

A photograph of three people in a modern office environment. Two men and one woman are gathered around a tablet, looking at the screen with interest. The man in the center is wearing a grey scarf and a dark sweater. The woman on the right is wearing a brown beanie, glasses, and a black top with gold polka dots. The man on the left has a beard and is wearing a dark jacket. The background shows a glass-walled office with modern lighting.

ADP[®] iHCM

Rethink Human Capital Management



A more human resource.™

Invest in engagement

“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®

A happy, motivated and engaged workforce is what you need to stay competitive and transformational, as well as successful, in the increasingly global marketplace. Your people are your greatest asset. Increasingly diversified and flexible, and with constantly evolving expectations and skills, taking care of your workforce poses a new set of challenges as well as a whole world of opportunity.

We are witnessing a shift in the role HR plays within organizations; treasuring your talent, and embracing its diversity, from recruitment right through to retirement, is beginning to take center stage as a global strategy for growth. Ultimately, a healthy corporate culture promotes a healthy future for your business.

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

4%

Only 4% of global executives believe they are very good at engaging Millennials and other generations in the work environment.

– Global Human Capital Trends 2016, Deloitte



Engage

When embarking on an adventure in a new role, a simple recruitment process and a pleasant onboarding experience can be the kick-start for a great career. Make sure your employees feel engaged from day one. People bring meaning and character to an organization, and they want to feel valued; showing new-starters how much they are invested in will help them reach their potential sooner.

Inspire

Once onboard, offering the right learning and development opportunities can help keep employees, who find fulfilment in learning new skills alongside their roles, satisfied and engaged. People no longer want a linear career path; their desire to experience a wider range of roles and develop an array of skills means an increased need for companies to provide the incentives they need to stay motivated and inspired.

Anticipate the workplace of the future

The modern workforce is evolving thanks to globalization and a rapidly changing business environment. Not only are we seeing a shift away from traditional modes of working and in the way employees engage with one another, the talent pool is increasingly made up of millennials, who hold distinctive expectations and needs when it comes to their careers.

You can help to fulfil the expectations of millennials by using a powerful and scalable Human Capital Management solution that anticipates these challenges - a solution that is as flexible and multi-faceted as they are.

ADP® iHCM accompanies your company and its employees on a joint career journey. Helping keep your workforce engaged, informed, growing and developing, whilst giving your HR managers greater visibility, more efficiency and control, ADP® iHCM lets you manage your entire employee cycle within one single solution.

“The task around engagement then, is not simply to have an engagement index but rather the far broader and more significant challenge of building an “irresistible” organization.”


– Global Human Capital Trends 2016, Deloitte



Software empowering your talent

“In terms of where employees see the greatest impact occurring in their workplace, most respondents feel that rapidly changing technology and globalization are the factors that will affect them the most.” – The Evolution of Work 2016, ADP Research Institute®

ADP® iHCM is a cloud-based software solution which mixes innovative technology and service excellence. An integrated human resources tool designed for fast-growing organizations, it helps you streamline complex processes and policies whilst helping you comply with changing regulations and legislation thanks to ADP's experts on the ground. By bringing together your core HCM applications in one easy to use, automated and accessible platform, ADP® iHCM allows you to better anticipate the trends of tomorrow while freeing HR Departments from the shackles of report-based HR. This means managers spend less time on process-driven tasks, and more time focused on driving future business objectives - most importantly, their people.




IN THE BUSINESS OF YOUR SUCCESS™

Welcome, Bruce Newton
Last Visit: 09 March 2016 16:20:03
Client Name: UKSD002-ESI Static Demo Build team

Preferences Support Log out


Home About Me My Team People Process Reports Setup

Search



ADP® iHCM

Manage your entire employee cycle within one comprehensive solution



Mr. Bruce Newton
Managing Director
ADL001

Announcements [show more](#)

ADP iHCM

ADP® iHCM is delivered as a cloud-based solution providing the advantages of a system and infrastructure which is always up to date, relevant and maintained by ADP experts.

27/01/2016

ADP® iHCM, brings you and your employees the most up-to-date and secure technology and tools, helping you stay compliant, saving you time and optimizing your HCM costs.



- **Software in the cloud**

Our Software as a Service (SaaS) solution is 100% cloud-based - accessible anytime, anywhere. Continuously updated and maintained by ADP®, you have 24/7 access to comprehensive human capital management applications that bring you global visibility across your company.



- **Experts on the ground**

ADP® iHCM is a unique solution: not only is it a comprehensive cloud-based HCM solution - it also provides you with local expertise and support. Our network of compliance and security experts on the ground are there to support you, helping you to stay compliant and up to date with fast-changing laws and regulations in the countries you do business.



- **Seamless integration**

Thanks to the integration between all your core HCM applications, you can save time and reduce 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 protocols, all to give you and your employee's peace of mind.

Efficiency

Consistent global growth doesn't have to be accompanied by the continuous addition and incorporation of complex systems and processes. ADP® iHCM allows you to manage all your core HR functionalities from one centralized location. HR managers have comprehensive access to payroll, recruitment, workforce management, performance and even utility management applications, on one platform. This helps ensure that your processes are streamlined and standardized across countries, helps you to stay compliant, and can significantly impact often hidden HR administrative costs.

Managerial and employee user access to ADP® iHCM also means improved overall business efficiency. Your company's managers have access to powerful performance management tools and reporting applications, empowering them with the full visibility and management of their team's learning and development needs. Employee access, where they can view and edit personal details, review performance objectives and appraisals, as well as consider future training opportunities, also helps take away the burden of some of the day-to-day human resource tasks from HR departments.

60

The number of different HR and payroll systems used by the average multinational firm.

– ADP® HCM Decision Makers Survey, 2015



89%

*of Managers would like
a more complete view of their
workforce*

– ADP® HCM Decision Makers
Survey, 2015



Visibility

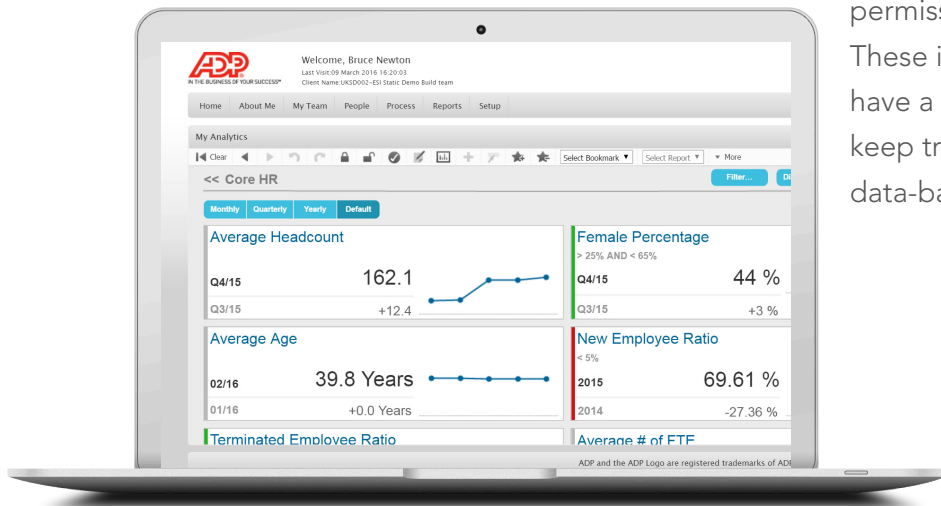
ADP® iHCM provides you with the employee data and analytics you need to support your operational processes and keep track of your workforce KPIs. It helps HR managers to better manage their people from recruitment through to retirement, helps keep employee engagement and motivation levels high, and costs low.

Recruitment functions help managers to make the best possible assessment of candidates, help reduce the number of interviews and help shorten the time-to-hire. A holistic view of your talent's development progress and needs also allows you to make strategic and informed decisions when considering promotions and succession plans.

The KPI dashboard gives your company's leaders visibility of valuable HR data, including employee headcount, employee turnover, overtime cost and time-to-hire. HR managers can access and analyze detailed, relevant and reliable data and reports from within a secure and

permission-based data environment.

These invaluable features allow leaders to have a better overview of their workforce, keep track of key HR metrics and make data-based decisions.





An integrated HCM Solution

ADP® iHCM enables you to manage many different aspects of your daily Human Capital Management, including Talent Management, Payroll, Workforce Management, and Human Resources Administration. Designed to integrate with other HCM solutions from third-party providers - as well as other ADP technology solutions, ADP® iHCM allows you to easily manage all your HCM processes in one place.

Payroll

Multi-phase and highly localized processes such as payroll are increasingly complex as your business expands globally, with rules, laws and expectations differing across countries and even regions.

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 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 and compliant with local regulatory and legislative changes.

Talent Management

ADP® iHCM has been designed to help managers – and whole HR departments – make talent management decisions with strategic insight and operational efficiency, whilst at the same time minimising risk and costs.

It helps you keep your current team engaged, providing tools that encourage and enable them to further develop their skills and manage their career paths. It gives you the tools you need to get the best talent recruited and onboard quickly, as well as visibility of your company's future leaders and their training needs to help you build future talent pools and succession plans.

From talent acquisition through to talent development, ADP® iHCM offers you easy-to-use actionable solutions.

Talent Management Planning

Visible in My Team: ☒

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Full Name	Job Title	Risk of Leaving	Performance	Potential	Key Talent	Key Post	Willingness to ...	Successors	Actions
Emily Barnett	Telesales Exec...	🔴	▬	▬		✓	Not Mobile	1	➔
Abigail West	Telesales Exec...	🟡	▬	▬		✓	Regionally Mobile	1	➔
Teresa Brewer	UK Sales Mana...	🟢	▬	▬	✓	✓	Regionally Mobile	2	➔
Harry Burton	HR Director	🟡	▬	▬	✓	✓	Internationally ...	2	➔
Stuart Whitman	Telesales Mana...	🔴	▬	▬	✓	✓	Nationally Mobile	3	➔
Jonathan Black...	Field Sales Exe...	🟢	▬	▬	✓	✓	Regionally Mobile	3	➔
Mark Whiteson	Field Sales Exe...	🔴	▬	▬	✓	✓	Nationally Mobile	3	➔
Greg Best	Field Sales Exe...	🟢	▬	▬	✓	✓	Nationally Mobile	3	➔
Zoe Patterson	Field Sales Exe...	🟢	▬	▬	✓	✓	Regionally Mobile	3	➔
Tim Barrett	Field Sales Exe...	🟡	▬	▬		✓	Not Mobile	3	➔

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Employees have easy access to their:

- Payslips
- Personal objectives & performance appraisals
- Training opportunities



Managers and HR have easy access to their:

- Task dashboard with priorities
- Team's calendar
- Team's development
- Analytics & reporting

Human Resources Administration

As you continue to grow globally, your day-to-day HR tasks and operations will increase in both volume and complexity, having a significant impact on costs.

ADP® iHCM integrates a wide range of HR applications for the benefit of your global organization - streamlining key processes and reducing complexity as well the administrative burden on HR. Bringing together disparate systems, whilst providing safeguards and the benefits of local knowledge, means more time spent on employee engagement.

Workforce Management

ADP® iHCM makes it easy for Managers and HR of competitive companies, who are offering increasingly flexible work schedules and employment contracts, to manage the timely, complex and inherently administrative task of supervising leave and absence. More streamlined processes also means less time spent on paperwork and increased efficiency.

Self-service processes where team members can easily submit their leave requests and document time-off help empower employees and affords them greater independence. This helps maintain levels of engagement and ultimately improves productivity.



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 detailed information about how ADP® iHCM can benefit you in your specific role, whether you are a CEO, IT, Finance or HR Manager, within our tailored brochures, available for download at www.adp.co.uk



A more human resource.™

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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