



IN THE BUSINESS OF YOUR SUCCESS<sup>SM</sup>

# A worldwide employee view fosters good decisions and better results

Multinational Solutions



## Drive growth through a consistent and sustainable global people strategy

Anticipating and responding to emerging global trends is crucial to your organization's success. To drive growth, you need a consistent, sustainable people strategy—one that lets you leverage employee resources in an effective manner.

Without a stable global platform, you can't get a complete view of employees. And without that view, you're unable to manage your global obligations, deliver HR services with maximum effectiveness, and align talent management with your organization's overall objectives.


## Turn to ADP for help with the complexities of managing a global workforce

There's a reason why more than 650 multinational corporations already partner with ADP to support their global talent strategy. No other company is better equipped to help organizations stay current with regulations around the globe, localize international processes, and obtain a complete view of employees no matter where they are in the world. ADP offers a comprehensive spectrum of HR services through a single platform, along with proven governance and service models to support global HR transformation.

- Global payroll processing
- Global HR administration
- Managed payroll services
- Integrated reporting
- Global governance model
- Dedicated Global Relationship Management

With it, you, too, can deliver streamlined HR services worldwide, supporting a consistent, effective global people strategy for sustained growth.

The top global HR and payroll challenges are compliance with local laws and accurately calculating net pay amounts in home currencies. *(ADP, March 2011)*



On average, multinational corporations use more than 10 payroll platforms and 10 HR systems to manage their global workforces. *(ADP 2011)*

Half of the world's multinational companies don't track important workforce-related metrics on a global basis, and only 24% of global HR leaders use metrics to make business decisions.

*(Global HR Study, Aon Hewitt Associates, 2009)*

Many roadblocks stand in the way of achieving your global growth strategy. But what if you could remove them?

- What if you could stay current with worldwide regulations?
- What if you could localize your global processes?
- What if you could get a complete understanding of your employees, at any time, no matter where they are in the world?

## Stay aligned with worldwide regulations

Achieving regulatory compliance wherever you do business is a vitally important function of your organization. When you maintain compliance, you minimize penalties and create a positive experience for employees and customers. But with ever-changing and varying rules across regions and industries, it can be difficult. Country-specific laws, security and privacy rules, labor regulations, and certification requirements are challenging to track, build processes around, and implement consistently.

Establishing worldwide compliance is a priority for many global executives. With ADP, you get a partner who is able to assist you with this high-risk, labor-intensive burden. Local experts and network partners in more than 70 countries become your resource team—implementing cost-effective controls, to help you adhere to ever-changing, often-complex regulations worldwide. And because ADP provides a single platform, you reduce redundancy, complexity and associated maintenance costs while improving data integrity.

- *Rely on local experts* to help you anticipate, interpret and then implement process changes that will help you achieve compliance with local laws. In addition to our own experts, ADP has established relationships with network partners in 70-plus countries, so you can be confident about the help you are receiving from ADP.
- *Follow a proven road to success* with service and governance models that more than 650 multinational corporations have already implemented. By relying on ADP's single-platform approach and best practices, you can streamline HR processes, increase visibility across the organization, and improve access to information.
- *Reduce risk with consistent controls and processes* implemented for you by ADP with assistance to manage the burden of HR obligations, data privacy, and security.

## Localize your global processes

Implementing a global HR strategy isn't merely about managing your people assets and maintaining compliance. It's also about integrating and streamlining processes to increase effectiveness and drive down costs. But, this can be challenging. Disparate systems and a decentralized structure breed skepticism among stakeholders who may be already resistant to change. HR managers across countries and regions may be nervous that top-down mandates will leave them stretched for resources. Until you meet these challenges, you'll struggle to implement an operationally effective approach to HR service delivery that also ensures a high-quality employee experience.

Half of recently surveyed global executives say they have encountered problems with global compensation and payroll compliance.

(*Compensation Data Management Study*, Deloitte Consulting, 2010)



85% of HR executives are considering, in the process or have completed HR transformation

(Global HR 2010 Transformation Survey, 2010)

Beyond managing people assets, your HR strategy needs to include a scalable environment for streamlining and integrating related processes today and in the future. When you partner with ADP, you get a consistent, reliable service-delivery model built on one platform that grows with your business while improving the employee experience.

- **Secure early support for your HR initiative** from key stakeholders to gain the momentum to power a global transformation. Only ADP has service models that increase buy-in across an organization, in addition to a proven track record of on-time, on-budget implementation.
- **Adopt a single, global platform** for a centralized approach to delivering and managing global HR services. When you use ADP, we help you eliminate costly IT integration issues, streamline critical processes, and enhance reporting capabilities. As a result, you'll have more informed, strategic decision making capabilities while delivering a consistent, high-quality employee experience.
- **Demonstrate credible ROI** in order to gain the organizational support that you need to align your human capital management strategy with growth objectives at your organization. With ADP, you get the broadest range of solutions to cover virtually all HR services—on a single platform. And, drawing upon ADP's experience serving tens of thousands of clients worldwide, you can demonstrate to your stakeholders a commitment to a global HR transformation.

## Get a complete view of your employees, no matter where they are in the world

Having complete insight into your employees is fundamental to effective talent management. Only when you see your global workforce—where all individuals are, their history, and their professional attributes—can you make intelligent decisions about where your business could be tomorrow. But, multiple HR systems peppered across a multinational corporation can lead to gaps that make gathering employee intelligence nearly impossible. You may want to implement a global HR initiative to resolve these issues, but not if the process is complex and costly—however, the cost of mismanaging talent can be much greater.

You need a complete global view to make informed decisions about how your human capital could support your organization and drive results without sacrificing flexibility or efficiency. By applying ADP's proven implementation methodology, you'll be able to adapt faster to changing business conditions and fully leverage one of your most strategic assets—your people.

- **Get to know the talented employees** you have and use that insight to make smart decisions about aligning them with your company's objectives. You'll have a complete picture of the employee lifecycle, from onboarding and learning management to performance measurement and succession planning. This insight will enable you to make better decisions about using employee resources effectively.
- **Reduce risks** associated with the deployment and adoption of an underlying HR services engine for talent management. With ADP's tools, technology, and resources, you'll be supported across the entire global initiative. As such, you'll minimize your risk, help to ensure a successful project implementation, and speed system adoption.

Multi-country payroll outsourcing (MCPO) helps to significantly reduce operational and compliance risks while lowering the overall costs of managing the payroll function. It also acts as a key data source for insights into international operations and creates a foundation for integration of other HR processes in the future. (Everest 2009)

ADP has executed 3,000 implementations worldwide and supports more than 650 multinational clients.

According to a Mercer Consulting study, 89% of senior HR executives in global organizations believe that having a complete worldwide understanding of their employees is critical, yet only 30% of them say they have it. You can.

Turn to ADP to help manage your global compliance obligations, deliver HR services in a way that optimizes effectiveness, and align your talent management strategy with your organization's growth objectives.

### **HR. Payroll. Benefits.**

### **Contact us today.**

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More than 80% of FORTUNE 500 companies and more than 90% of FORTUNE 100 companies use at least one of ADP's services.

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In March 2010, HRO Today awarded ADP the highest provider ranking for service breadth and quality.

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In July 2011, IDC ranked ADP in the "Leaders" category in its MarketScape Worldwide HR BPO Report.

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In 2011, SAP presented ADP with the SAP Pinnacle Global Outsourcing Provider of the Year Award.

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ADP is named to Forbes magazine's list of The World's Most Innovative Companies, a ranking of the top 100 "leading-edge corporations deemed most likely to succeed now and in the future."

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