ORACLE WOMEN’S LEADERSHIP (OWL) OVERVIEW

MISSION
As a global initiative, the Oracle Women’s Leadership mission is to develop, engage, and empower current and future generations of Oracle women leaders to foster an inclusive and innovative workforce.

HISTORY AND STRUCTURE
- Celebrating our 10-Year anniversary this year
- Formed in 2006 as an organizational leadership development program
- Over 80 local OWL Communities at Oracle offices world-wide
- 150+ Oracle employees volunteer to serve as local OWL Community Leaders
- Local OWL Communities host events and activities for employees, customers and partners for the following areas and topics:
  - Leadership & Professional Development
  - Networking
  - Promotion of STEM Education
  - Volunteering in Local Communities

OWL’s CONTRIBUTION TO ORACLE’S BUSINESS
OWL is key to Oracle’s business strategy in many key ways:
- Promoting Inclusion
  - OWL is an important part of Oracle’s overall inclusion strategy, which is vital to maintaining a productive, dynamic global work force, which strengthens Oracles’ leadership capabilities.
  - This diversity within Oracle brings a richness and balance to our decision making and ensures that we are making the best choices possible and creating the best solutions for our business.
- Attracting Talent
  - OWL is influential in attracting new talent to Oracle – Partnering with Oracle Recruiting to attract new employees through women’s conferences, and college recruitment efforts
- Engaging and Retaining Oracle Employees
  - OWL Communities are sprouting up in offices as Oracle acquires new companies; These communities are key to engaging our new acquisition employees as OWL provides the networking and community to further acclimation of our new acquisition employees.
  - Oracle is hiring hundreds of millennial employees annually through our new college grad programs; These millennials are actively involved in the running of communities at the various hubs; OWL provides an opportunity for them to connect with cross-generations, cross LoB men and women; to see career opportunities front and center.
- Leadership/Professional Development
  - OWL is part of Oracle’s global Leadership & Professional Development organization, and we reach thousands of Oracle employees (men & women) worldwide annually through
our leadership and professional development programs which are aligned to the
different job levels of our OWL population.
  ○ OWL Communities also support development focus with their many development
programs, various mentoring opportunities, and networking events.
  • Community Outreach
    ○ OWL provides support to STEM initiatives through our work internally and with our
partners
    ○ Customer/Partner Connection and Development
    ○ We host customer/partner programs world-wide to bring leadership development and
networking to women leaders across the globe.
    ○ We reach out through customer gatherings; speaker events; mentoring programs;
    networking opportunities

HOW ORACLE EXECUTIVE LEADERSHIP SUPPORTS OWL
  • Shares the value of OWL with Oracle Leadership
  • Partners with local OWL Community Leaders and HR on OWL events and activities
  • Provides funding for OWL events
  • Supports OWL by attending OWL events, participating in panels, keynotes, and outreach
  • Encourages employees from their line of business to participate in OWL
  • Reinforces and supports OWL in organizational communications