



FROM INSIGHTS TO IMPACT: DATA-DRIVEN GROWTH CONSIDERATIONS FOR LEADERS



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AS AN ENTERPRISE BUSINESS LEADER, YOU'RE ALWAYS FOCUSED ON GROWTH

From increasing productivity, improving retention, expanding market reach, launching new products, implementing new technologies or anything in between, growth is always on your agenda. Regardless of your organization's reach, successful growth requires a comprehensive view of global and domestic factors, powered by data.

**Here are five data-driven growth
considerations to start thinking about today**



How will we preserve our core values and organizational culture?

Significant organizational changes can cause feelings of uncertainty and uneasiness among employees. To navigate this, leaders should gauge the state of employee sentiment, and have a firm understanding of how teams are structured across the business before developing a growth strategy.



An HCM system that can provide visibility into all working and matrixed relationships, and collect qualitative sentiment data through research-backed surveys, can give valuable insights into:

- **How your organization works today**
- **How employees perceive growth decisions**
- **How your plans align with the company's core values**

It's crucial to reinforce these values through actions and decisions, integrate them into the growth strategy, and ensure they are reflected in every aspect of your organization's evolution. During a growth period it's also imperative to remain transparent. Frequent communication about how growth strategies align with core values helps maintain trust and commitment from teams across the board. By actively listening and engaging in two-way communication, leaders can identify concerns and bolster positive employee experiences during the transition.



40%

Employees who report high levels of trust, empowerment and care from leadership are 40% less likely to quit.

Source: [EY Work Reimagined Survey, 2023](#)



Do we have a strategic workforce plan? Do our current employees have the skills needed for our future growth?

Skills data is critical when determining if your organization possesses the necessary competencies for its expansion goals.



Your HCM system should act as a central hub for HR and people leaders for information about current employee skills, roles, performance metrics and potential for development.

This involves a quantitative analysis of available skills and a qualitative assessment of how these skills match up with your enterprise's future direction. Diving into data outside of your teams is valuable as well. Although growth starts from the inside, what's going on outside the four walls of your organization will impact your potential success.

Trends in talent, workforce demographics and labor skills can help drive better decisions around hiring, compensation and geographical location expansion. Leveraging widespread and accurate industry benchmarks, rather than relying on publicly available data sources, can help you develop a workforce that adapts to evolving demands.

By examining this type of information, leaders can identify skill gaps, plan for targeted recruitment and design focused training programs, overall crafting a workforce ready to support your growth and adapt to evolving goals and demands. An HCM vendor with managed services offerings can also ensure your organization continues to run smoothly during periods of talent growth or transitions.



39%

Employers expect 39% of key skills required in the job market will change by 2030.

Source: [World Economic Forum, The Future of Jobs Report 2025](#)



Do we have an opportunity to streamline our systems to promote efficiency and better user experiences?

As your organization grows and becomes more complex, having unified systems that speak to one another becomes increasingly important — especially for reporting and streamlining HR workflows. However, large organizations often utilize separate systems — and juggling multiple contracts and suppliers limits your ability to centralize workforce information and scale your business.



Adopting a scalable HCM solution that integrates seamlessly with your payroll and other HR systems, or opting for an all-in-one platform, ensures that as the company grows, its systems can easily adapt to new demands without necessitating a complete overhaul.

It's also important that foundational tasks like payroll are carried out accurately and efficiently to ensure your employees are taken care of and your teams can spend more time on strategic efforts rather than fixing common errors or redundancies. Integrating or consolidating platforms to create a more cohesive and user-friendly environment can drive better data management, improve decision making and enhance employee experience.

Audit your technology to identify opportunities where automation or integration of systems could significantly improve operations and foster more productive and satisfying work environments. It's also essential to involve stakeholders from different departments in the audit process to ensure a holistic view of your organization's needs and opportunities for improvement.

80+

The average large company has 80+ HR tools and many global companies have twice that.

Source: [Josh Bersin](#)

Failing to make sure your employees are paid accurately and on time during a period of change can cause all other growth efforts to fall flat.



Choosing an HCM partner that empowers you to integrate, centralize, process and manage multi-country payroll efficiently for your employees around the world is crucial to make sure the bare minimum gets done, so you can focus on what truly matters.

Are we looking at suitable geographical locations when thinking about expansion?

Analyzing comprehensive datasets on regional costs, including real estate prices, utility expenses and local taxes, provides a clear picture of the financial implications of expansion into a new area.



Equally important is understanding the labor market in potential locations — data on expected salaries, skill availability and employment rates informs whether a region can support your organization's talent needs.

An HCM partner who can share compensation benchmarks by industry, geography and job title can save your organization time and money and drive better decisions for expansion and growth endeavors. Insights into local consumer behavior, economic stability and industry benchmarks, can help leaders ensure every move is aligned with broader business objectives and market opportunities.



How will we manage security, compliance and ethics while we grow?

Non-compliance risks — such as fines, legal challenges and reputational damage — can significantly derail growth efforts. This is true for both global and domestic expansion, where each new market may introduce its own compliance intricacies.

To address this, enterprises should seek HCM partners with a proven track record in supporting compliance within their industry and the specific regions into which they are expanding. These partners should provide insightful guidance and offer actionable tools and strategies to ensure compliance is maintained at every growth stage.



By leveraging the expertise of the right HCM partners, organizations can minimize risk and navigate the complex landscape of global compliance with confidence, supporting growth that is sustainable and compliant.

Data protection is essential, and for companies with locations across the globe, the risk of running afoul of data-related regulations continues to grow. That's why data security offers HR and finance leaders the opportunity to build a strong business case for investing in a high-quality managed HCM solution.





GUIDE YOUR BUSINESS THROUGH GROWTH — WITH CONFIDENCE.

When it comes to growth, whether it be domestic or global, the importance of leveraging the right data, streamlining innovative technology and having support from an experienced HCM provider, cannot be overstated.

Choosing a partner that earns your trust and is thoroughly committed to propelling your business forward with first-in-class service and support is the difference between a partnership that accelerates you, and one that hinders you from reaching your potential.

See how ADP can help you be ready for your next growth initiative at adp.com/largebusiness

