



## In This Issue

The Clock is Ticking on Release 11i and Release 12.0.X	1
R12 HCM New Features to Include in Your R12 Upgrade	3
Customize the Logo on Output Formats in UPK	9
Nuisance value of Invalid Objects – A Functional View	10
Using the Transportable Tablespace Method for Cross Platform Migration	11
Solution Beacon Events	13

*The contents of this newsletter were contributed by Solution Beacon consultants who have accumulated extensive experience during the numerous installations, implementations, and upgrades of the various releases of the Oracle E-Business Suite of Applications that we have performed for our clients. We welcome your participation in this newsletter. To contribute on any E-Business Suite of Applications topic, please send your contact information, topic, and a short abstract to [SBNewsletter@solutionbeacon.com](mailto:SBNewsletter@solutionbeacon.com).*

*We also appreciate feedback from our readers if you have successfully or unsuccessfully implemented one of the suggestions from any of the newsletters. Comments or suggestions are always appreciated. Please send them via email to [SBNewsletter@solutionbeacon.com](mailto:SBNewsletter@solutionbeacon.com). Prior editions of the Solution Beacon Newsletters are available for review at [:http://www.solutionbeacon.com/tool\\_news.htm](http://www.solutionbeacon.com/tool_news.htm)*

*Special thanks to contributors Alyssa Johnson, Laura Gilmour, Karen Brownfield, Brijesh Bharat, Lisa Laine and , Kevin Dahl.*

*Editors: Mary Lou Weiss.*

*For the embedded links to work properly, this newsletter is best viewed using Adobe Reader Version 7 or higher.*

**Solution Beacon, LLC**  
14419 Greenwood Ave N #332  
Seattle, WA 98133

[www.solutionbeacon.com](http://www.solutionbeacon.com)

## The Clock is Ticking on Release 11i and Release 12.0.X

*By Karen Brownfield*

If you are still running Release 11i.10 (or 11.5.10), by now you should be aware that you are already in the "Extended Support" phase of Lifetime Support and you will enter the "Sustaining Support" phase Dec 1, 2013. If you are running Release 12.0.x, you will enter Extended Support Feb 1, 2012 and Sustaining Support Feb 1, 2015.

So what does that mean and where do those dates come from. Extended Support is the second of three phases of Oracle's Lifetime Support. The other two phases are Premier and Sustaining. Premier Support starts the month that Oracle makes a new release available to the general public. Premier Support lasts 5 years. Once Premier Support ends, Extended Support starts and lasts for a period of 3 years. After this, the release moves to Sustaining Support, which lasts forever (hence "Lifetime" Support).

But what does each phase of support include? Premier Support is what one would expect (the following is copied directly from *Lifetime Support Policy, Coverage for Oracle Applications - November, 2010*):

- Major product and technology releases
- Technical support
- Updates, fixes, security alerts, data fixes, and critical patch updates
- Tax, legal, and regulatory updates
- Upgrade scripts
- Certification with most new third-party products/versions
- Certification with most new Oracle Products

Extended Support contains the same benefits as Premier Support with the following differences:

- Instead of "Certification with most new third-party products/versions", it's "Certification with most existing third-party products"

*Continued on next page*

## ***Clock is ticking, continued from Page 1***



- Instead of "Certification with most new Oracle Products", it's "Certification with most existing Oracle products"
- Extended Support costs 10% extra in year 1 and 20% extra in year 2 and year 3 (Note: Oracle has waived first year fees for E-Business Suite)

You do not have to purchase Extended Support. You can choose to move straight to Sustaining Support from Premier and avoid the extra charges. Sustaining Support includes:

- Major product and technology releases
- Technical support
- Access to My Oracle Support and Silver Creek Systems Support Portal
- Fixes, updates, and critical patch updates created during the Premier Support stage
- Upgrade scripts created during the Premier Support stage

Sounds OK. But Sustaining Support does NOT include:

- New updates, fixes, security alerts, data fixes, and critical patch updates
- New tax, legal, and regulatory updates
- New upgrade scripts
- Certification with new third-party products/versions
- Certification with new Oracle products

The above means that if you encounter a problem in 11.5.10 after November 30, 2013 (or you choose not to pay for Extended Support after November 30, 2012) you will be able to receive existing patches, but Oracle will not create any new patches for you. Nor will you receive 2013 year end patches for Payroll, HR, AP 1099 payments, or other regulatory fixes.

In addition, for 11.5.10, to be eligible for Extended Support, you must have applied the patches as outlined in My Oracle Support Document 883202.1 "Minimum Baseline Patch Requirements for Extended Support on Oracle E-Business Suite 11.5.10". The effort required to comply with this note is not trivial, even for installations that have tried to be "patch current".

One additional thing to note is that all releases prior to 11.5.10 do not have Extended Support and that all these releases are already in Sustaining Support. The only exception to this rule is that for 11.5.9, Oracle will continue to provide fixes for Severity 1 production bugs (but not legislative updates for 2010 year-end processing).

The good news is that Oracle restarts the support clock each time a new major or point release becomes available. A major release is designated by the first numbers, i.e. 11i or R12. A point release is designated by the number after the first decimal, i.e. 11i.10 or 12.0. Note that 11.5 is equivalent to 11i, so that in the 11i cycle, a point release is also defined as the number after "11.5.". This also means that 12.0.1 and 12.0.6 are not point releases and the support clock for 12.0.6 is the same as for 12.0.1.

*"If you encounter a problem in 11.5.10 after November 30, 2013 (or you choose not to pay for Extended Support after November 30, 2012) you will be able to receive existing patches, but Oracle will not create any new patches for you".*

## ***Clock is ticking, continued from Page 2***

12.1 is a point release. It was released May 2009, so that's when it's support clock started. But again, 12.1.2 and 12.1.3 are not point releases and thus inherit the same support clock as the original 12.1 release. (Note: 12.1.3 will be the terminal release for 12.1.) When 12.2 is released, the support clock will again be restarted. While this article talks about Lifetime Support for E-Business Suite, there is also a policy for technology that follows different rules. A full explanation of these policies for both hardware and software can be found at <http://www.oracle.com/us/support/lifetime-support/index.html>.

It is important that customers understand Oracle's Lifetime Support policies so that they can make the appropriate choices for their organization. Whether the decision is to upgrade to Release 12, stay on 11i and pay the extra support fees, or move directly to Sustaining Support, make the choice an informed choice. Remember, the clock is ticking.

---

## **R12 HCM New Features to Include in Your R12 Upgrade**

**By Lisa Laine**

If you haven't looked recently there are many new features in the R12 Human Capital Management (HCM) modules. In versions 12.1.1 to 12.1.3 there are over 200 enhancements in the HCM module family alone and most of these new features are included as part of the existing HCM module suite. We've chosen 15 of our favorite new features that are generating a buzz in the user community. These top 15 new features provide new brand new functionality, or greatly improve previous processes and they way users interact with the system.

1. **Talent Profile** (SSHR) – The talent profile integrates information such as employment details, competencies, qualifications, certifications, training details, salary, benefits, compensation statements, performance ratings and more in one location accessible via self-service. The talent profile allows users to:
  - Print the talent profile of a selected worker
  - Perform self service actions from the nine-box such as change manager, change worker status, etc...
  - View a worker's performance matrix (9-Box) on Performance vs. Potential and Performance vs. Retention<sup>1</sup>
  - The ability to compare talent profiles<sup>2</sup>



Many customers are considering using the talent profile as the splash page to self- service, rather than the existing actions page. (See screenshot of the talent profile below)

***Continued on next page***

---

<sup>1</sup> Requires license for succession planning

<sup>2</sup> Requires license for succession planning

## R12 HCM New Features, continued from Page 3



- Succession Planning (SSHR)** – Succession Planning helps enterprises to obtain an extensive understanding of their workforce talent and manage succession plans for key jobs, positions and people. Key features allow users to identify key jobs, positions, and people to proactively plan successors, compare profile reports, and search for suitable successors using a skills profile, search among employees, applicants and contingent workers in your enterprise. Succession planning can be used to identify talent gaps that need to be developed in successors and find suitable training courses for them or just use the suitability analyzer to compare worker competencies. This functionality provides an excellent tool for organizations that have wanted to manage their talent pools more strategically, but did not have the tools.

The ability to create and manage success plans is offered in the Self Service Module without the purchase of additional license and complete functionality for suitability matching is available in the new Succession Planning module<sup>3</sup>.

- Checklist Functionality (HR)** – The allocated checklist functionality in Release 12 replaces the sign-off checklist functionality in Release 11. The new checklist functionality offers more robust administration and automation of checklists. It leverages eligibility profiles to create configurable dynamic checklists for common life event processes such as on-boarding, termination, or transfer. A life event is triggered based on a change in the database. Depending on the life event, a checklist is dynamically created (based on eligibility) that contains a number of associated tasks with target completion dates and designated task performers. Notifications are sent out to complete the task. This feature also integrates with Oracle Approvals Management (AME) to provide task approvals when required. Additionally, AME is easy to configure and does not require extensive technical knowledge of workflow. This functionality benefits users by removing manual processes to track the completion of trigger-based tasks that occur throughout an employee's life cycle. This can be integrated with documents of record and alerts to manage the entire process.

**Continued on next page**

<sup>3</sup> Refer to Oracle Talent Profile in Oracle SSHR Guide, Feb 2010 for additional details pertaining to the license version

## ***R12 HCM New Features, continued from Page 4***

4. **Integration of Payroll to Sub Ledger Accounting (SLA)** (Payroll) – Payroll is now a Subledger with in Financials. If your organization uses SLA, then users have the option to send costed payroll data to the Subledger for additional processing or consolidated reporting. This benefits the organization by providing a common posting engine, so that all subledger products and non-Oracle products can transfer controlled and summarized data to the General Ledger using a standard methodology. This process is also an auditable, reviewable process, which could be a positive for SOX compliant organizations. By storing journal entries in a common data model, Oracle Subledger Accounting constitutes a single source of truth for all accounting, reconciliation and analytical reporting. This provides the potential to eliminate custom costing processes that may be based on rules that the standard payroll functionality can't offer.
5. **Anniversary Date Based Awards** (Compensation Workbench) – This is good news for organizations who complete compensation reviews by Anniversary Date or variable date, who prior to R12 were not really able to use Compensation Workbench (CWB) for anniversary reviews. The award date could be based on an employee's latest hire date, date of last pay increase or promotion, or any other reference point. Compensation workbench now allows users to process salary reviews by anniversary date instead of paying out on a single day across reviews.
6. **Mass Cascade Objectives** (Performance Management) – There are two key features of Performance management worth adopting. The first is the mass cascading of objectives. This feature allows managers to allocate a single objective to multiple employees or multiple objectives to multiple employees. This is useful if a manager is trying to duplicate objectives that support higher-level objectives. This is an excellent time saver. The second feature is the line of sight objectives – there is now a graphical representation to help employees understand how their objectives have been cascaded down through the organization and the association between objectives. This also gives management online visibility of objectives in the organization.
7. **Audit Reporting Enhancements** (OTL) - There are two new audit reports available for OTL that will eliminate the need to extensions to track changes to the timecard. The first is the Audit Change report that identifies the changes made to a timecard after timecard save, submission and approvals. The Audit Trail on Time Cards report provides complete history of timecards including details as the action and the number of times performed by an employee. These audit reports replace the need for manual processes and custom reports to complete this task.
8. **Candidate Profiles** (iRecruitment) - Oracle iRecruitment now provides hiring managers and recruiters a user-friendly single page interface with all relevant candidate details. The Candidate Profile page presents a comprehensive picture of candidates and applicants and helps them analyze the candidate vs. the applicant pool. The Candidate Profile feature enables Recruiters and Hiring Managers to:
  - View candidate or applicant profile information
  - View Application Details
  - View Applicant Pool Analysis, which provides information on how well the candidate fits a particular vacancy in comparison with the others in the Applicant Pool, in terms of skill requirements, assessment scores and salary expectation.
  - Print candidate profiles
  - Generate profile comparison reports of applicants

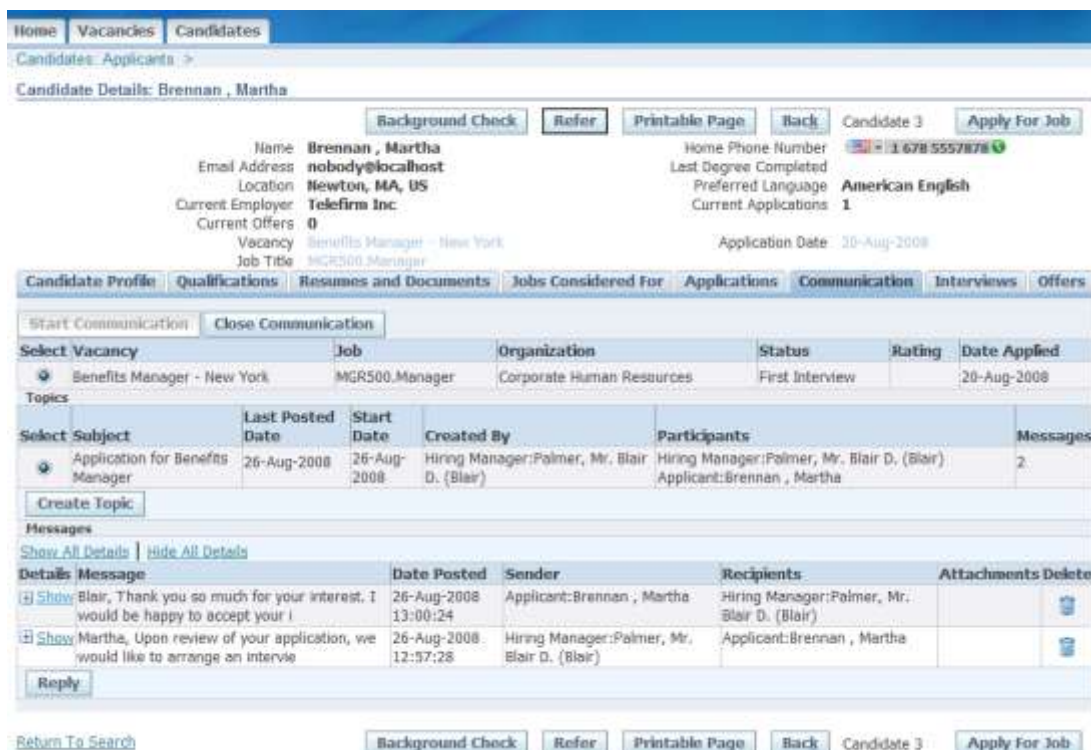


***Continued on next page***

## R12 HCM New Features, continued from Page 5

The Candidate Profile page presents the information in three regions namely Candidate Details, Application details and Applicant Pool Analysis. Each of the regions facilitates quick and sophistication in processing candidature and applications. This minimizes the number of clicks and improves the productivity of recruiters.

- Recruitment Communications (iRecruitment)** - The recruitment process involves communication between recruiters, hiring managers, and candidates, for example, communication about the status of applications and additional instructions about interview schedules, or clarification about job applications. These are critical from a record-keeping standpoint. Using the Recruitment Communications functionality, recruiters and hiring managers can communicate with recruiting team members, candidates, and agencies individually or as a group. They can initiate a topic or message and can send messages to single or multiple applicants. The recipients receive notifications for these messages. The recipients can respond to these messages from the Communication tab of the Job Application details page. Additionally, users can attach documents to the messages. Below is a screenshot of the communication's tab on a person's record viewed from the iRecruitment Manager's responsibility.



The screenshot shows the 'Communication' tab for a candidate named Brennan, Martha. It includes a navigation bar with 'Home', 'Vacancies', and 'Candidates'. Below the candidate's name, there are buttons for 'Background Check', 'Refer', 'Printable Page', 'Back', 'Candidate 3', and 'Apply For Job'. The candidate's details are listed, including Name (Brennan, Martha), Email Address (nobody@localhost), Location (Newton, MA, US), Current Employer (Telefirm Inc.), and Current Offers (0). The application details show the position as Benefits Manager - New York, MGR500 Manager, with an application date of 30-Aug-2008. The 'Communication' tab is active, showing a table of messages and a list of topics. The messages table has columns for 'Details', 'Message', 'Date Posted', 'Sender', 'Recipients', and 'Attachments Delete'. Two messages are visible, both dated 26-Aug-2008. The first message is from the applicant to the hiring manager, and the second is from the hiring manager to the applicant regarding an interview.

- Interview Management (iRecruitment)** - Interview Management functionality enables enterprises to manage the entire interview cycle in their recruitment process. Using the Interview Management functionality, recruiters and hiring managers can:

**Continued on next page**



## R12 HCM New Features, continued from Page 6

- Schedule multiple rounds of job interviews for an applicant or for multiple applications for a vacancy.
- Select the members of the interview team and define the primary interviewer if there are multiple interviewers for a particular round of interview.
- Maintain interview information such as the interview schedule, contact information, and details about the interviewers.
- Provide feedback about the interview, add interview notes, and enter the result of the interview.
- Reschedule, cancel, or place an interview on hold. (See screenshot below)

**Interview Details**

\* Interview Type: Assessment  
\* Date: 01-Mar-2011  
Start Time: 09:00  
End Time: 11:00  
Location:  
Time Zone:

Category: Personal Interview  
Interview Status: Planned  
Internal Contact Name: Bennett, Terence G (Terri)  
Internal Contact Number: 617-345-9384  
External Contact Name: Brennan, Martha  
External Contact Number: 1 678 5557878

**Interviewers**

Name	Email Address	Primary Interviewer	Delete
Palmer, Mr. Blair D. (Blair)	nobody@localhost		

**Interview Notes**

Record any additional notes about this interview for hiring managers and recruiters, for example, additional candidate details that interviewers require.

**Notes To Candidate**

Record additional interview details for the candidate, for example, additional contact information or location details.

Recruiters, hiring managers, and interviewers can view the summary of their interviews on the My Interviews region of the iRecruitment home page. The My Interviews region displays interview details for the next N number of days.

11. **Learner Groups (Learning Management)** - Learner groups are used to define learner access to categories, courses, offerings and classes. Learner groups can consist of learners, organizations, jobs, positions and other learner groups. The administrator can use learner groups to define learner access in addition to assignment and learner. As soon as a new learner group has been added to the learner access the learners included in the learner group can search and enroll in the course, offering or class. The new learners in the learner group will be automatically enrolled in the class if the class enrollment is mandatory. You can also use learner groups to bulk enroll learners in classes.

*Continued on next page*



## ***R12 HCM New Features, continued from Page 7***

12. **Mandatory Enrollment** (Learning Management) - The mandatory enrollment feature of Oracle Learning Management (OLM) automatically enrolls workers who qualify in mandatory training. Administrators can make a class mandatory to a specific learner, learner group, organization, job, position or a combination of these. Mandatory enrollment can be used for both self-paced and scheduled training. This feature enables enterprises to provide everyone in the organization access to an e-learning course. This is a timesaver for training administrators and assists with compliance.
13. **Course Evaluation** (Learning Management) - The new course evaluation functionality enables enterprises to easily incorporate course evaluations into their classes. Enterprises can evaluate self-paced and classroom based courses online to gather feedback from learners on different training courses. The existing test functionality is used to create a standard solution for including training evaluation in all types of classes (both self-paced and scheduled). The evaluation can consist of two sections: one section for the course, to collect feedback regarding content, relevance, level, etc. and the other section for the class, to collect information about the instructor, venue, lunch, etc. separately. Sections can be mandatory or voluntary. If either the course level or the class level section is mandatory the entire evaluation will be mandatory.
14. **Electronic Signature** (Learning Management) – The electronic signature functionality enables organizations to use Oracle Learning Management (OLM) in a FDA 21 CFR Part 11 compliant workflow. With this new functionality, learners can provide their electronic signature after they complete a course in OLM to acknowledge they have taken the training and understood the content. Similarly, administrators and instructors can provide their electronic signature if they change the description of the course or change a learner's status. Together, these features provide a complete overview of users who have taken training and the content of that training. Each electronic signature and its correspondent e-record can be retrieved and viewed as proof of training taken in case of inspection by the FDA or other authorities.
15. **New System Profile to carry Forward Certifications for Life Events** (Advanced Benefits) - the new system profile, 'BEN: Carry Forward Certifications', removes the need for a common work around Oracle Advanced Benefits (OAB) users have adopted in Release 11.5.10. In 11.5.10 when a person has a life event that suspends coverage or places interim coverage this restriction is removed automatically and the coverage restriction was lifted unless the restriction was setup on each life event. This new profile option permits that certification to be carried forward to other life events without configuring it on each life event.

Every major upgrade offers organizations the chance to reduce customizations and tune up configurations to streamline business processes. The features discussed above offer new possibilities to save time improve usability, streamline processes, or eliminate extensions. R12 HCM has many more features that cover the entire span of HCM modules. Additionally, R12 makes it easier for organizations to implement strategic processes. There are also additional talent management modules available in Fusion which are currently in the early adopter stage. If you are interested in learning more about Oracle Release 12 HCM features or the new fusion applications, please contact [sales@solutionbeacon.com](mailto:sales@solutionbeacon.com).

**Join Solution Beacon at Collaborate and relax. Once again, we are sponsoring the Relaxation Lounge. Stop by our booth #1256 to get your entry pass. Give your feet a rest, sit back and Relax.**

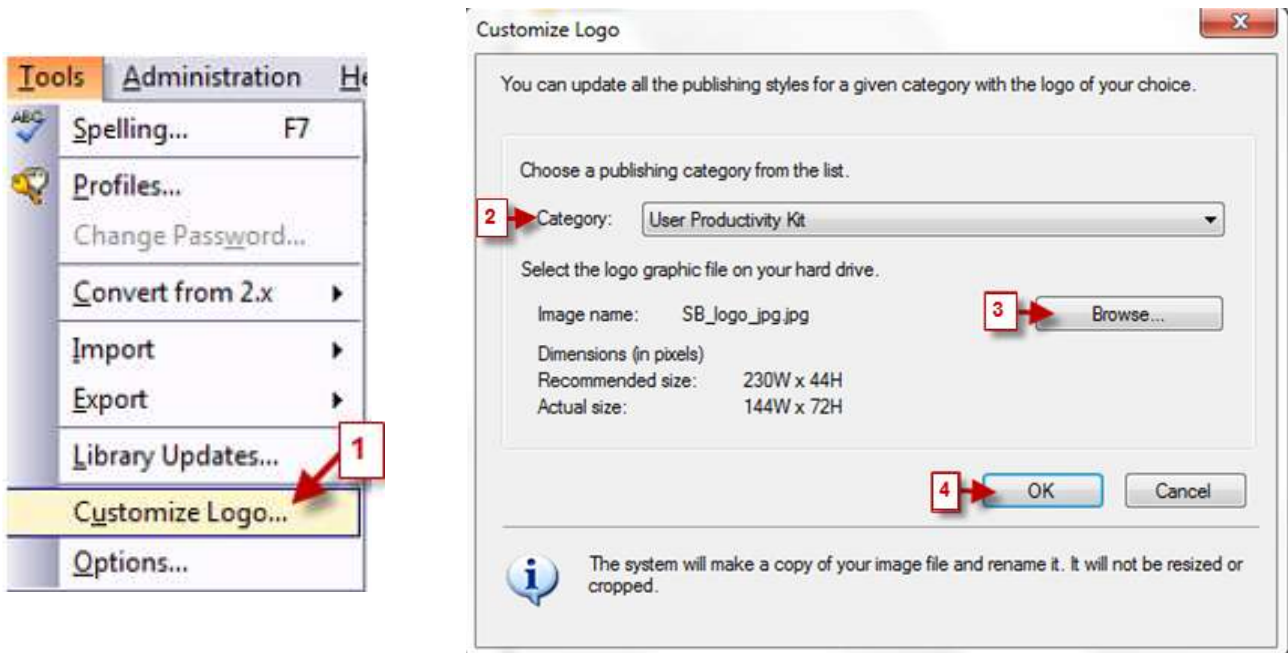
## Customize the Logo on Output Formats in UPK

By Laura Gilmour

Companies can quickly update the default logo on all deployment and document output formats in UPK with their company logo or other graphic by using the Customize Logo feature available in UPK version 3.5 and higher.

To globally customize logos for a category of publishing styles:

1. On the **Tools** menu, choose **Customize Logo...**



2. Select a category or accept the default.
3. Browse to the location of the image file and select it.
4. Click OK to process the changes. When the process is complete, you can view the activity to determine the changes that were made.

**Note:** The logo may need to be adjusted after reviewing the various output format options.

## Nuisance value of Invalid Objects – A Functional View

By Brijesh Bharat, PMP

In a database schema, there are objects that are dependent on each other. An object is called referenced object when it is being called by other dependent objects. When a referenced object is changed in a way that might affect a dependent object, the dependent object becomes invalid. An invalid dependent object must be recompiled against the new definition of a referenced object. During patching, upgrade, or DLL change, there is a likelihood that some objects are marked invalid. Invalid objects may cause a particular function not to work properly. Invalid objects in the database should be compiled before releasing the Applications to the end user.

To get a quick count of the number of existing invalids (if any), use the following select statement:

```
SELECT COUNT(*)  
FROM DBA_OBJECTS  
WHERE STATUS = 'INVALID';
```

Here is a detailed query to find out invalid objects in a particular module

```
SELECT OBJECT_NAME, OBJECT_TYPE  
FROM DBA_OBJECTS  
WHERE STATUS = 'INVALID'  
AND OBJECT_NAME LIKE 'ASO%'; -- This query finds out invalid  
objects in Quoting module.
```

Checking for invalid objects is like running a scan on the computer. One of the questions that Oracle support may ask you is to check for invalid objects, running the above queries can eliminate one of the many failure reasons during problem resolution.

Although a DBA takes care of invalid objects on the regular basis, as technical and functional consultants, we should proactively check for any valid objects in the assigned module(s) before starting diagnosis of the issue.



**Join Solution Beacon at Collaborate 2011 in Orlando, FL  
Visit Booth #1256 and receive a free global beach ball!**

## Using the Transportable Tablespace Method for Cross Platform Migration

By Kevin Dahl

### Introduction

In April of 2010 Oracle certified 10gR2 transportable tablespaces for Oracle E-Business suite for 11i. That meant that the entire user base of 11i Oracle E-Business suite, with a 10gR2 database, had access to this methodology. The differentiating benefit to this approach, as opposed other methods such as export / import, is speed. The time savings is achieved because core E-Business tablespaces are converted to the target endian-ness and copied to the target server. This avoids use of long running export/import for those objects. Note that use of the Transportable Tablespace method is recommended for migrations between servers of different endian-ness. If the source and target are the same endian-ness, you would use the Transportable Database method due to relative simplicity.



Also, consider this article's focus is on migration of the database tier from one platform to another. It does not address migration of the application tier of Oracle E-Business suite. Most migration projects would include migration of both tiers. The only mention of the application tier migration in this article is that the My Oracle support note for that migration is 238276.1.

### What is the Transportable Tablespace Note Number?

My Oracle Support note 454574.1 describes the tasks that would be performed for the cross-platform migration. In the remainder of this article, I will list the highlights of the My Oracle Support note in the context of a recent migration I performed.

### Highlights of the Transportable Tablespace Migration Method

The migration process described in My Oracle Support note 454574.1 is one of medium complexity and greater than medium duration. Duration is a relative term. The entire migration process can take between 40 and 90 hours depending on the speed of your servers and network. As always, it is critical that you perform multiple iterations to nail down the technical aspects of the migration. However, it is even more important for your functional team to test the end result of your migration. That testing may uncover bugs that would not be on the "radar" of your technical team.

- Verify pre-reqs – source and target database must be 10gR2 (important that software used for target install is correct version). Oracle E-Business suite source and target would be version 11.5.10.2 (this won't be an issue since your are creating the target)
- Note limitations – 1 and 3 would be the most common concerns...the source and target must have the same character set and national character set. CTSXSYS must be placed in a tablespace separate from EBS tablespaces prior to the migration...that means before Section 1.

- Source system preparation (Section 1) – Each of the 8 steps in this section need to be completed. In addition, additional space should be allocated on the database tier for 2 or 3 backups. These backups would be taken during the execution of this section as well as at the end of section 3
- Target system preparation (Section 2) – Each of the 12 steps in this section need to be completed. In addition, additional space should be allocated on the target database tier for 2 or 3 backups. These backups would be during the execution of this section as well as at the end of section 4.
- Export source database objects (Section 3) – Note that in the 14 steps of this section there are a couple of steps that impact the source database. Thus, it is important that a backup of the database is taken right before section 3. Note that step 12 of this section instructs to check the endian format on both the source and target platforms. You can actually do this at the very start of the migration process. This query will show the endian formats of the known source and target platforms: `select * from v$transportable_platform;` The endian-ness of the source and target will drive the type of cross-platform technique used, Transportable Database or Transportable Tablespace. Thus, that is a decision that would need to be made long before you reached this step. Recall that Transportable Database migration would be used rather than Transportable Tablespace migration is the endian-ness is the same
- Import target database objects (Section 4) – This is the section where the time savings are achieved. Note that first of the 10 steps in this section is a copy (scp or ftp) of the source files to the target. This copy includes those database files that were converted on the target thereby avoiding an export and subsequent import. As with the other sections that require editing of various files, it is critical that the files mentioned are modified correctly. Step 8 instructs to modify `aiimpmsc.dat`. Since that `dat` file was also used in Step 3, it is recommended that you copy `aiimpmsc.dat` to a name such as `Stp8aiimpmsc.dat`. That action would reduce confusion if you have to repeat Section 4 for some reason.
- update the target database instance (Section 5) – As stated in the My Oracle Support note, this section outlines the post-import steps required to restore the target database to a fully functional state. Note the conditional steps 3, 4, 10 of the 10 steps in this section. Skip those if you don't meet the criteria

## **Conclusion**

Again, it is critical to emphasize that the migrated environment should be thoroughly tested from a functional perspective. Such testing will ensure a successful conclusion to your Transportable Tablespace Migration project.



Bytes of information to help make Oracle easier

### **Oracle AIM Retired in January 2011**

Did you know the popular Oracle implementation methodology known as AIM was retired on January 31, 2011. If you haven't been introduced before, welcome the Oracle Unified Method (OUM). Oracle is evolving the OUM to achieve its vision of supporting the entire Enterprise IT Lifecycle. The goal is to develop an implementation method which can be used to support the successful implementation of every Oracle product - applications, middleware, and database. OUM can be adapted to support your specific project - it encourages precise development and rapid deployment. Go here to check out the latest whitepaper on OUM here <http://www.oracle.com/us/products/consulting/resource-library/oracle-unified-method-069204.pdf>

Check out the OUM blog at <http://blogs.oracle.com/oum/>



## Solution Beacon Events

### OAUG Pre Conference Learning Sessions

**Sunday, April 10 1 p.m. - 3 p.m.**

**Tips and Tricks for Managing Your IT Project in Microsoft Project**

**Presented by Lisa Laine**

**Cost \$95**

This session is for those who have a basic understanding of Microsoft Projects concepts and plans, and want to learn tips and tricks to better utilize the software.

Workshop attendees will learn:

- how to set up a plan for project budgeting
- techniques to set up MS Project to do the work for you instead of manually updating each task
- how to best leverage MS project as a tool for tracking cost and status

### OAUG Presentations at Collaborate 2011 • April 10-14 • Orlando, FL

Topic	Session ID and Time	Presented by
<b>You vs. The Bad Guys - The Top 10 List For Securing E-Business R12</b>	April 10. 2:45 -3:45 Room: W304E	Randy Giefer
<b>Title: Workflow Performance Tuning in Release 12</b>	April 11. 3:45-4:45 Room: W304G	Karen Brownfield
<b>Title: Upgrading to Release 12: Perceptions and Reality</b>	April 12. 9:15-10:15 Room: W109A	Alyssa Johnson and Susan Behn
<b>Title: Release 12: Tackling the Question of Reimplementation vs. Upgrade</b>	April 12. 3:15-4:15 Room: W304E	Alyssa Johnson
<b>Release 12 Advanced Global Intercompany System: What's in it for you?</b>	April 13. 10:30-11:30 Room: W311H	Alyssa Johnson
<b>Release 12 Upgrade SIG Panel</b>	April 13. 1:00 -2:00 Room: W304E	Alyssa Johnson



Topic	Session ID and Time	Presented by
<b>Title: Going Mobile on Oracle Applications</b>	April 14 11:00-12:00 Room: W304C	Brijesh Bharat

## OTHER EVENTS

### **Solution Beacon Vendor Awareness session** **Improving Cycle Times with Oracle E-Business Suite** **Join us for a Webinar on May 4**

**Space is limited.**

Reserve your Webinar seat now at:

<https://www2.gotomeeting.com/register/360314843>

Get fresh ideas for optimizing Oracle E-Business Suite to help you improve critical cycle. Join us and learn how to make a smaller yet smarter investment in your Oracle applications for a bigger return. Topics include improving cycle time such as quote to order, manufacturing and supply chain. Enhance cash flow management by converting quotes to sales faster, reducing accounts receivable outstanding by expediting billing and collections, and negotiating better terms by enhancing the payables and collections process. Provide expedited promise dates to customers with more accuracy, and gain greater visibility to order status and customer history. These are just a few of the scenarios that will be covered in the presentation

### **NE- OAUG**

When: June 13 2011 8:00-4:00

Where: DCU Center Worcester, MA

Attending: Dave Pape

### **OHUG**

When: June 19-23

Where: JW Marriott, Orlando Florida

Lisa Laine will be presenting at OHUG 2011

Title: **First-timers Guide to Setting Up Standard Benefits (OSB) Open Enrollment**

When: TBD

Presented by Lisa Laine

Room: TBD



## SOLUTION BEACON OAUG 2011 UPCOMING WEBINARS

Date	Topic	Presented By
<p><b>Tuesday, May 03</b> 11:00 PST Click link to register</p>	<p><b>Release 12 Best Practices for Financials</b> <i>Grab a front row seat for a look at the Best Practices when structuring your R12 Financials application. Find out how to utilize the new Multi-Org Access Control (MOAC) functionality to improve processing efficiencies. Also discover how your organization can best leverage Primary &amp; Secondary Ledgers, and Ledger Sets to efficiently handle multiple currencies, to provide consolidation views, to streamline financial reporting, to expedite data entry and to secure your financial data.</i> <a href="http://portal.itconvergence.com/portal/page?_pageid=1015,10085176&amp;_dad=portal&amp;_schema=PORTAL">http://portal.itconvergence.com/portal/page?_pageid=1015,10085176&amp;_dad=portal&amp;_schema=PORTAL</a></p>	<p>Alyssa Johnson</p>
<p><b>Tuesday, May 10</b> 11:00 PST Click link to register</p>	<p><b>Release 12 Focus on Supply Chain Management</b> <i>This presentation provides an overview of the Oracle Release 12 features and enhancements in the Supply Chain product family. Each module will be examined, highlighting new functionality. Key topics include inventory convergence and its impact on the entire Supply Chain product family.</i> <a href="http://portal.itconvergence.com/portal/page?_pageid=1015,10085176&amp;_dad=portal&amp;_schema=PORTAL">http://portal.itconvergence.com/portal/page?_pageid=1015,10085176&amp;_dad=portal&amp;_schema=PORTAL</a></p>	<p>Brijesh Bharat</p>
<p><b>Tuesday, May 24</b> 11:00 PST Click link to register</p>	<p><b>Global Considerations for HCM Deployments</b> <i>If your managing your International Employee's on spreadsheet's or it takes more than 5 minutes to generate a Global Headcount, then this session is for you. This session outlines the considerations for using Oracle E-Business Suite globally and the options for deployment. We'll discuss the questions: Should you be in one business group or multiple business groups? Multi-lingual? multi-currency? localizations? What are the impacts to finance? What are the impacts to IT and TCO?</i> <a href="http://portal.itconvergence.com/portal/page?_pageid=1015,10085176&amp;_dad=portal&amp;_schema=PORTAL">http://portal.itconvergence.com/portal/page?_pageid=1015,10085176&amp;_dad=portal&amp;_schema=PORTAL</a></p>	<p>Lisa Laine</p>



Date	Topic	Presented By
<p><b>Tuesday, May 31</b> 11:00 PST Click link to register</p>	<p><b>Release 12 Payments – The Centralization of Payment Processing</b> <i>This presentation will highlight the Oracle Release 12 Payments module. This new module supports both funds disbursement and funds capture. The discussion will focus not only on the benefits of centralization, but will illustrate the new payment factory model and the out-of-the-box support for funds capture. Several new user dashboards that will facilitate more efficient processing will be shown and discussed, as will the new setup form.</i> <a href="http://portal.itconvergence.com/portal/page?_pageid=1015,10085176&amp;_dad=portal&amp;_schema=PORTAL">http://portal.itconvergence.com/portal/page?_pageid=1015,10085176&amp;_dad=portal&amp;_schema=PORTAL</a></p>	<p>Alyssa Johnson</p>
<p><b>Tuesday, June 14</b> 11:00 PST Click link to register</p>	<p><b>Upgrading to Release 12: Perception vs. Reality</b> <i>'There are over 1,200 new features in release 12. Which ones must be configured during the upgrade? Is a purely technical upgrade feasible? This presentation covers the key topics that absolutely must be considered as part of an upgrade to Release 12 in the areas of financials, procure to pay, supply chain, manufacturing, database, development and training. What do you really need to know?'</i> <a href="http://portal.itconvergence.com/portal/page?_pageid=1015,10085176&amp;_dad=portal&amp;_schema=PORTAL">http://portal.itconvergence.com/portal/page?_pageid=1015,10085176&amp;_dad=portal&amp;_schema=PORTAL</a></p>	<p>Alyssa Johnson</p>
<p><b>Tuesday, June 21</b> 11:00 PST Click link to register</p>	<p><b>Rapid Migrations to Release 11.5.10 and 12.1</b> <i>Are you ready for a point release upgrade and upgrade to RDBMS Version Oracle10g or 11g! Join us for lessons we've learned performing successful Rapid Migrations to bring your Applications current as efficiently as possible. In addition to some basic facts about the technology and features of the newest release, we'll share proven strategies to help make your migration project a success.</i> <a href="http://portal.itconvergence.com/portal/page?_pageid=1015,10085176&amp;_dad=portal&amp;_schema=PORTAL">http://portal.itconvergence.com/portal/page?_pageid=1015,10085176&amp;_dad=portal&amp;_schema=PORTAL</a></p>	<p>Kevin Dahl</p>



Date	Topic	Presented By
<p><b>Tuesday, June 28</b> 11:00 PST Click link to register</p>	<p><b>Oracle Advanced Benefits (OAB) Best Practices</b> <i>If you've had OAB for about 5 years or so it may be time to take a look at what you have and how you've been maintaining the information. This session teaches the super user or business analyst how to take a fresh look at their plan design. Look for inefficiencies, or opportunities to streamline. We'll discuss the most commonly overlooked maintenance tasks.</i> <a href="http://portal.itconvergence.com/portal/page?_pageid=1015,10085176&amp;_dad=portal&amp;_schema=PORTAL">http://portal.itconvergence.com/portal/page?_pageid=1015,10085176&amp;_dad=portal&amp;_schema=PORTAL</a></p>	<p>Lisa Laine</p>
<p><b>Tuesday, July 12</b> 11:00 PST Click link to register</p>	<p><b>Upgrading 11i to R12 (12.1.3) - Real Experiences of a DBA</b> <i>There are many, many things to consider when securing your organization's crown jewels (your data) within the E-Business Suite R12, but which ones do you focus on first? From architecture and technology controls, to policies, processes and procedures, this presentation is based on the author's ten most important things you can do to protect your R12 environment given the type of attacks that are most common and prevalent in today's world.</i> <a href="http://portal.itconvergence.com/portal/page?_pageid=1015,10085176&amp;_dad=portal&amp;_schema=PORTAL">http://portal.itconvergence.com/portal/page?_pageid=1015,10085176&amp;_dad=portal&amp;_schema=PORTAL</a></p>	<p>Kevin Dahl</p>
<p><b>Tuesday, July 19</b> 11:00 PST Click link to register</p>	<p><b>Customization Reduction with Forms and OA Framework Personalizations - R11i/R12</b> <i>Learn how to reduce customizations by utilizing personalizations. Form Personalizations and OA Framework Personalizations allow E-Business Suite users to tailor the applications to meet specific business needs such as protecting sensitive data, validations, modified value lists and more. Specific examples and recommendations implemented at multiple client sites will be presented for both types of personalizations.</i> <a href="http://portal.itconvergence.com/portal/page?_pageid=1015,10085176&amp;_dad=portal&amp;_schema=PORTAL">http://portal.itconvergence.com/portal/page?_pageid=1015,10085176&amp;_dad=portal&amp;_schema=PORTAL</a></p>	<p>Karen Brownfield</p>



Date	Topic	Presented By
<p><b>Tuesday, July 26</b> 11:00 PST Click link to register</p>	<p><b>Release 12 Focus on Supply Chain Management</b> <i>This presentation provides an overview of the Oracle Release 12 features and enhancements in the Supply Chain product family. Each module will be examined, highlighting new functionality. Key topics include inventory convergence and its impact on the entire Supply Chain product family.</i> <a href="http://portal.itconvergence.com/portal/page?_pageid=1015,10085176&amp;_dad=portal&amp;_schema=PORTAL">http://portal.itconvergence.com/portal/page?_pageid=1015,10085176&amp;_dad=portal&amp;_schema=PORTAL</a></p>	<p>Brijesh Bharat</p>
<p><b>Tuesday, August 9</b> 11:00 PST Click link to register</p>	<p><b>Release 12 Advanced Global Intercompany System: What's in it for you?</b> <i>Join us as we explore the new functionality found in the Advances Global Intercompany System and how you can leverage it within your organizations</i> <a href="http://portal.itconvergence.com/portal/page?_pageid=1015,10085176&amp;_dad=portal&amp;_schema=PORTAL">http://portal.itconvergence.com/portal/page?_pageid=1015,10085176&amp;_dad=portal&amp;_schema=PORTAL</a></p>	<p>Alyssa Johnson</p>
<p><b>Tuesday, August 16</b> 11:00 PST Click link to register</p>	<p><b>You vs. The Bad Guys – The Top 10 List For Securing R12</b> <i>There are many, many things to consider when securing your organization's crown jewels (your data) within the E-Business Suite R12, but which ones do you focus on first? From architecture and technology controls, to policies, processes and procedures, this presentation is based on the author's ten most important things you can do to protect your R12 environment given the type of attacks that are most common and prevalent in today's world.</i> <a href="http://portal.itconvergence.com/portal/page?_pageid=1015,10085176&amp;_dad=portal&amp;_schema=PORTAL">http://portal.itconvergence.com/portal/page?_pageid=1015,10085176&amp;_dad=portal&amp;_schema=PORTAL</a></p>	<p>Randy Geifer</p>



Date	Topic	Presented By
<p><b>Tuesday, August 23</b> 11:00 PST Click link to register</p>	<p><b>Workflow Performance Tuning in Release 12</b> <i>Workflow is similar to other tools in the application technology toolset in that it needs to be monitored and occasionally tuned. It's not just about deleting history and ensuring all workflows are functioning (although this is certainly part of it). This presentation provides several additional methods to increase the performance of the workflow components.</i> <a href="http://portal.itconvergence.com/portal/page?_pageid=1015,10085176&amp;_dad=portal&amp;_schema=PORTAL">http://portal.itconvergence.com/portal/page?_pageid=1015,10085176&amp;_dad=portal&amp;_schema=PORTAL</a></p>	<p>Karen Brownfield</p>
<p><b>Tuesday, September 6</b> 11:00 PST Click link to register</p>	<p><b>Maximize Efficiency of Oracle E-Business Suite Release 11i/12 through Diagnostics</b> <i>The Diagnostic Tool includes tests to for users in virtually every area of the organization - functional (setups, processes, month end close), technical (analyze data integrity issues, data validation, purge opportunities), DBAs (security best practices, setup.) There is much more. Since troubleshooting scripts previously available only through SQL scripts are now part of the Diagnostic Tool, they can be run without technical assistance.</i> <a href="http://portal.itconvergence.com/portal/page?_pageid=1015,10085176&amp;_dad=portal&amp;_schema=PORTAL">http://portal.itconvergence.com/portal/page?_pageid=1015,10085176&amp;_dad=portal&amp;_schema=PORTAL</a></p>	<p>Karen Brownfield</p>
<p><b>Tuesday, September 20</b> 11:00 PST Click link to register</p>	<p><b>Maximizing Project Performance with UPK</b> <i>More than just a training tool, User Productivity Kit (UPK) is a product that can assist project managers, consultants and clients with every aspect of an implementation or upgrade. This presentation provides an overview of UPK, its role throughout the lifecycle of a project and the best approach for integrating UPK with the various project phases.</i> <a href="http://portal.itconvergence.com/portal/page?_pageid=1015,10085176&amp;_dad=portal&amp;_schema=PORTAL">http://portal.itconvergence.com/portal/page?_pageid=1015,10085176&amp;_dad=portal&amp;_schema=PORTAL</a></p>	<p>Laura Gilmour</p>



Date	Topic	Presented By
<p><b>Tuesday, October 11</b> 11:00 PST Click link to register</p>	<p><b>Rapid Migrations to Release 11.5.10 and 12.1</b> <i>Are you ready for a point release upgrade and upgrade to RDBMS Version Oracle10g or 11g! Join us for lessons we've learned performing successful Rapid Migrations to bring your Applications current as efficiently as possible. In addition to some basic facts about the technology and features of the newest release, we'll share proven strategies to help make your migration project a success.</i> <a href="http://portal.itconvergence.com/portal/page?_pageid=1015,10085176&amp;_dad=portal&amp;_schema=PORTAL">http://portal.itconvergence.com/portal/page?_pageid=1015,10085176&amp;_dad=portal&amp;_schema=PORTAL</a></p>	<p>Kevin Dahl</p>
<p><b>Tuesday, October 18</b> 11:00 PST Click link to register</p>	<p><b>Release 12 Procure-to-Pay Process Flow</b> <i>Join us for a discussion of the Procure-to-Pay Process in Release 12. New features and functionalities will be discussed from the perspective of following the data through the complete business process flow. Come see how Release 12 can help your organization streamline processing, reduce bottlenecks, and support your business processes in the Procure-to-Pay modules.</i> <a href="http://portal.itconvergence.com/portal/page?_pageid=1015,10085176&amp;_dad=portal&amp;_schema=PORTAL">http://portal.itconvergence.com/portal/page?_pageid=1015,10085176&amp;_dad=portal&amp;_schema=PORTAL</a></p>	<p>Alyssa Johnson</p>
<p><b>Tuesday, October 25</b> 11:00 PST Click link to register</p>	<p><b>Performance Management Trifecta! (Performance Appraisals, Compensation Workbench, and Total Compensation Statements)</b> <i>In today's economy, many companies are planning for the recovery by trying to keep employees motivated and performing without adding cost. Are you leveraging you're your Oracle E-Business suite investment by using the "Performance Management Trifecta" which consists of Performance Appraisals, Compensation Workbench, and Total Compensation Statements? The "Performance Management Trifecta" helps companies align, review, reward performance and then communicate the compensation results to their employees.</i> <a href="http://portal.itconvergence.com/portal/page?_pageid=1015,10085176&amp;_dad=portal&amp;_schema=PORTAL">http://portal.itconvergence.com/portal/page?_pageid=1015,10085176&amp;_dad=portal&amp;_schema=PORTAL</a></p>	<p>Lisa Laine</p>