

ORACLE

# Oracle Touchpoints and Oracle Celebrate

Part of the Oracle ME employee experience platform



# Employees are disengaged, and managers are unprepared and overwhelmed

We're in an exciting technology era, one of hyperinnovation and growth. AI has been at the center of the conversation, unlocking many new possibilities for all of us in both our personal and professional lives. According to a 2025 McKinsey global survey, the percentage of organizations using generative AI jumped from 33% in 2023 to 71% in 2024.<sup>1</sup> And advances are moving fast. Executives, HR teams, managers, and employees are all asking themselves how they can use AI to better their work and achieve their goals, such as expanding into new markets, growing their career, and retaining top talent.

At the same time, a glaring reality can't be ignored: Managers—who are critical to unlocking the performance and potential of your people—are overwhelmed. Fast Company claims we're heading into a "manager crash."<sup>2</sup> HR Dive calls it a "potential leadership crisis."<sup>3</sup> Even organizations aren't confident that their managers are very effective at enabling performance, according to Deloitte.<sup>4</sup> And, according to Gallup, employee engagement is tanking.<sup>5</sup> The cost? Potentially millions of dollars each year. A study published in the American Journal of Preventive Medicine found that a 1,000-employee company may lose as much as US\$5.04 million annually due to employee burnout.<sup>6</sup>

One thing is certain: To continue to drive performance, companies need to get ahead of this looming "manager crash."

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<sup>1</sup> "The state of AI: How organizations are rewiring to capture value," McKinsey, March 12, 2025

<sup>2</sup> "Managers are not okay. Why we're headed to a 'manager crash' in 2025," Fast Company, February 5, 2025

<sup>3</sup> "Potential leadership crisis looms in 2025 as burnout increases," HR Dive, January 24, 2025

<sup>4</sup> "2025 Global Human Capital Trends," Deloitte, March 24, 2025

<sup>5</sup> "U.S. Employee Engagement Sinks to 10-Year Low," Gallup, January 14, 2025

<sup>6</sup> "Employee burnout can cost employers millions each year," CUNY Graduate School of Public Health and Health Policy, February 27, 2025

# Supporting managers in the age of AI

Many organizations are looking to new technology, including AI, to help address this “potential leadership crisis” and tackle the following three performance challenges:

1. First and foremost, how do we help our managers? How do we help them coach effectively to drive performance and development?
2. Next, when it comes to talent retention, how do we continue to encourage every employee to grow and perform at their full potential, even when managers are stretched thin?
3. And lastly, how can we facilitate change management and drive behaviors to develop AI-ready, future-ready employees?

The truth is that talent development needs rethinking. Traditional siloed approaches are causing challenges. Managers need support and guidance so they can empower their people to grow and perform, even when they’re short on time.

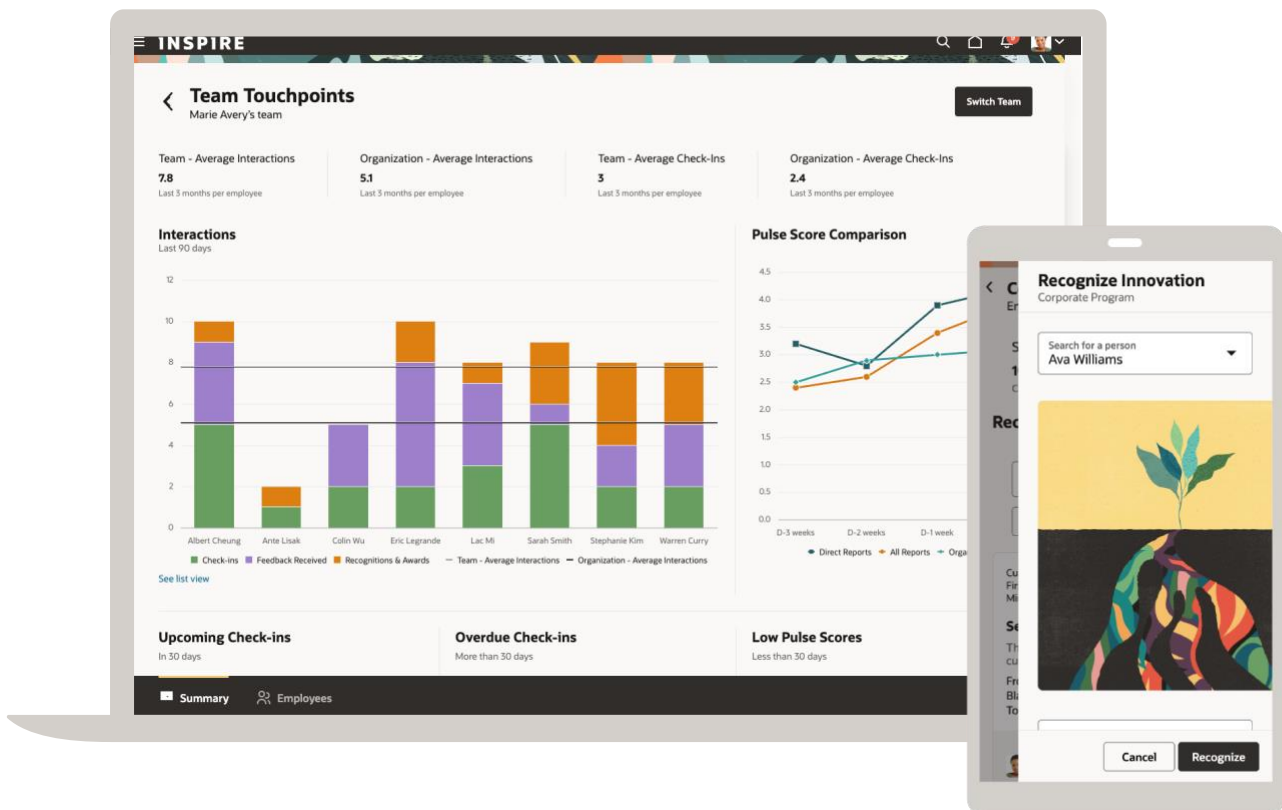
A unified data structure can help. With a connected framework, AI can ingest the available data—such as information from employee-manager interactions and team sentiment scores—and surface critical insights to help managers drive performance and harness their teams’ potential.

# Build your future-ready workforce

Oracle Touchpoints and Oracle Celebrate work together to help you deliver personalized talent and coaching experiences that empower your employees and managers to perform, grow, and feel valued.

Oracle Touchpoints, an employee engagement solution, helps improve manager-employee relationships and leverages AI to surface relevant team insights and suggested actions to help managers work smarter.

Oracle Celebrate, a peer-to-peer recognition solution, helps your HR team create an agile workforce and facilitate change management by driving behaviors that align with your company culture and bringing attention to all the great work your people do every day.

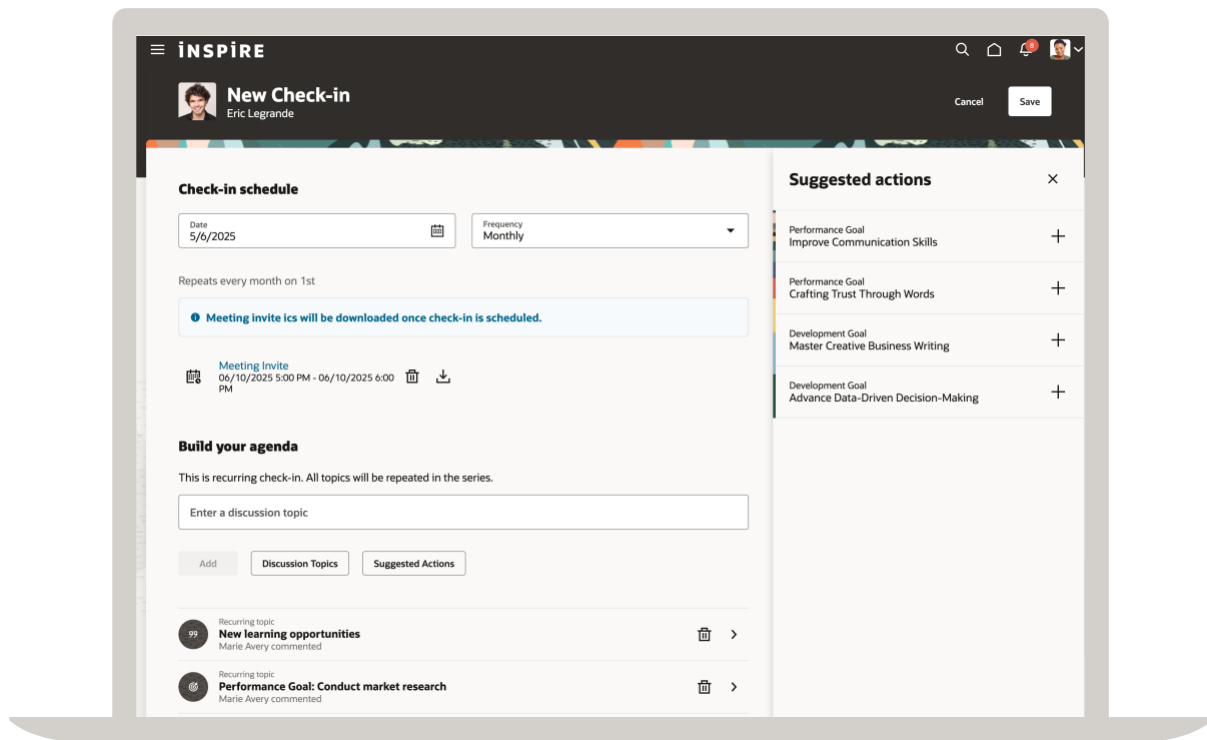


# Help managers work smarter, not harder

Give time-constrained managers their own AI performance and engagement assistant that helps them take recommended actions to grow and support their employees.

With Oracle Touchpoints and Oracle Celebrate, managers can

- ✓ Get a sense of how their team is doing and who may need more support with Team Touchpoints
- ✓ Leverage an AI-driven agenda builder that recommends check-in topics to help their employees stay on track, address obstacles, and feel valued
- ✓ Keep an ongoing, impactful check-in cadence with their directs by reviewing the check-in summaries and follow-up items proposed by AI

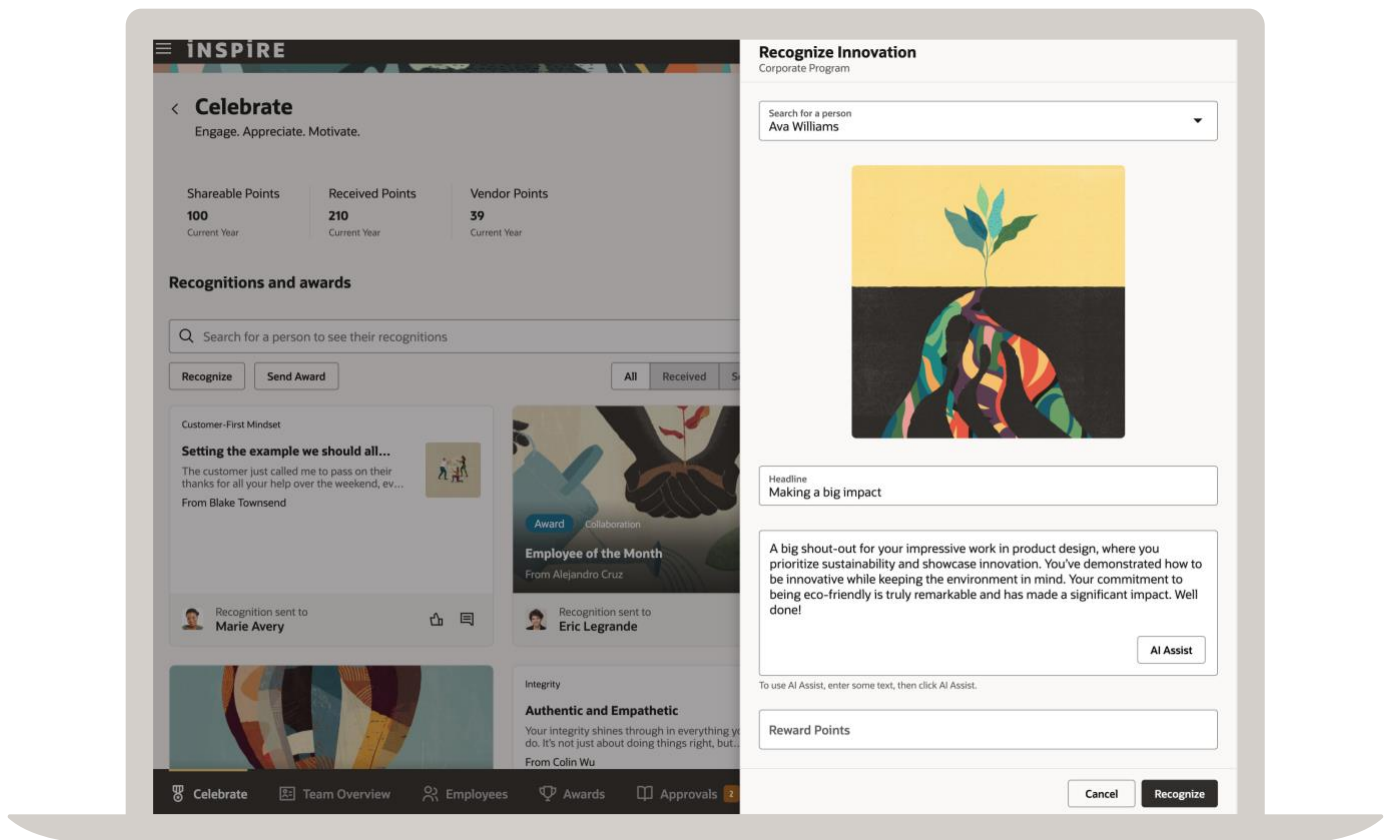


# Engage employees to boost performance

Enrich the employee experience by encouraging peers to celebrate coworkers who go above and beyond and providing clarity about evolving responsibilities with personalized one-on-one meetings.

With Oracle Touchpoints and Oracle Celebrate, you can

- ✔ Make it easy for peers to celebrate each other and amplify their efforts with generative AI-assisted peer-to-peer recognition
- ✔ Help employees communicate how they're doing and where they need support through sentiment surveys
- ✔ Give workers guidance to help them grow their careers via AI-suggested development topics

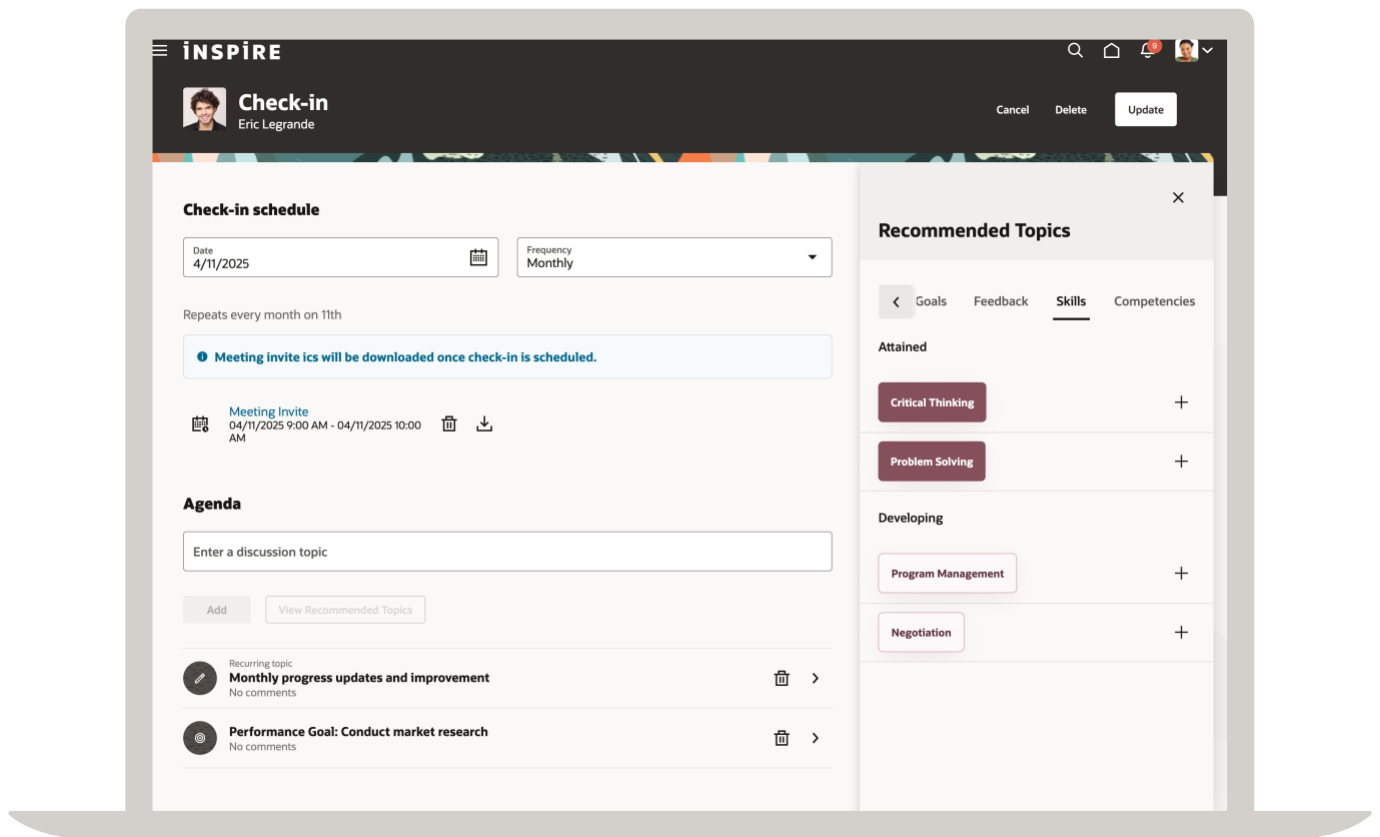


# Drive continuous performance

Leverage a unified HCM suite that dynamically informs managers about their team's performance and skill development and equips HR with the tools they need to support change management.

With Oracle Touchpoints and Oracle Celebrate, you can

- ✔ Create nominations and awards to spark innovation and encourage workers to embrace and adapt to new ways of working
- ✔ Cultivate an agile workforce with continuous skill development conversations
- ✔ Drive business outcomes with suggested goals based on check-in conversations



# A complete employee engagement solution

Oracle Celebrate and Oracle Touchpoints are both part of a cloud native HCM solution, giving you a consistent, intuitive experience and a common data model for real-time visibility. Foster a strong company culture, strengthen employee engagement, and boost retention with a complete solution that provides you with the transparency to know when, where, and how to deliver support and recognition. With Oracle Celebrate and Oracle Touchpoints together, you can enhance the relationships that have the greatest impact on an employee's engagement—those between the employee and their manager, the employee and their peers, and the employee and the organization. As core components of the [Oracle ME employee experience platform](#), Oracle Celebrate and Oracle Touchpoints provide the full set of capabilities you need to improve employee interactions, boost productivity, and bring out the best in your employees.

Learn more about Oracle Touchpoints

[Take a tour](#)

Learn more about Oracle Celebrate

[Take a tour](#)

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