure**
Reduced audit exposure



TYPICAL OUTCOMES

Reduced Oracle spend Better licence utilisation Improved contract negotiations Reduced audit exposure

RELEASE MANAGEMENT

Oracle Quarterly Patch & Release Management

Turn Oracle's quarterly releases into an advantage, not a risk.

ACTIVITIES

- Quarterly release assessments & impact analysis
- Regression testing
- New feature reviews
- Configuration updates & operational support

**Assess release****Impact analysis****Regression test****Deploy****TYPICAL OUTCOMES**

Reduced upgrade risk Faster feature adoption Fewer production issues Improved user adoption

A KEY STRATEGIC THEME

Oracle AI & Agentic Automation

Delivered through solutions such as CloudTestMate, Oracle Digital Assistant and Agentic AI.

WHAT WE DELIVER

- Agentic Finance · autonomous invoice processing
- Automated collections & procurement
- AI-driven workflow automation
- AI governance, control frameworks & security models
- Oracle Digital Assistant & AI-powered knowledge search



Agentic Finance



Autonomous AP



Digital Assistant



AI governance



TYPICAL OUTCOMES

Reduced manual processing Leaner teams Faster throughput Continuous monitoring & better exception management

05

● Delivery, outcomes & why Fusion Practices

Health checks, managed services, the roadmap and the results

ONGOING, DEDICATED SUPPORT

Fusion Practices Phase X Services for Oracle Cloud



Continuous improvement backlog management



Quarterly release support



Functional advisory services



Reporting & security governance



AI innovation planning



Business process optimisation

MOVING BEYOND GO-LIVE

**Go-live is not the finish line.
It is the beginning of the journey.**

Oracle Phase X from Fusion Practices fixes the foundations that prevent value, then drives optimisation, governance, automation and AI — so finance partners the business, managers use Oracle directly, reporting reflects reality, risk falls, and Oracle becomes a system of value rather than only a system of record.



Start with an Oracle Phase X Health Check — find where money is lost, effort wasted, risk rising and functionality under-used, then map your highest-value delivery waves.

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