ROBERT N. "BOB" OGANOVIC

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PROFILE OF SKILLS & EXPERTISE

Before retiring from Oracle in May 2015 Bob Oganovic had 33 years of experience in Human Resource Information Systems (HRIS) including Core HR, Payroll, Benefits Administration, Time & Labor and Recruiting modules and involving such tasks as:

Supervising HRIS Business Analysts with respect to:
- New projects
- System upgrades
- Production support
- Patching
- Outsourcing initiatives
- Project and program management
- Report writing & query
- Interfaces to benefits carriers & other internal systems
- Budget planning, performance appraisal & career planning

ERP implementation & consulting
- Pre-sales work related to consulting services
- Package selection
- Functional requirements definition
- Fit/gap analysis
- Data mapping, scrubbing, conversion
- Process redesign & change management
- End user training & documentation
- Report writing
- Testing and troubleshooting

Training creation & delivery
- Pre-sales work related to custom training delivery
- Tailoring as-is material to customer requirements
- Instructor-led course delivery
- Distance learning delivery
- Curriculum review, testing and development
- Documentation and technical writing

Training & using Oracle applications
- Fusion Human Capital Management
- PeopleSoft HR modules
- eBusiness Suite HR modules
- Project Management
- Project Costing
- Tutor
- User Productivity Kit (UPK)

Using other software applications
- SQL-based query tools (PS Query, Crystal, Discoverer, OTBI, TOAD)
- Cisco Webex
- DataLoad
- Microsoft Project
- Microsoft Office Suite
- Website tools – Wix and Joomla
- Sibelius (music composition)
- Paint.net (photo editing)
- Audacity (sound editing)

Miscellaneous
- Global data standards
- Data privacy
- Best practices

A description of detailed employer experience, education and volunteer activities begins on the next page.

WORK EXPERIENCE

Oracle Corporation ~ Product Manager (current position) ~ October 2007 – April 2015 (*retired*)

Product Manager ~ March 2013 – April 2015 (*retired*)

- Served as point of contact for customers who have licensed Oracle's Fusion Human Capital Management application running mainly in a software-as-a-service (SaaS or "cloud") environment.
- Served as knowledge broker and counselor for customers vis-à-vis upgrades, patches, bugs, work-arounds, troubleshooting, problem-solving, integration with other applications and best practices.
- Worked with customer staff and implementation partners in reviewing implementation project plans, eliciting software enhancement suggestions and clarifying do's and don'ts under the SaaS model.

Senior Principal Instructor ~ October 2007 - Marcy 2013

- Taught classes in PeopleSoft version 9.1 and Oracle eBusiness versions 11i and R12. Training was conducted onsite at customer facilities, at Oracle University Education Centers in the U.S and Canada, and online via Cisco Webex.
- Worked with Oracle University sales staff to create, package and deliver proposals for customized training for specific customers. Review requirements in advance and pre-configure software. Develop customized lessons according to stated requirements and agree-upon deliverables. Deliver the training at either Oracle University locations or onsite at customer facilities. Develop, review, edit, test and troubleshoot "courseware" (lesson materials) for new course offerings. Identify necessary pre-work and configuration requirements.

Carlson Companies ~ Manager (later Director) HRIS ~ May 2005 – May 2007

Managed a group of 20 business analysts supporting PeopleSoft and other HRIS-related applications for a large diversified company specializing in hospitality, marketing, and travel. Responsibilities included integration of PeopleSoft with Oracle Financials and adapting the HRIS team to new outsourced IT provider. Accomplishments of the Carlson HRIS team during my tenure include:

- Transitioned IT development work from on-site developers to outsourced staff in India and Canada.
- Upgraded from PeopleSoft version 8.3 to 8.9 during 6-month window.
- Converted 4,000+ employees from ADP to PeopleSoft as part of Carlson-Wagonlit Travel acquisition.
- Evaluated and selected new software for reporting/analytics and learning management.
- Cut $450K from a $6M budget by replacing 7 contractors with 9 staff positions
- Restructured staff to create career ladders and "Lead" positions.

IBM ~ Senior Consultant ~ September 1998 – May 2005

Implemented Oracle eBusiness and PeopleSoft HRIS suites at a variety of customers in the U.S. and Canada. Projects were often coupled with the deployment of other software supporting such applications as retail administration, financials, and student administration. Projects included the following components and phases:

- Package selection
- Fit/gap analysis and requirements definition
- Detailed requirements definition
- Data mapping and conversion

- Configuration, testing and training
- Post-implementation support – help desk setup, management of patches and bundles
- Outsourcing

Honeywell ~ Manager, Employee Info Center (last position) ~ May 1984 – September 1998

International PeopleSoft Implementations ~ January 1995 – September 1998

Conducted sessions related to detailed requirements definition, fit/gap analysis, data mapping and project planning before staff members from Asia-Pacific and Europe. Prepared findings for technical staff related to reports, interfaces, customizations and enhancements. Developed relationships with local PeopleSoft staff in Minneapolis, Brussels, Sydney and Singapore. Participated in Global Special Interest group. Developed solutions for client desktop access for international users.

U.S. & Canadian PeopleSoft Implementation ~ September 1992 – January 1995

Served as Human Resources Team Lead for 30,000+ U.S. employees going onto PeopleSoft Human Resources, Payroll and Benefits Administration. Conducted sessions related to requirements definition, fit/gap analysis, and data mapping. Developed training curriculum for human resources, payroll and benefits administration users. Consolidated multiple interfaces and established post-production help desk.

Legacy System Support ~ May 1984 – August 1992

Developed worldwide data standards and data collection methodology. Managed employee information center. Wrote and tested enhancement specs for internally-developed COBOL systems. Trained end users on data entry, table maintenance, and query/report writing.

U.S. Army Corps of Engineers ~ Supervisory Personnel Management Specialist (last position) ~ June 1976 – May 1984

Held various positions in staffing, compensation, labor & employee relations, benefits & recordkeeping, training and systems within the operating personnel office of St. Paul branch of an 800-person Federal agency. Beginning in 1982 worked on a variety of activities involving the automation of employee recordkeeping.

EDUCATION, CERTIFICATION & AWARDS

- MA Human Resources (formerly Industrial Relations), University of Minnesota ~ 1983
- BA Mass Communications and BS Education, St. Cloud (MN) State University ~ 1975
- IBM certified consultant ~ 2001-2005
- Professional in Human Resources (PHR) certification ~ 1983-1995
- Civil Servant of the Year ~ awarded by Twin Cities Federal Executive Board (US Army Corps of Engineers representative in the "administration" category) ~ 1981

VOLUNTEER ACTIVITIES

- Board member and Vice President of the Wells Foundation, a charity affiliated with St. Mark's Episcopal Cathedral whose focus in recent years has been on reviewing proposals from, and awarding grants to, other Twin Cities organizations focusing primarily on efforts to end homelessness. Responsible for maintaining their website (*www.wellsfound.org*) using Joomla language.
- Missionary efforts (building repairs) on behalf of Episcopalians in Cuba involving two visits to that country (St. Mark's).
- Fund-raising, planned giving, multimedia presentations and event planning (St Mark's).
- Development courseware made available free to colleges and universities (Oracle).
- Corporate Offices United Way chair (Honeywell).
- Minnesota Marriage Equality initiatives – hosting/assisting in fund-raising events.
- Vail Place – installed computer hardware and software for used by disabled clients.
- Musician – volunteer member of Minnesota Chorale, St. Mark's Cathedral Choir, Bethel Symphonic Winds, Bach Society of Minnesota, director of choir at two churches in St. Paul