



OneConnect Oracle Cloud Roadshow

Modernizing Shelby County
Government - Together



Who This Session is For



All Shelby County Employees



Department and division
leadership



Employees who did not
attend the first executive
briefing

Purpose of Today

Welcome & Opening Remarks

Purpose & Context

- What OneConnect is

Vision: Why OneConnect Matters

- What it means for *your* role

Business Features & Key Benefits

- What changes (and what doesn't)

Training & Readiness Update

How we will support you

Open Q&A



Introducing Our Leadership Team

Mayor:
Lee Harris

CAO:
Harold Collins

CIO:
Sandra Jeffries-
Perry

Finance:
Audrey
Tipton/Danielle
Schonbaum

HR:
Gerald Thornton

Project Manager:
Jerry Tasker

Change Lead:
Dr. Linda F. Delaney

Training Lead:
Gwendolyn Tucker

A panoramic view of a city skyline at dusk. The sky is a mix of blue and orange, with the city lights beginning to glow. In the foreground, there are trees and a highway with light trails from cars. The text is overlaid on the center of the image.

Harold Collins

Chief Administrative Officer

Moving to OneConnect

Efficiency Meets Empowerment

- Limited Tools. Manual Steps.

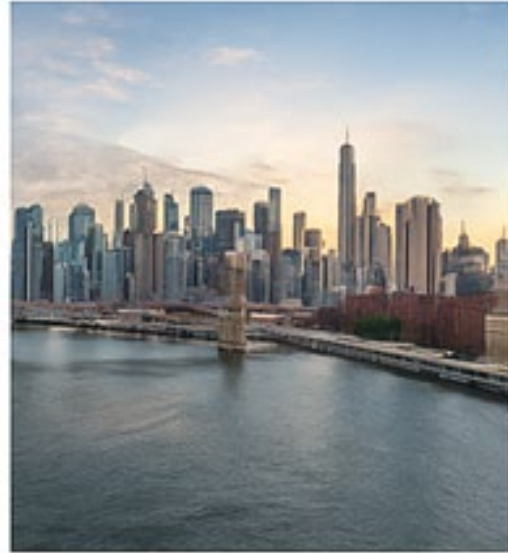
- More capability. More control.



Small Town vs. Metropolis



Works when
things are simple



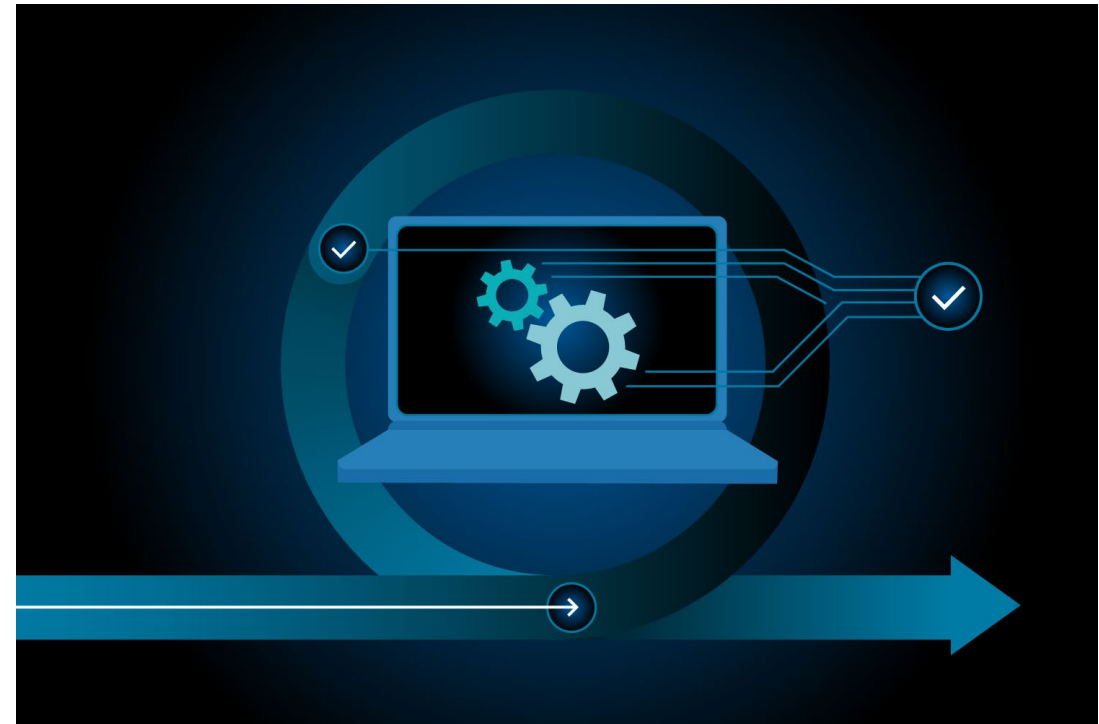
Requires systems
that scale

Moving Forward

- A small town works when everyone knows each other and things stay simple. But as you grow, you need traffic systems, utilities, coordination, and infrastructure - not to slow people down, but to help everyone move forward together.
- Shelby County has grown. OneConnect is the infrastructure that helps us operate like a modern metropolis - connected, efficient, and built to support everyone.

Leading Change

- Change is inevitable
- Modernization of financial, HR, and procurement processes.
- Ties to a broader Shelby County initiative originally started by the Mayor, symbolizing **unity, streamlined services, and modern government operations.**
 - Countywide efficiency & transparency
- All communications will reference the Oracle Cloud implementation as OneConnect Oracle Cloud.



How You Can Help Lead Change

Be visible champions of change.



Reinforce consistent messaging.



Encourage participation and training.



Direct questions to the proper support.



Model confidence in the system.

A vibrant street scene in a historic town, likely Piquette City, Michigan. The street is paved with cobblestones and lined with brick buildings. On the left, a prominent sign for 'PIG' features a pig's face and the slogan 'PORK WITH AN ATTITUDE'. Below it, a sign for 'A. SCHWAB' is visible. Further down the street, more 'A. SCHWAB' signs and various neon signs for businesses like 'PAPA JOHN'S' and 'KING'S PALACE CAFE' are visible. People are walking along the sidewalks, and a few cars are parked or driving on the street. The sky is overcast with grey clouds.

Sandra Jeffries-Perry *Chief Information Officer*

A Whole New World!!!!

Why One System Matters



- Today, HR and departments operate in over **17 separate systems** - including GEMS, Criterion, Liquid Office, and others.
- **OneConnect (Oracle Cloud)** brings it all together — *one login, one process, one source of truth.*
- **What This Means for You**
 - Fewer systems to log into
 - Less duplicate work
 - Clearer processes
 - Faster approvals
 - More reliable data

The Vision – Why OneConnect Matters

- For Leaders: Easier oversight, faster approvals, better visibility.
- For Employees: 24/7 access to benefits, pay, and life events.
- For Citizens: Better service and accountability.
- Improves accuracy, speed, and transparency.



The Transformation Journey

- From Paper to Power – From Silos to Systems.
- One system, one source of truth.
- HR, Finance, and Procurement unified.
- Improves accuracy, speed, and transparency.





OneConnect Oracle Cloud

Enterprise Performance Management - EPM	Enterprise Resource Planning - ERP	Human Capital Management - HCM
Budget Management	General Ledger	Human Resources (HR)
	Accounts Payable	Benefits
	Accounts Receivables	Payroll
	Expense Management	Recruiting
	Purchasing	Learning
	Cash Management	
	Asset Management	
	Projects Management	
	Grants Management	

Danielle
Schonbaum
*Deputy Director of
Administration &
Finance*

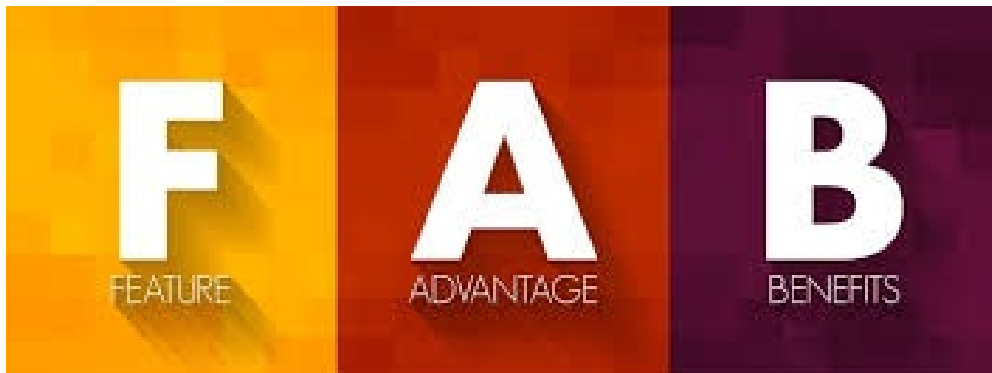
From Small-Town Process To
Enterprise-Level Precision



Finance

- **Payroll**
 - Pay schedules remain the same
 - Direct deposit remains the same
 - No interruption to payroll
- **Compliance and Security**
 - Built-in compliance tools
 - Advanced security systems
- **Scalability and Integration**
 - Seamless integration
 - Scales easily as SCG grows





- Automated close: Expedites the financial close and manages accounts receivable and payables.
- Simplifies managing suppliers, from sourcing to collaboration.
- Automates the entire end-to-end procurement process.
- Manages the order-to-cash cycle, including processing and fulfillment for various order types.
- Provides comprehensive project planning and real-time tracking of project costs.
- Automates project billing based on milestones and integrates with project financial management.
- Automated segregation-of-duties (SoD) reporting and continuous transaction monitoring.

Payroll and Paychecks - No Disruption to You

- **Paychecks will continue as scheduled.**
The transition to OneConnect has been carefully planned to protect all payroll processing.
- **Payroll continuity is a top priority.**
Testing and validation have been conducted to ensure the accuracy of time, leave, and pay data.
- **What changes:** Employees will use **Oracle Self-Service (ESS)** to review and update personal and tax information.
- **What doesn't change:** You will continue to be paid through the same direct deposit or pay card on your regular schedule.



An aerial night photograph of a large suspension bridge spanning a wide river. The bridge's towers and cables are illuminated with warm lights, and the water reflects the ambient light. In the foreground, a residential area with several multi-story apartment buildings is visible, their windows glowing with interior lights. The sky is a mix of dark blues and oranges from the setting or rising sun.

Gerald Thornton

Director of Human Resources

From Familiar Paths To A Future-Ready Workforce

HCM – Employee Self-Service (ESS)

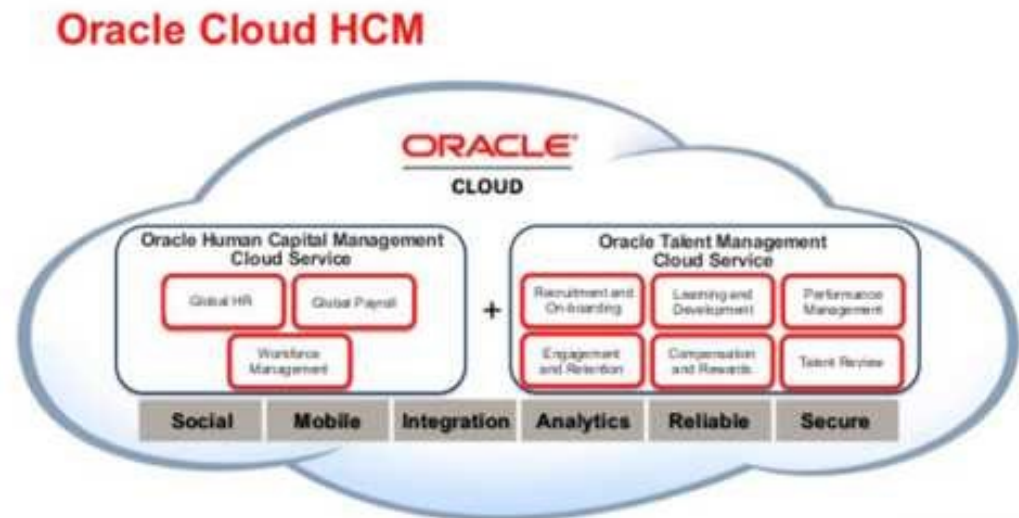


- Allows employees to access and manage their personal HR information and perform various HR tasks independently, without requiring assistance from HR personnel, through Employee Self-Service (ESS).
- **Mobile Access:** offer mobile apps that allow employees to access self-service features on their smartphones and tablets
- Employees can perform:
 - Name and address changes.
 - Add/change Emergency contacts.
 - Add/change Dependents and beneficiaries.
 - Requests for verification-of-employment letters.
 - W-4 updates.
 - Direct Deposit Requests.
 - Expense Approvals.

HCM - Learning Management System (LMS)

OneConnect Oracle Cloud Learning is a comprehensive, skills-driven learning management platform designed to help the county upskill and reskill its workforce while aligning learning with business goals.

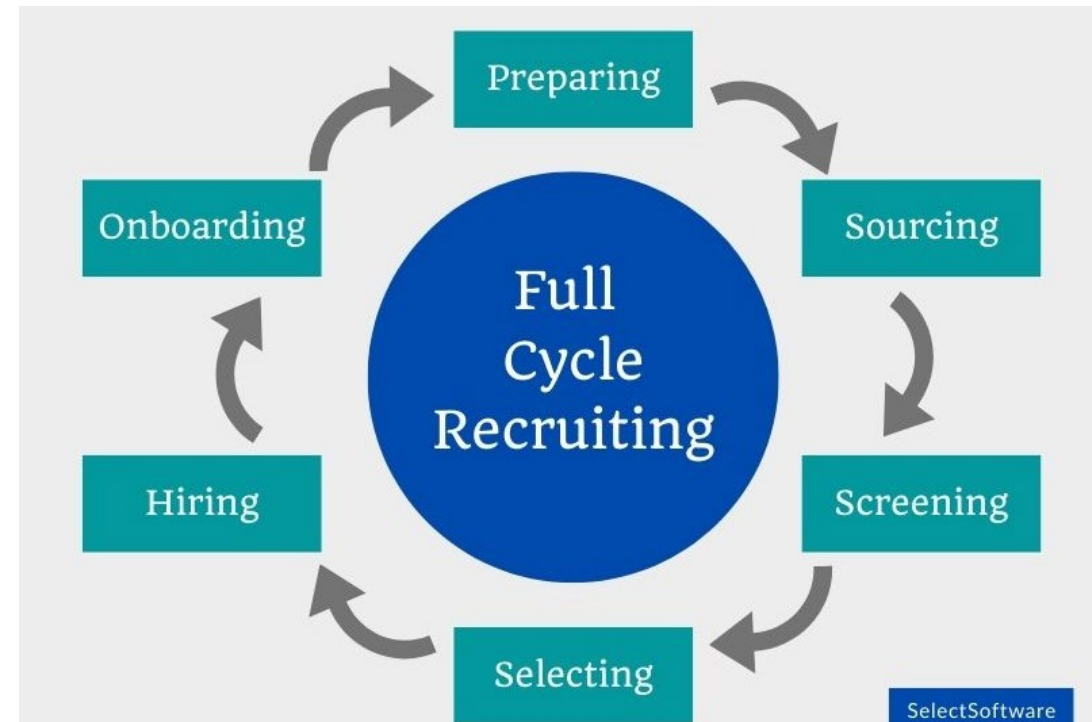
- Integrates formal and informal learning, supports compliance, and leverages AI-driven personalization.
- Provides access to learning resources and training opportunities.
 - Managerial oversight: Enables managers to prescribe learning and track their team's progress.
 - Rich analytics: Provides dashboards and reports to track learning development, compliance, and engagement across the organization.



HCM - Recruiting & Onboarding

Oracle Cloud Recruiting's key features include a unified platform for the entire recruiting lifecycle, from sourcing and engagement to hiring and onboarding.

- Recruiting & Onboarding
 - **Job requisition management:** Create, approve, and manage job requisitions from a single location.
 - **Sourcing and marketing:** Use recruitment marketing tools and campaigns to find and attract candidates.
 - **Candidate selection:** Streamline the screening, interviewing, and selection process with automated workflows and candidate tracking.
 - **Electronic offers:** Generate and manage job offers, including customizable templates.
 - **Seamless onboarding:** Provides pre-hire and onboarding "journeys" to help new hires complete tasks before their first day.





Jerry Tasker – Project Manager
Gwen Tucker – Training Manager
Dr. Linda Delaney – Change Manager

Training & Readiness Update

Guiding You Into the New World of OneConnect

Upcoming Key Milestones

Activity

Due Dates

End-User Training

December 1st – December 19th 2025

Roadshow

December 2025

Deployment (Data
Conversion)

December 2025

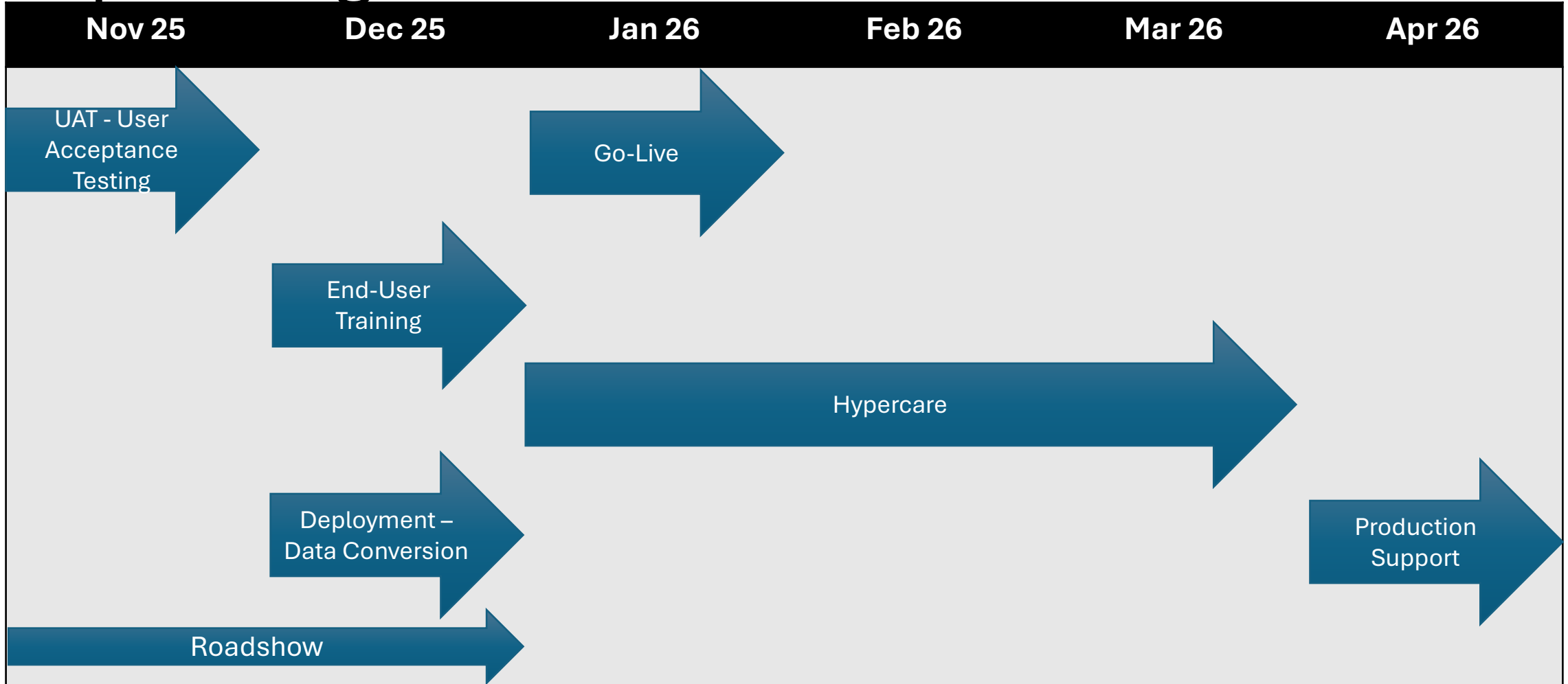
Go-Live

January 1st, 2026

Post-Go-Live-
Support (Hypercare)

March 31st, 2026

Upcoming Milestones





Training & Readiness Update

- Training rollout: December 1st – Dec 19.
 - Hands-on sessions, quick start guides, and office hours.
 - OneConnect Portal access link
 - Encourage attendance and support.
 - End-Users
 - HR Representatives
 - Business Analysts
 - Finance Users
-



Deployment (Data Conversion)

- Final (Production) System preparations
 - Business Rules
 - Data Conversion from GEMS to OneConnect
 - Files to and from other systems
 - Reports
 - Validations
 - Begin County Business Operations in OneConnect Oracle Cloud
-



The Launch – January 1, 2026

- OneConnect goes live
 - Empowering employees to manage, serve, and lead smarter.
 - Business Transactions
 - January 5, 2025
 - First Payroll
 - January 8, 2026 - Time Submission as scheduled
 - January 15, 2026 – First Pay Date
 - First Financial Close
 - January 10, 2026
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How We're Preparing and Supporting You



Multiple training
formats



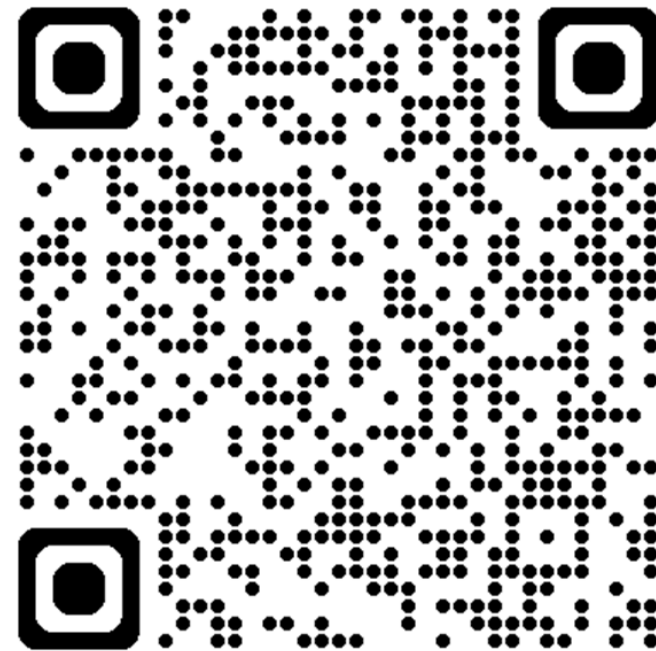
Job aids and
quick guides



OneConnect
Web Portal



On-site and
virtual support





READY

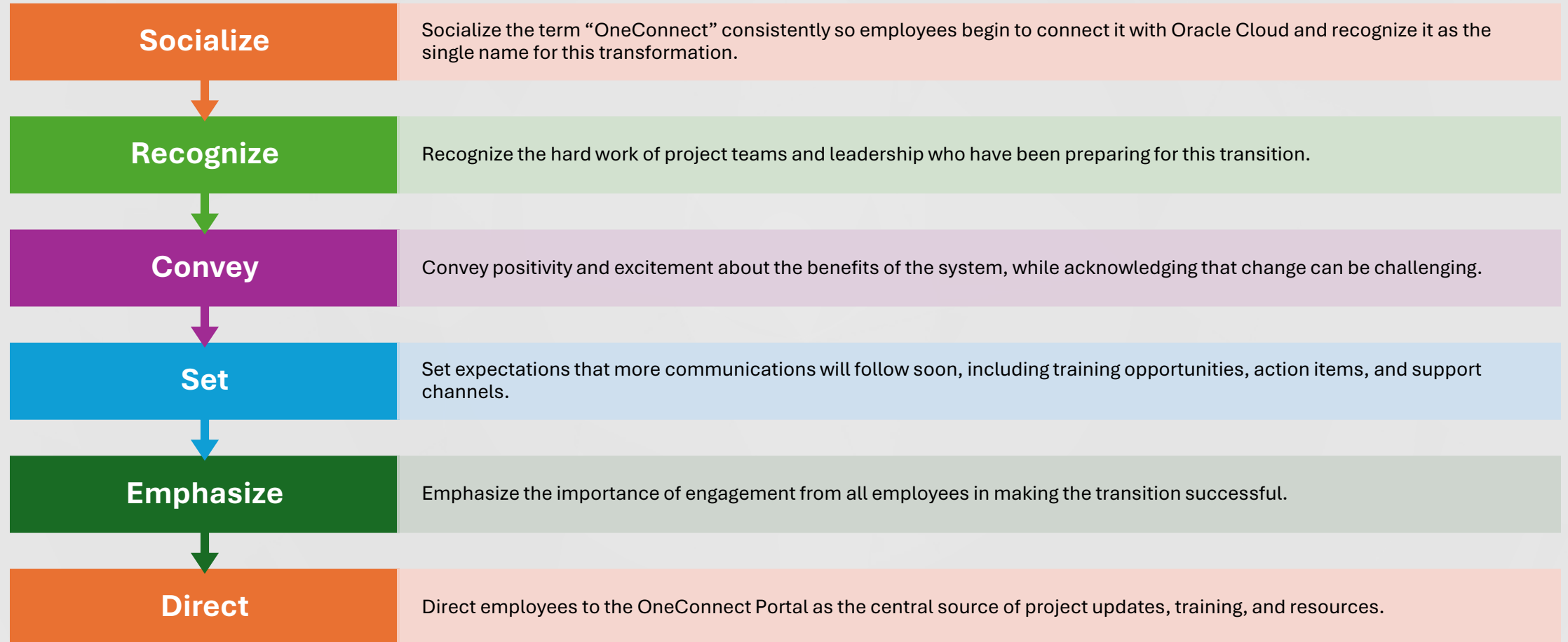
SET

**GO
LIVE!**

Post-Go-Live Support

- Hypercare
 - 90 Days after go-live
 - Break/Fix
- Support Partners
 - Accenture
 - Oracle Managed Services
- Production Support
 - Oracle Managed Services
 - Issue resolutions
 - Quarterly system updates

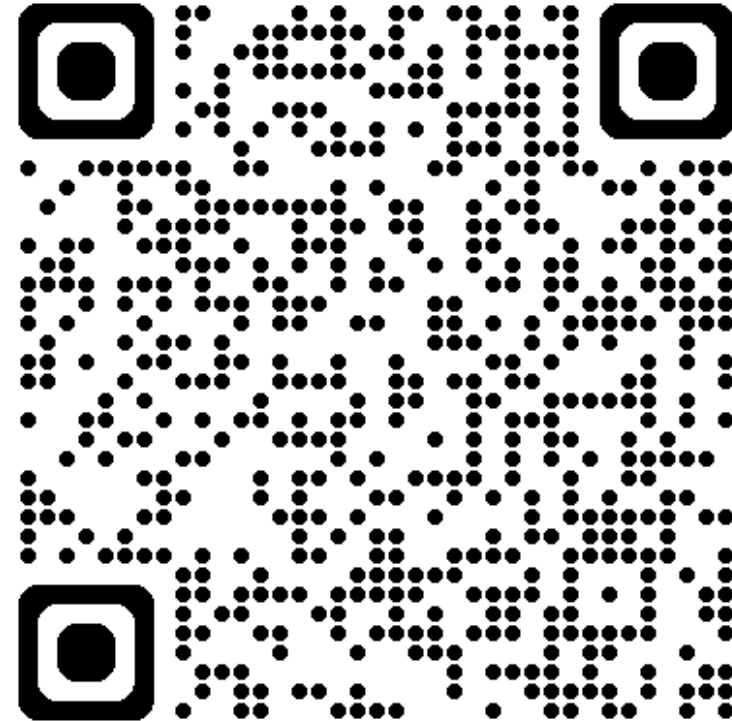
OneConnect Portal



Help Desk

- OneConnect.Help@ShelbyCountyTN.gov
| **21111**
- OneConnect Portal
- Weekly “OneConnect” Office Hours

OneConnect Portal



Remember How You Can Help Lead Change

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Q&A /
Discussion