ADP® iHCM

Transformational Human Capital Management
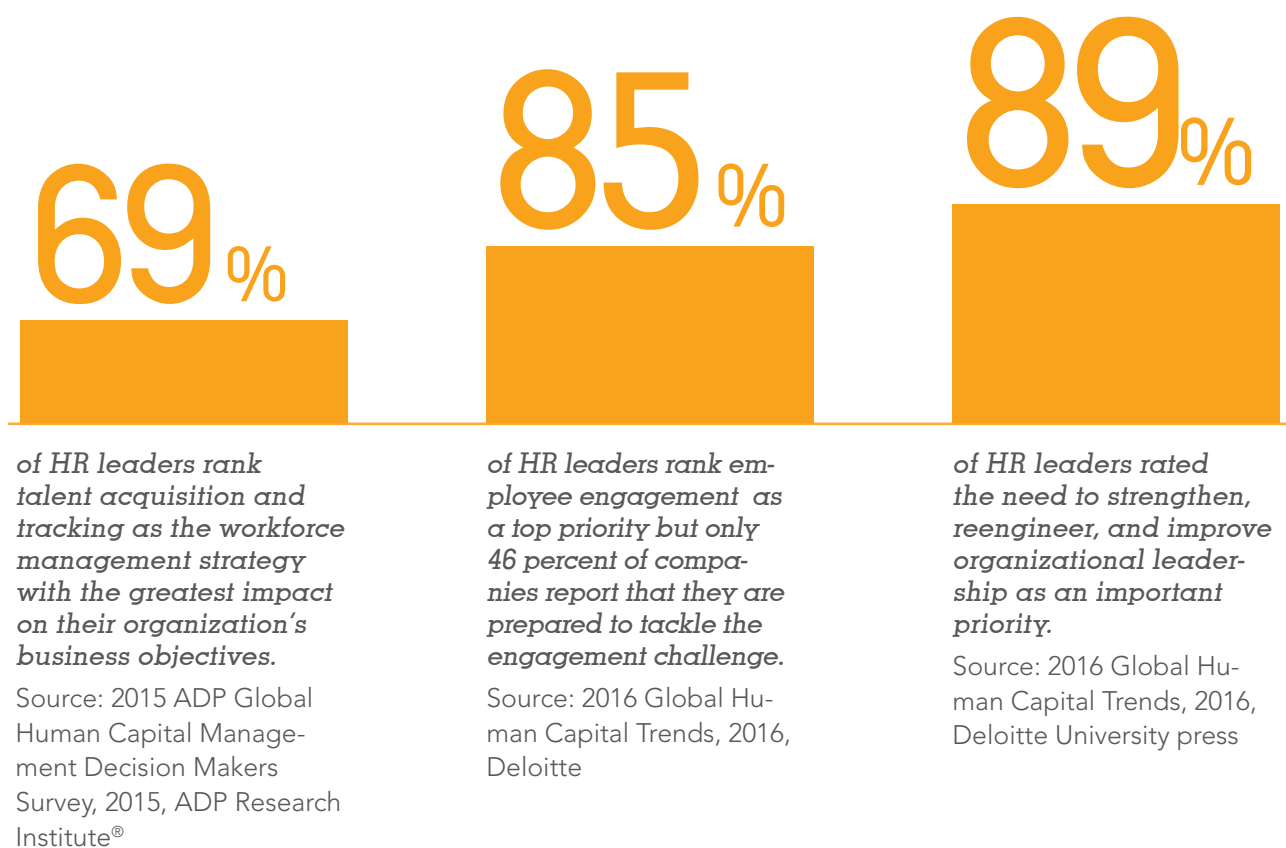*ADP® iHCM Executive Briefing for HR Directors*

ADP

A more human resource.℠

Talent at the forefront of business strategy

69%

of HR leaders rank talent acquisition and tracking as the workforce management strategy with the greatest impact on their organization's business objectives.

Source: 2015 ADP Global Human Capital Management Decision Makers Survey, 2015, ADP Research Institute®

85%

of HR leaders rank employee engagement as a top priority but only 46 percent of companies report that they are prepared to tackle the engagement challenge.

Source: 2016 Global Human Capital Trends, 2016, Deloitte

89%

of HR leaders rated the need to strengthen, reengineer, and improve organizational leadership as an important priority.

Source: 2016 Global Human Capital Trends, 2016, Deloitte University press

A new era for Human Resources

Enable Innovation. Influence Change. Engage your talent.

Digital technology, business model changes and globalization are re-shaping your workplace at an ever-increasing pace. Accompanying these changes, we are seeing the role of HR shift from a side-lined administrative function to an essential business partner driving overall business strategy. Your HR department, by aligning more closely to other departments, is being called upon to adopt a more data-based, strategic approach to talent management. In this new, highly digitalized and globalized competitive landscape, the need to attract, retain and engage the best talent is paramount. Executing a successful talent strategy, aligned closely to your company´s business objectives, significantly contributes to your company remaining productive, efficient and transformational.

> "33 different payroll systems and 31 HR systems are managed on average by multinational organizations."
> Source: ADP Global Human Capital Management Decision Makers Survey, 2015, ADP Research Institute®

ADP® iHCM is your integrated and cost-efficient Human Capital Management solution that can support your overall business goals, help to improve the productivity of your team and streamline your daily operations. It gives you and your HR managers greater visibility and control through improved workforce data and analytics, and frees your team from otherwise time-consuming administrative processes to allow more time for developing and managing your strategic talent assets. Furthermore, by placing self-service in the hands of your employees, ADP® iHCM helps you to create the collaborative culture needed to positively impact engagement.

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.

Get the numbers right

Access to accurate and reliable data and analytics is essential for any company. Necessary for predicting future trends, highlighting internal inefficiencies and making the right strategic decisions whilst minimizing the impact of risks, it can, however, be a minefield. Especially when business units use disparate systems and leaders don´t have access to the right tools.
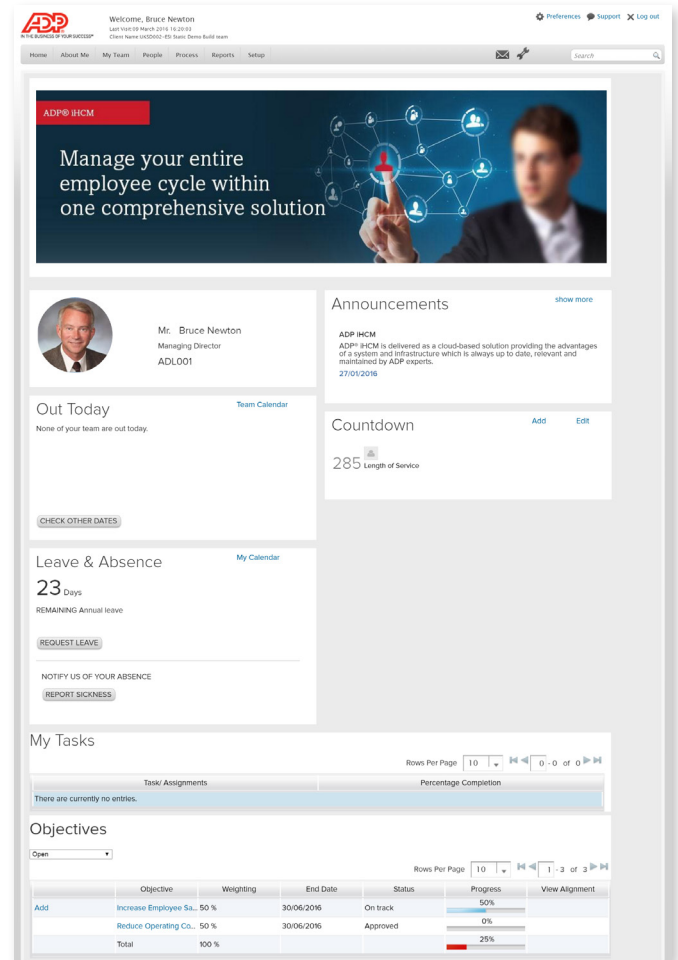
ADP® iHCM brings you and your company´s leaders access to accurate and reliable data that is standardized across business units and available from one single portal. This gives you full visibility of your workforce and associated HCM indicators, so that you can make quick decisions based on accurate data, effectively and proactively manage costs, and stay up-to-date with local laws and regulations.

Change the way you work

Making HR departments more efficient and effective remains high on every HR Director´s list of objectives. Day-to-day HR administrative tasks can be time-consuming as well as costly, and many of these tasks can add little value as well as being a drain on resources. Furthermore, juggling a number of different systems across your core HR functionalities can create confusion and produce errors.

Through automation and employee self-service, ADP® iHCM minimises data-input and report-based HR jobs. A cloud-based software solution which mixes innovative technology and service excellence, ADP® iHCM helps you streamline complex processes and policies whilst providing you with the service support that you need. This means long term savings through streamlined and efficient processes, fewer hidden administrative costs, and more time spent focusing on talent strategy and engagement.

Empower your talent

Your workforce is becoming more and more diverse and flexible; they have rapidly evolving expectations and a multitude of skills. Rather than just settling for attractive pay and generous benefits, today´s multi-generational workforce is looking for, and is motivated by, opportunities for dynamic career progression, workplace flexibility and, above all, meaning in their jobs.

ADP® iHCM offers your employees access to a self-service portal where they can keep track of their performance and appraisals, manage their personal data including leave schedules, and keep up to date with training and learning opportunities. Placing these processes in the hands of your employees means you and your HR team have more time to ensure that the training offered adds the most value for your HR strategy. ADP® iHCM has a range of tools that makes the recruitment, payroll, career development and succession planning processes more efficient, help you plan for the future, identify where the best talent in your organization lies and minimize the impact of change.

> **"Today´s workforce is more and more guided by a search for meaning or doing important work, rather than by simply earning a paycheck with good benefits."**
>
> The Evolution of Work 2016, ADP Research Institute®

Re-invent your workplace with ADP® iHCM

Optimize decision making	—	Streamline processes	—	Engage your talent	—	Lead transformation

Proven Track Record in Data Security

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

One single platform

With all HR processes, payroll and functions integrated into one platform, ADP® iHCM gives you the ability to easily measure and monitor how human capital decisions affect your business, and to develop your HR strategy accordingly.

Your employees and managers benefit from access to specific self-service user interfaces. Heavily work-flow oriented, the system pushes alerts, notifications, activities and tasks that need to be performed, specific to each user. With access to a whole range of applications from recruitment, leave and benefits, training and development, you can integrate your business priorities into the daily activities of managers and employees quickly and easily.

Experts on the ground

ADP's local experts on the ground help you stay compliant with fast-changing local laws and regulations, ensuring that you always have access to up-to-date information. Professionals are at hand from planning to implementation and beyond. A person is always available on the phone or online for whatever extra support you may need.

"More than two-thirds of global leaders want a more unified system – both in payroll and in HR."

(2015 ADP Global Human Capital Management Decision Makers Survey, ADP Research Institute®)

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.
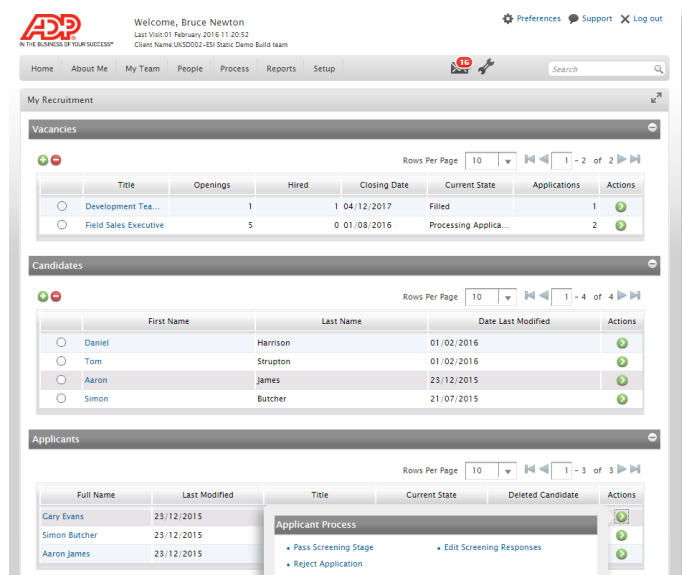
Transform your talent

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.

Recruitment Dashboard
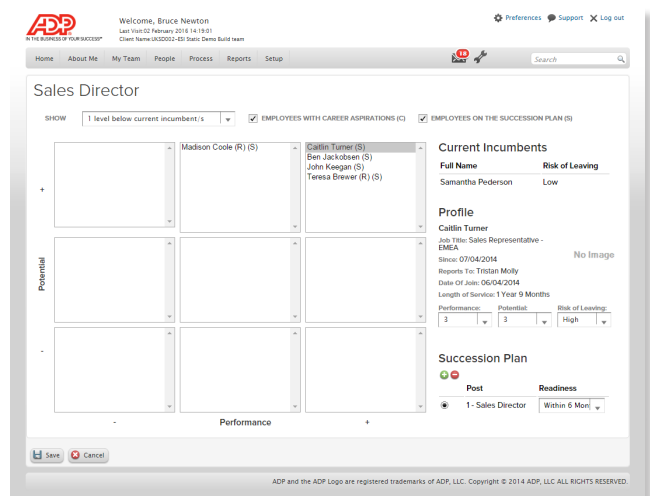
Learning and training

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, expert local advice and legislative updates through our network of local experts 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 minimizing the administrative burden on HR. An integrated solution, that also provides you with safeguards and access to expert local knowledge, means less time worrying about compliance and more time spent focused on employee engagement.

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**