



# ADP<sup>®</sup> iHCM

*Unifying systems and technology*  
*ADP<sup>®</sup> iHCM Executive Briefing for IT Directors*



A more human resource.™





Technology is transforming your workplace  
*IT Security. Cloud computing. Digital transformation.*

63%

*of Senior Executives believe that Cloud Computing and Services will dominate in the coming 3 to 5 years.*

*Source: Insights from the Global C-suite Study, 2015, IBM Institute for Business Value*

68%

*of C-suite executives think IT Security is the top risk for their organization.*

*Source: Insights from the Global C-suite Study, 2015, IBM Institute for Business Value*

As an IT Director your main goal is to ensure your organization's technology is perfectly aligned with, and reinforces, your business strategy, providing your workforce with the tools they need to contribute to your organization's successful growth. The right technology can help you accelerate productivity and efficiency, while at the same time delivering security.

According to the 2015 ADP Global Human Capital Management Decision Makers Survey (2015, ADP Research Institute) large organizations manage on average 33 different payroll systems and 31 HR systems. Overviewing, monitoring and upgrading multiple disparate systems make your job more complex, leaving you with less time to focus on innovation and people management.

With ADP® iHCM it's now possible to have all of your HR, talent management and payroll processes integrated in one single platform, cutting out the need for IT intermediaries managing multiple solutions. By offering standardized and automated processes, ADP® iHCM helps you to achieve higher quality and quicker implementation times. Additionally, you can count on ADP's customer service to provide you with expert advice and service support throughout the implementation process and beyond.

ADP® iHCM is a fully-integrated, cloud-based SaaS solution that provides you with the technology you need to manage your company's systems and processes in the best possible way, whilst optimizing efficiency, controlling costs and minimizing risks.

## Re-invent your workplace with ADP® iHCM





## Secure and reliable cloud hosting

Hosting your own HCM systems can be complex, requiring significant upfront investments and ongoing operational costs. Whilst cloud-based solutions present an alternative, many of the providers deliver third-party hosting, making users fully dependent on the quality of the third-party for their service delivery.

With its own cloud hosting facilities and data centers, ADP makes managing your Human Capital solution easy. You only ever have to deal with one organization, and ADP's proven track-record of data security and risk prevention means you receive a quality and consistent service that is regularly monitored and upgraded.

## Keeping up with digital transformation

Your company's systems and processes must keep up with the rapid changes in technology in an increasingly digitalized world, as well as anticipate major future workplace trends, such as automation, employee self-management, and shared services.

Tech-savvy millennials are making up an increasingly large part of your workforce and you must aim to fulfil their expectations in terms of interactive and slick user-experiences in order to keep them motivated and engaged. With ADP® iHCM your workforce has a self-management menu-driven platform at their disposal which allows them to access their personal data, perform specific payroll and administrative operations and manage their training and development objectives.

The need for more unified service solutions becomes more apparent as your workforce grows, and business operations more complex. With ADP® iHCM, you benefit from the same control and visibility of data available across your organization's team of leaders, fostering a more collaborative relationship across business units, and enhancing strategic business decision-making and 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.



## Full integration of HR, talent & payroll systems

Thanks to the full integration between all your core HCM applications, you save time and reduce costs as well as benefit from simplified daily HR operations and greater operational oversight. By moving all HR systems onto one single system, you no longer need to integrate and upgrade multiple HR solutions, as ADP takes care of that.

If you want to make changes or raise an issue, ADP's single point of contact approach means you need only contact one service team for all your HCM operations, by logging a case or dealing with your service relationship manager.

## Always up-to-date

ADP® iHCM is regularly monitored and upgraded without any additional cost, bringing you new capabilities and solutions to improve your overall service experience. Not only does this allow you to optimize your IT budgets, you benefit from increased efficiency as your systems are kept up-to-date with the latest ADP technology and security innovations.



# 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

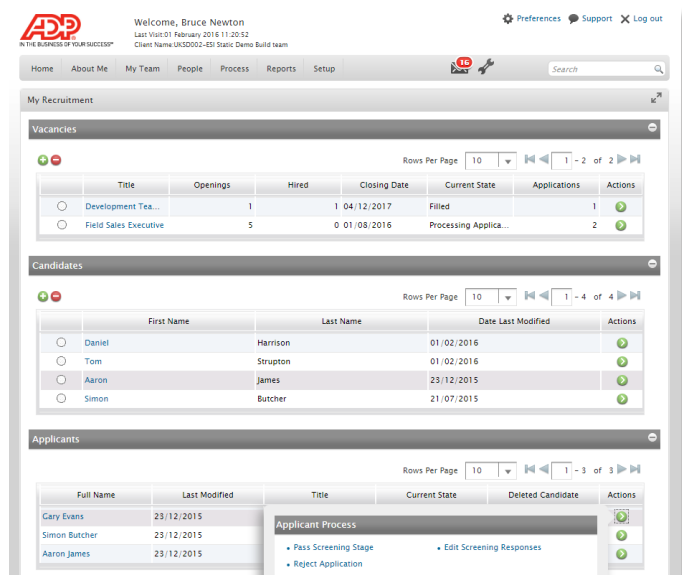
The ADP® iHCM self-service approach allows employees and line managers to access important personal data and other information they need, including development plans and training opportunities. HR Managers further benefit from comprehensive access to employee data and analytics, as well as payroll, talent 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

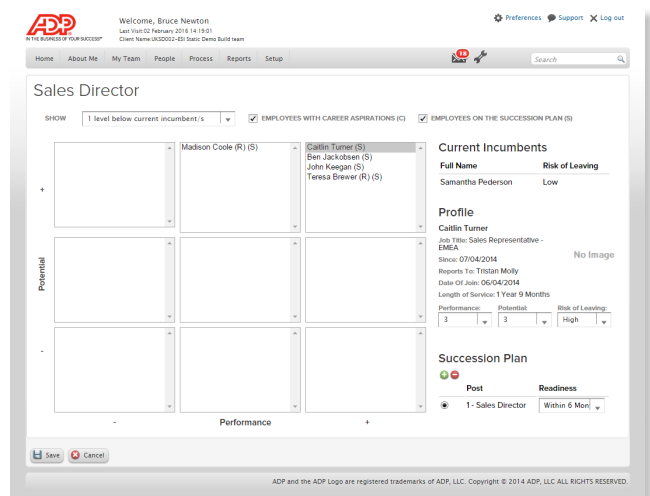
Ensure you engage, develop and manage your talent pool so that your company remains transformational and ready for future growth and challenges. With ADP® iHCM you are able to view, configure and oversee the training and learning history of all your employees. This affords you the visibility you need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



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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](http://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](http://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.

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