

HUMAN RELATIONS

The title 'HUMAN RELATIONS' is rendered in a large, bold, sans-serif font. The letters are white with a slight shadow, set against a red background. Inside the letters, there are black silhouettes of people in various poses: some are talking, some are walking, and some are standing. The background behind the letters is a grayscale image of a modern building with large glass windows and curved architectural elements.

ORACLE®

HRM 2.0

by thierry vergult from

POPAY



Overview

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- Web 2.0
- Enterprise 2.0
- HR 2.0
- Popay 2.0



Safe Harbor Statement

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“Statements in this presentation relating to future plans and prospects are “forward-looking statements” and are subject to material risks and uncertainties. Many factors could affect our current expectations and our actual results, and could cause actual results to differ materially. We presently consider the following to be among the important factors that could cause actual results to differ materially from expectations: (1) Economic, political and market conditions could adversely affect our revenue growth and profitability through reductions in IT budgets and expenditures. (2) We may fail to achieve our financial forecasts due to such factors as delays or size reductions in transactions, fewer large transactions in a particular quarter, unanticipated fluctuations in currency exchange rates, delays in delivery of new products or releases, or a decline in our renewal rates for software license updates and product support. (3) We cannot assure market acceptance of new products or new versions of existing products. (4) We have an active acquisition program, and our acquisitions may not be successful, may involve unanticipated costs or other integration issues, or may disrupt our existing operations. (5) Periodic changes to our pricing model and sales organization could temporarily disrupt operations and cause a decline or delay in sales. (6) Intense competitive forces demand rapid technological advances and frequent new product introductions, and could require us to reduce prices.”



Web Versioning

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Web 1.0

Reading

Companies

Html

Home page

Top down

Text

Dial Up

Bubble

Web 2.0

Writing

Communities

xml

blog

Bottom up

Video

Broadband

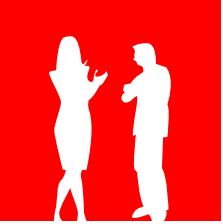
Bubbl™ (beta)



Web 2.0

POPAY

Cloud
RSS
wiki
ajax
(S)aas
Social Graph
Tag
Social Network
Office 2.0
SOA
Blogs
Mash ups
Web Services
Open Source
Long Tail



Web 2.0 Poster Children

POPAY

wiki

wikipedia

social networks

facebook

office 2.0

google apps

mash up

google maps + ...

blogs

wordpress

SaaS

paypal

long tail

iTunes, amazon



Enterprise 2.0

POPAY

Cloud
RSS
wiki
ajax
(S)aas
Social Graph
Tag
Social Network
Office 2.0
SOA
Blogs
Mash ups
Web Services
Open Source
Long Tail



Enterprise 2.0 examples

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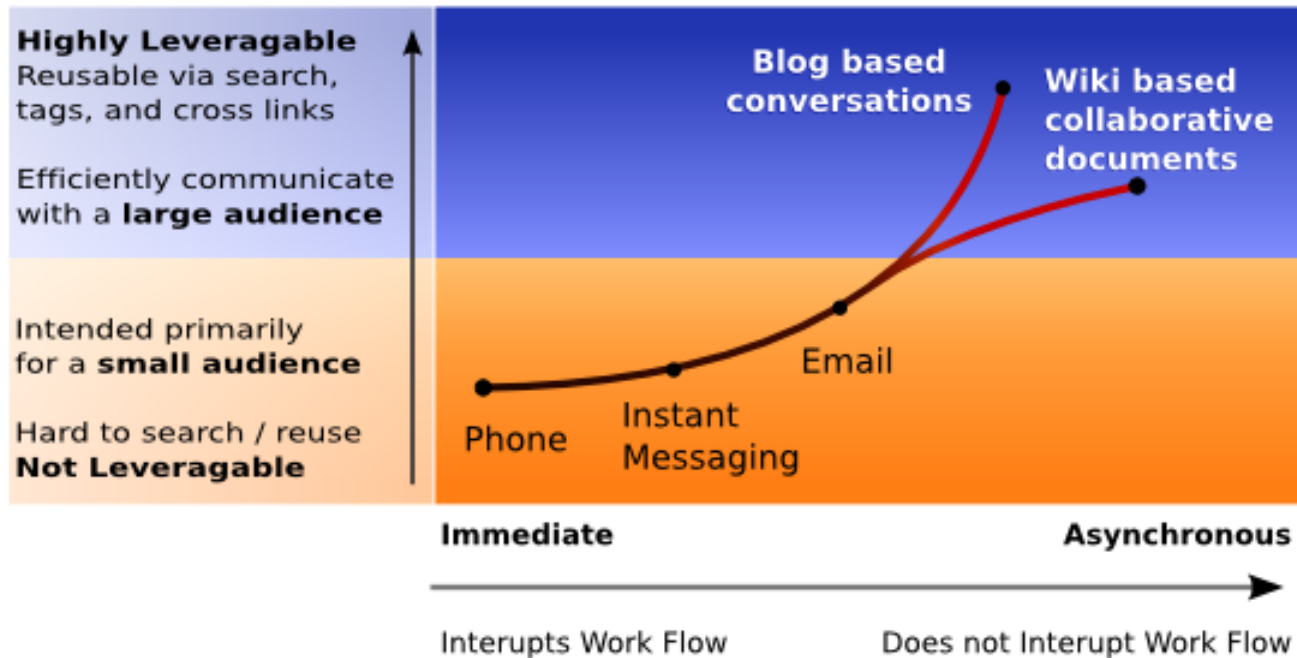
wiki	http://wiki.oracle.com
social networks	LinkedIn, fusion CRM
office 2.0	cap gemini
SOA	fusion middleware
blogs	blogs.sun.com/jonathan
saas	salesforce



Enterprise 2.0 continuum

POPAY

The Enterprise 2.0 Communication Continuum





HR 2.0

POPAY

wiki

Tag

(S)aas

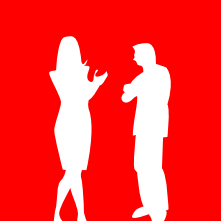
Social Graph

Social Network

Blogs

Mash ups

Long Tail



HR 2.0 social network

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employees

contacts

hierarchy

social graph

work structures

tags

competences

tags

structure

flow, informal organization

security

wild wild web / firewall

documents

knowledge



Popay 2.0

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wiki

project documentation

social network

labo experiment, open source

office 2.0

corporate communication

blogs

oraclehrms.blogspot.com

groups

knowledge sharing

web site

www.popay.be



Questions

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Is this only hype ?

Will the enterprise follow ?

When will the bubble burst ?

What will I do with all of this ?