

THE BUSINESS CASE FOR A SINGLE-VENDOR HCM SOLUTION

Dynamic workforces and competing priorities



Always Designing
for People®

When functional partners align to HR, your business gains momentum.

Today's workforce decisions affect more than just HR — they shape how IT plans infrastructure, how finance allocates budgets, and how procurement evaluates vendors. But before any move is made, these teams need to align on priorities, requirements and outcomes. That alignment can be difficult to reach when systems are fragmented and data is trapped in silos.

When alignment stalls, so does progress.

Staying with disconnected systems may feel like the safer bet, but it limits visibility and delays decisions. The longer silos persist, the harder it becomes to adapt and lead. A single-vendor HCM solution helps remove those barriers — creating shared insights and smoother collaboration across functions.

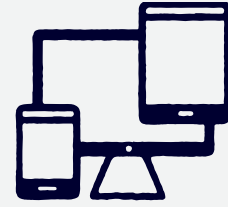
Experience and insight. It matters who you choose.

Choosing a single-vendor HCM solution can simplify decision-making and help every department work smarter. It helps bring clarity, consistency and teamwork to the forefront, transforming workforce strategy into meaningful business results.

When your HCM system lives in one integrated solution, it opens the door to:

- **Smarter processes**
- **Connected insights**
- **Stronger partnerships across departments**

This helps you monitor critical items easily, spot trends early and adapt quickly without juggling tools or piecing together reports. It's more than just a better way to work; it's about building momentum across your entire organization.



Connected systems create connected teams.



A single-vendor HCM solution delivers total business value for:

- | | |
|-----------|---------------|
| 1 IT | 2 Procurement |
| 3 Finance | 4 HR |

Bringing all your HR tech together is just the start. The real goal is to empower HR leaders to make positive changes that support and help every part of the business flourish. When you have access to comprehensive data and are equipped with the right technology, you can implement solutions that improve employee engagement and satisfaction and contribute to overall business success.

1 Making things simple, secure and scalable for IT

Every extra tool means more integrations, more support tickets and more risk. With an HCM solution, IT teams can reduce complexity and reclaim their time with:

- Fewer systems to manage and fewer things that can break
- Stronger security, with centralized access and audit trails
- Cloud-native infrastructure that grows with the business

With less to maintain, IT can shift from fixing issues to building innovation.

2 Bring clarity to workforce planning for Finance

Siloed systems can make it challenging for the finance department to get a full view of its workforce, let alone accurately forecast it. That's why a single-vendor HCM solution is imperative, providing real-time access to trustworthy headcount and compensation data, leading to:

- Better budget planning and scenario modeling
- Deeper visibility into labor costs, benefits usage and turnover trends
- Faster, cleaner forecasting cycles

It's easier to tie workforce decisions to financial outcomes and collaborate more closely with HR.innovation.



Shared data means faster, more confident decisions across the business.

3 Fewer vendors and greater value for Procurement

Every new vendor brings additional challenges, such as more contracts, increased risk and extra admin work. Switching to a single-vendor HCM model helps simplify things, reducing clutter and making compliance much easier to handle by:

- Consolidating spending and boosting pricing control
- Simplifying due diligence and audit processes
- Aligning sourcing to strategic goals, not just system needs

With less to maintain, IT can shift from fixing issues to building innovation.

4 Free up HR's time for what matters most

You know the drill: juggling one tool for benefits, another for engagement, a third for analytics and still relying on spreadsheets to tie it all together.

A single-vendor HCM solution brings it all into one place, which means:

- Fewer manual tasks and data errors
- More accurate compliance coverage across regions
- Actionable analytics without the IT backlog
- The freedom to focus on big-picture goals like retention, equity and employee experience

It's how HR moves from reactive to proactive and proves its value at the leadership table.

From functional silos to strategic collaboration

When everyone works from the same solution, things click into place:

- HR and finance can plan together more confidently
- IT stays ahead of system demands and scale
- Procurement drives efficiency with visibility across functions
- Executives trust the numbers behind every people decision

A single-vendor HCM solution doesn't just make life easier. It becomes the foundation for shared success.



Unlock value across the enterprise.





BUILD A BETTER WORKFORCE TOGETHER

The future of work is connected. And HR has the unique ability to lead that shift. By championing a single-vendor HCM approach, you choose a smarter, more strategic path for your department and your entire organization.

Explore how ADP's all-in-one HCM solution drives smarter decisions across your organization.

LEAD WITH BETTER HCM

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