



Time to Rethink

Performance Management



A more human resource.™

The drive to ensure that your increasingly flexible, tech-savvy and multi-generational workforce is inspired, engaged and motivated, means rethinking many of the processes and operations associated with outdated multi-layered organizational structures. Managers no longer lead from a position of authoritative command; your high-achieving workforce is increasingly taking ownership of their own performance and career trajectories. This means having performance processes in place that support employee engagement and development and ultimately drive business value.

However, one Global Human Capital survey found that more than half of the executives surveyed believed their current performance process did not drive employee engagement and high performance, nor was it an effective use of anyone's time (58%). Furthermore, 48% said their performance processes were "weak" in both improving development and driving business value (Global Human Capital Survey, Deloitte UP, 2014).

ADP® iHCM is your new integrated solution for powerful and scalable Human Capital Management, helping you keep your people performing their best.

Achieve your potential and more

Promote collaboration

The changing role of managers, and a more proactive workforce means there is a greater need for collaboration when it comes to performance.

Ensure 100% implementation

With a fully integrated HCM solution you can ensure that your talent strategy is being successfully executed throughout your entire organization.

Align with business objectives

Greater visibility of your workforce's performance and development needs makes it easier to align with your company's overall strategy.

Engage your talent

Better communication and a more collaborative relationship between managers and employees, plus access to the right information at the right time, improves overall workforce engagement and the efficiency of performance review processes.



Revolutionized performance management

With ADP® iHCM, keeping up with all your employees' performance, as well as their training and development needs, is easy. It provides one single solution for managing HR data across your organization, giving your managers the visibility they need to better align talent strategy to overall business objectives, to prepare their leaders of tomorrow and to encourage a collaborative organizational culture.

The way in which managers deliver personal objectives, performance appraisals and competency based evaluations is changing. As the workforce of today take on a more active role in developing their career paths and skill sets, you need a fully integrated solution which gives them the freedom to do so, whilst ensuring HR processes are streamlined and efficient.

- 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.

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

Set objectives based on organizational structure

You need to ensure that individual objectives are aligned to your company's overall strategy. The range of tools available from ADP® iHCM's performance dashboard gives managers and HR full visibility of how their team members are being managed and encouraged to grow. With the help of metrics and reporting functions, authorized users also have oversight of areas of improvement and development.

Easily configure performance appraisal workflows

Automated performance processes and workflows enhance efficiency and maximize productivity. Appraisals can be viewed, edited and scheduled by managers from one single dashboard. Employee users receive notifications in the 'Message Center' when changes are made.

Deliver 360° feedback

Feedback tools allow colleagues to recognize employee's achievements and suggest areas of improvement. Enhanced visibility of how your team is adding value helps you to better define your talent strategy, to plan for the future and to make sure each individual's achievements are rewarded appropriately.

Effectively evaluate competencies

Your company's core competencies are those values that are critical for its successful transformation and growth. Clear definition, with the help of unified communication delivered by ADP® iHCM, ensures that all your employees work effectively with managers on their development and training needs.

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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