



Time to Rethink

Learning and Development



A more human resource.™

The world of work is changing; globalization and the rise of digital technology mean that the workforce of today is exposed to more diverse opportunities than ever before. Individuals are increasingly more flexible, global and tech-savvy. At the same time they want more dynamic, self-directed and continuous learning opportunities in their job than generations before.

To retain your talent in today's competitive marketplace and fulfil their expectations, organizations like yours are beginning to rethink their learning and development processes by adopting new technologies and embracing new learning models. However, even as spending on learning and development initiatives rose 11% last year, only 37% of companies believe their programs are effective (Deloitte Corporate Learning Factbook 2015). Existing learning platforms are often static and out-dated, and therefore not able to anticipate the current workforce's expectations and hence keep them motivated and engaged.

To ensure your organization's growth whilst keeping your employees engaged, the pressure is on to adopt a consistent learning and development strategy, that will not only help you identify, attract and develop the new skill sets you need, but will also help to foster a culture of learning and development throughout your organization.

ADP® iHCM is your integrated, cloud based HCM solution – helping you to ensure you offer the right opportunities so that your employees continue to grow with you.

Transform your talent

Drive a self-learning culture

Give your managers and employees access to the tools and technologies that enable them to develop the skills they need to be successful.

Align your L&D strategy with your business goals

Make your workforce feel accountable by designing L&D initiatives that focus on strategic business needs.

Identify skill gaps

Find out where there are gaps in skills, and focus your efforts on filling your organization's most urgent and important talent needs.

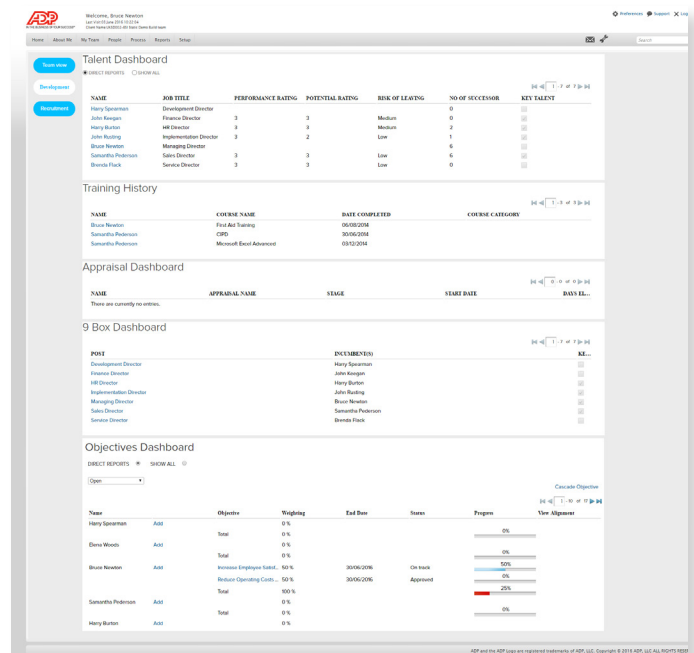
Develop a cost-effective and efficient learning process

Make sure your learning processes are cost-effective by avoiding unnecessary training, duplication and excessive paperwork that lead to inefficiency.

Let ADP® iHCM help you empower your workforce

ADP® iHCM offers a learning and development solution that accompanies your talent throughout their entire career. From the moment you hire them until the moment they retire, they have full access and oversight to the training and educational opportunities available to them. It helps you to empower your people with new skills so that they continue to feel valued, satisfied and motivated in their jobs.

As a Manager you have all your HR data easily available on one single user-friendly HR portal. You can configure and oversee the training history of all team members, as well as view their performance, competencies and development plans. This gives you the visibility you need to ensure you are offering the right opportunities to the right people, prepare future leaders, and support your company's overall business strategy.



ADP® iHCM provides you with the tools to...

Make learning dynamic and continuous

ADP® iHCM allows you to schedule relevant learning activities based on areas for improvement.

Enable career development

Training opportunities are focused on empowering your employees to progress and fulfil their career aspirations, in line with your organization's needs.

Set competencies for critical positions

You can plan your L&D initiatives according to the competencies that will help your business grow.

Manage all aspects of your training programmes

Both managers and employees have easy access to training programs currently on offer and can manage all elements of the process (requests, approvals, registration, cancellations, feedback).

- 100% Cloud-based.
- Experts on the ground provide support and help you stay compliant with local laws and regulation.
- Proven track record of HR and HCM excellence.

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 CEOs, Finance, HR and IT Managers. Available for download at www.adp.co.uk

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