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WorkTech 08 – Panel Debate

Challenges of Change – Technology Workplace
Presented by Tim Caiger, Vice President Real Estate & Facilities EMEA

Oracle's Current State of Business

- 3.5 million sq ft in EMEA located in 62 countries occupied by 20,000 employees
- Approx. 500k sq ft of surplus vacant space due to acquisitions which is being terminated
- Growth over the last 3 years has been driven by an aggressive acquisition strategy where we have bought and integrated into Oracle approx. 42 companies
- This has pushed our global headcount up from 45,000 to approx. 85,000 and revenue has risen to \$20 billion plus

Continuous Change

- To survive in this rapidly changing corporate environment, let alone the dramatically changing global situation, you need simple, standard, global processes and technology to enable your employees to communicate and carry out business any where at any time
- You also need to be able to change rapidly and communicate change rapidly when required
- This is not confined to Oracle – I imagine most multi-national / global companies have adopted similar views and technology

Technology

- As a technology company most of what is available in the market place is available to our employees!
- Home broad-band, laptops, handheld devices / phones, push email, video-conferencing / web-conferencing etc.
- OK most of this has been around for a few years, but the difference is that it now really works – the quality and the software has improved tenfold – they are all now normal, working tools

The Workplace

In some respects it has not changed that much, but the way employees use the space has changed

- At our UK Thames Valley campus the desks and layout are pretty much the same, but the employees are now more mobile i.e. working from home, hotels, airports, trains etc. – they are not locked to a desk
- We have 5 large restaurants at TVP with Wi-Fi which are all used from dusk to dawn by both employees and customers – the public space is the heart of the office

Systems

As systems / software has developed it has further impacted on the office

- We use a global files-on-line technology (OFO) and employees tend not to use paper copies or filing cabinets and we are reducing storage capacity all the time
- We have centralise many functions:
 - A single, global data centre which operates a “single instance”
 - A single, global property database and lease payment system i.e. all payments are made electronically from our global finance centre in Bangalore
 - Expenses are centralised in Romania
 - Tax is centralised in Ireland

So What's the Future?

We rapidly appear to be getting through a total re-alignment of the global economy and the world banking systems

- Is the global finance power shifting east? Yes
- Will natural resources get cheaper? Maybe but not for long, they are not infinite
- I think the future restraints that will materialise over the next decade will further drive the change in work patterns and communications, the office will never be the same!

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