



Solving Problems with a Scalable Solution



A more human resource.®

Melanie Wiegert

HR Director
Diamond Mowers

"I chose this profession because I thought it was an opportunity to solve complex business problems – and that's what I get to do every day."

– Melanie Wiegert

Meet **Melanie Wiegert, director of human resources** for Diamond Mowers in Sioux Falls, South Dakota. As a longtime ADP® client, Melanie recognizes the value that a comprehensive human capital management (HCM) partner can provide to help her solve various and evolving workforce challenges as well as scale with her company as needed. Not only has she been able to save time by accessing everything she needs in one solution, she and her team have grown professionally through the myriad resources available through ADP. Learn more about her journey:

On Her Experience with ADP

With my current company, it's my fourth time being an ADP client – it's a product that I know and love. If you take the time to invest in and understand the solution and how it will work for you, you can streamline administrative tasks and get on to the real work of HR in a hurry. Having a partner like ADP who helps us with the day-to-day things allows us time to focus on our strategic initiatives.

On a Scalable Solution

ADP is the right partner for us because it's scalable. There are a lot of different modules, so you have the opportunity to phase them in over time as you need them. Depending on the size of your HR department, business challenges and what you have an appetite to solve, you can choose the solution that makes sense for you. ADP's products are absolutely unmatched.

On Recruitment Challenges

Our greatest challenge is around recruitment. South Dakota is not a very populated state and we have a low unemployment rate, typically around two percent. Plus, in our area of manufacturing we need a lot of skilled trades like welders and machinists, and there are less and less folks going into those careers today.

We also have the challenge of needing remote sales reps located throughout the country where we don't have the same presence that we do here in South Dakota. It can be difficult to hire a remote employee in a major metropolitan location, especially when they're unfamiliar with our brand.



Quick facts:

Company: Diamond Mowers

Location: Sioux Falls, South Dakota

Employees: 150

Industry: Manufacturing

Learn more about Diamond Mowers at www.diamondmowers.com

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On Help from ADP Screening and Selection Services

To help us with our recruitment challenges, we use ADP Screening and Selection Services, which places job ads for us, searches resume databases, screens candidates and is as involved with the hiring process as we want. That was helpful because ADP could leverage its network and tools to help us fill our open positions, both local and remote, more quickly – which was exactly what we were looking for.

One of the great things about using ADP Screening and Selection Services is that you get a dedicated representative who works with you throughout the process. On a weekly basis, they will check in with you about the resumes that they gathered or received. As we went through the recruiting process, our representative was very receptive to our feedback and adjusted their search as necessary. Partnering with ADP gave us a faster track to be able to get more candidates into our funnel earlier in the process.

On Employee-Focused Solutions

When I think of our partnership with ADP on a strategic level, one of the core functions that HR can provide in an organization is getting new employees to proficiency. ADP has the technology and solutions that allow us to do that in a very user-friendly way. The tools that they offer around onboarding and performance management, like Standout®, Compass™ and the ADP Workforce Now® modules, can help us get our employees up to speed quickly and ultimately fully proficient and engaged in their roles.

On Professional Growth Opportunities

ADP helps me to grow my career. They also invest in me, whether it's providing the opportunity to get a certification directly through ADP or offering coursework that I can use in my certifications elsewhere. Also, something that ADP does very, very well is offer continuing education and webinars for HR professionals. They help us develop professionally and provide credits for those of us who have an HR certification.

On Added Value

One of the ADP technologies that I've been using a lot to solve problems independently is The Bridge, which is a platform where you can discuss topics with subject matter experts from ADP as well as peers – it's the ultimate crowdsourcing. You are able to learn from other people who are using the same products and getting answers in real time.

Another resource that we use from ADP is the Eye on Washington newsletters, which are easy-to-read, real-time updates about changes that are happening at state or national level that HR professionals need to be aware of. You can go on with the rest of your day knowing that you are caught up with the news and headlines, such as what is happening with the Affordable Care Act.

On Future Plans with ADP

Our plan is to continue down the road with ADP and discover which other products make sense for us. We'll continue to phase things in one by one and really make sure that we're making use of the products that are available. One of the best things about ADP is that it can be a single source solution. There's a comfort, there's a familiarity and there's an ease to that – ADP checks all of those boxes.

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