



ADP[®] iHCM

Supporting Strategy and Execution
ADP[®] iHCM Executive Briefing for CEOs



A more human resource.™

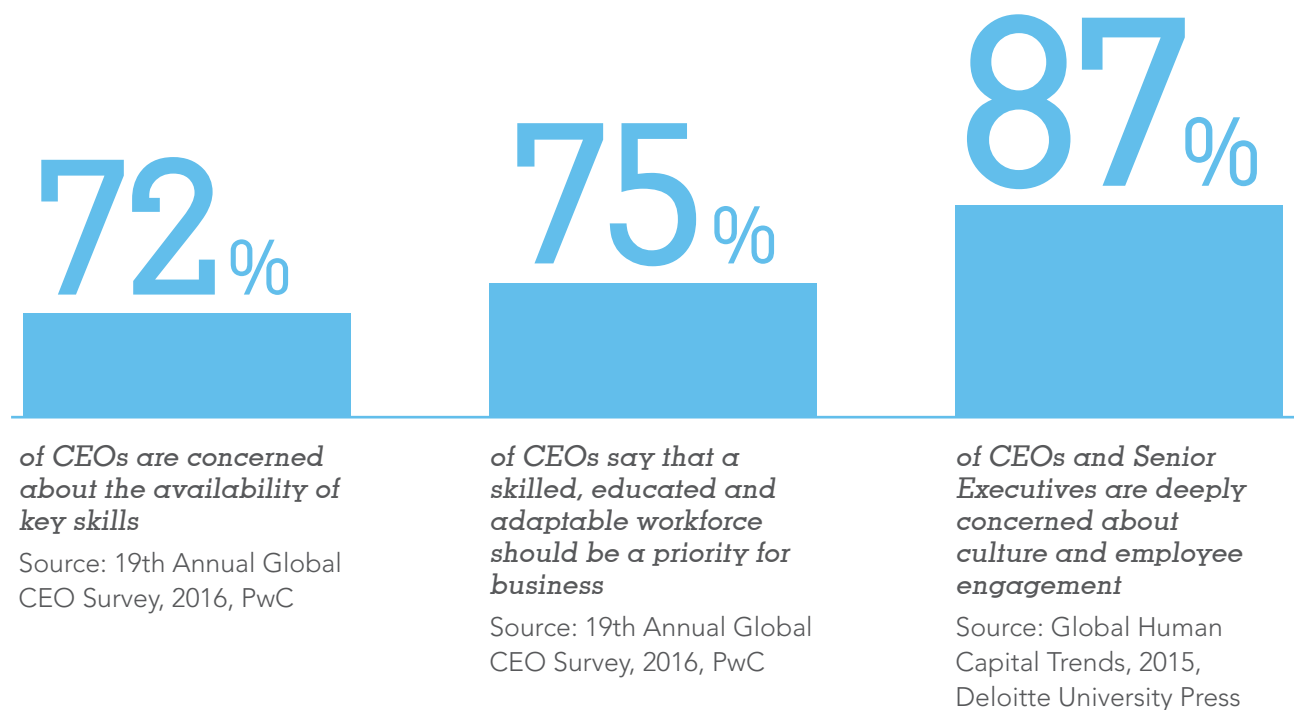
The rise of the people-driven strategy

Adaptability. Skills. Engagement.

Your number one priority is your overall business strategy; to grow, to stay competitive and transformational. You must anticipate your future business needs in an ever-increasingly competitive and globalized marketplace, whilst digital technology and business model changes continue to reshape your company's daily operations. Your workforce too, is becoming more and more diverse and flexible, with rapidly evolving career expectations, a multitude of skills, and a growing number of development demands.

Keeping your employees inspired, engaged and happy, whilst at the same time aligned with the overall business strategy is no simple task. However, better overall alignment can help ensure successful strategy execution, improve executive decision-making and positively impact your bottom-line. Your talent needs treasuring to ensure they are growing alongside your business.

With the shifting role of your HR, from a side-lined administrative function to an essential business partner driving your business strategy, the need has arisen for an efficient, cost-effective, all-in-one HCM solution.





ADP® iHCM – Getting the most from your greatest investment

ADP® iHCM, helps ensure your talent strategy is working to support your business goals and objectives. An integrated HCM solution that brings together many different aspects of your daily Human Capital Management, it streamlines complex processes and gives you full oversight of your workforce from recruitment through to retirement.

A cloud-based, easy-to-use solution, ADP® iHCM gives CEOs like you the visibility and control you need to best execute and deliver on your talent strategy. It allows you to see more clearly where opportunities lie to better leverage your human capital investment, whilst at the same time helping you to identify potential risks and control costs.

ADP® iHCM - powerful and scalable Human Capital Management that gives you and your HR managers greater visibility and control, and keeps your people informed, motivated and engaged.

See your organization clearly

ADP® iHCM provides you and your managerial team with access to accurate and comprehensive data and KPI's related to any aspect of HCM, whether your strategic objective concerns recruitment, training or performance. With access to key workforce information such as employee headcount, overtime cost, employee turnover and time-to-hire, and the ability to run reports, you are able to make and execute data-based decisions quickly and confidently.

Consistent, easily-accessible and accurate data shared across the leadership team means your business works better and more closely together and ensures your processes are as efficient and reliable as possible.

"Today's workforce is more and more guided by a search for meaning or doing important work, rather than by simply earning a pay check with good benefits."

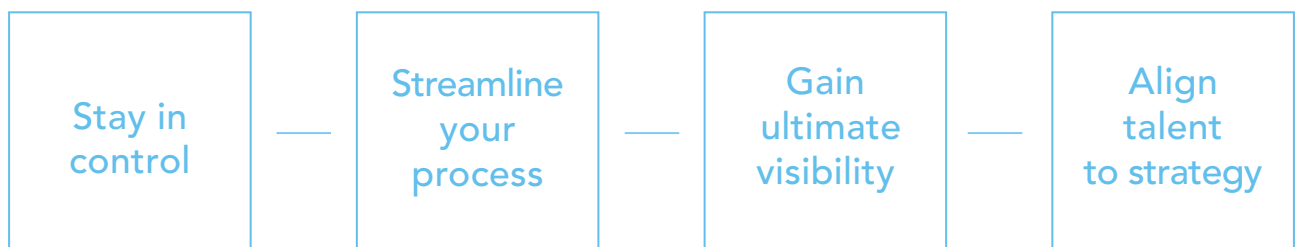
– The Evolution of Work 2016, ADP Research Institute®

Attract, develop and engage

ADP® iHCM provides you with the means and tools you need to attract, develop, engage and retain a high quality workforce that aligns and reinforces your overall global business objectives, whilst helping your company plan for the future and minimise the impact of change.

Creating a meaningful culture that embraces your people, engages them and offers them the right opportunities to grow will in turn help you transform your organization, develop well-prepared future leaders and keep your company competing within the increasingly competitive and volatile marketplace.

Re-invent your workplace with ADP® iHCM





Experts on the Ground

Compliance is a major concern for CEOs. ADP's local experts on the ground help you stay compliant with fast-changing local laws and regulations, ensuring you always have access to up-to-date information.

No need to worry about system implementation or updates; ADP's specialists facilitate the deployment of ADP® iHCM across your organization.



Seamless Integration

Thanks to the integration between all your core HCM applications, you save time and control costs, as well as simplify daily HR operations. This allows you to focus on what really matters: your people.



Proven Track Record in Data Security

ADP has a proven track record of risk prevention and mitigation. ADP® iHCM's risk prevention mechanisms include intelligent detection and fraud defense, multi-layered security and privacy protection, and rigorously established identity and access management.



Let ADP® iHCM help you get ready for the workplace of the future.

100%

Cloud-based.
Accessible
Anytime,
Anywhere.

ADP® iHCM is a cloud-based software solution that allows you to manage your entire employee lifecycle in one place, anytime, anywhere.

Encompassing talent management, payroll, leave and absence, as well as HR administration, ADP® iHCM gives you easy access to clear and accurate data, simplifies your business processes, and frees up valuable HR time typically spent on resource-consuming administrative tasks. This means you and your managers have more time to focus on achieving your business objectives and on what really matters - your people.

Transform your talent

The ADP® iHCM self-service approach allows employees and line managers to access important personal data and other information they need, including development plans and training opportunities. HR Managers further benefit from comprehensive access to employee data and analytics, as well as payroll, talent management and administrative features that help them better manage their workforce and operations whilst minimizing risk and keeping costs low. All of this, from one single user-friendly HR portal.

Count on our customer service team to support you and provide you with the answers you need.

Key tools:

Recruitment

Attract the best talent, and simplify the recruitment process, with the help of valuable applications that allow for transparent and manageable hiring and onboarding. ADP® iHCM can help you to reduce response times, ensure fewer interviews, and shorten time-to-hire KPI's by allowing you to manage vacancies, prospective candidates and recruitment agencies, all from one dashboard.

The screenshot displays the ADP iHCM Recruitment Dashboard. At the top, there's a navigation bar with links like Home, About Me, My Team, People, Process, Reports, and Setup. Below this, the 'My Recruitment' section is active, showing three main areas: Vacancies, Candidates, and Applicants. The 'Vacancies' table lists two positions: 'Development Tea...' and 'Field Sales Executive'. The 'Candidates' table lists four candidates: Daniel Harrison, Tom Struppton, Aaron James, and Simon Butcher. The 'Applicants' table lists three applicants: Gary Evans, Simon Butcher, and Aaron James. A pop-up window titled 'Applicant Process' is visible, showing options like 'Pass Screening Stage', 'Edit Screening Responses', and 'Reject Application'.

Recruitment Dashboard

Learning and training

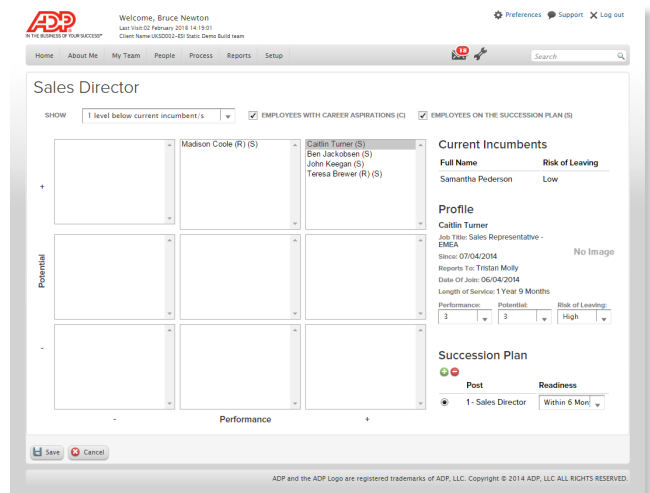
Ensure you engage, develop and manage your talent pool so that your company remains transformational and ready for future growth and challenges. With ADP® iHCM you are able to view, configure and oversee the training and learning history of all your employees. This affords you the visibility you need to ensure you are offering the right opportunities for your talent and future leaders.

Performance

Make sure your team is growing with you by keeping track of performance through 360° feedback and appraisal processes. Set goals for individuals and teams to keep engagement levels high and to ensure employees are reaching their full potential.

Succession planning

Guarantee a solid future for your company, and minimise the impact of sudden change, by pro-actively building succession plans for key positions with ADP® iHCM's powerful planning tools. The 9-Box Matrix will help you to identify suitable successors and build a solid succession strategy that takes into account employees' career aspirations as well as performance history and mobility preferences.



9-Box Matrix

Payroll

ADP® iHCM delivers accurate and timely pay to your workforce, no matter their location. Offering advanced technology coupled with access to country specific regulations, local advice and legislative updates through our network of professionals on the ground, ADP® iHCM is unique. Your employees benefit from a smooth and transparent payroll experience, whilst your company remains up-to-date with local regulatory and legislative changes.

ADP® iHCM integrates a wide range of Core HR applications for the benefit of your global organization - streamlining key processes, reducing complexity and minimising the administrative burden on HR. An integrated solution, that also provides you with safeguards and access to expert knowledge, means less time worrying about compliance and more time spent focused on employee engagement.



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Interested to know more?

To find out more about ADP® iHCM and how it can benefit your organization, please go to **www.adp.co.uk** or contact your local business partner on **0800 1707 677**.

You can find more general information about ADP® iHCM in our overview brochure.

View our tailored brochures for more detailed information on how ADP can specifically benefit IT, Finance or HR Managers. Available for download at **www.adp.co.uk**

About ADP®

Powerful technology plus a human touch. Companies of all types and sizes around the world rely on ADP's cloud software and expert insights to help unlock the potential of their people. HR. Talent. Benefits. Payroll. Compliance. Working together to build a better workforce.

For more information, visit **ADP.com**

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