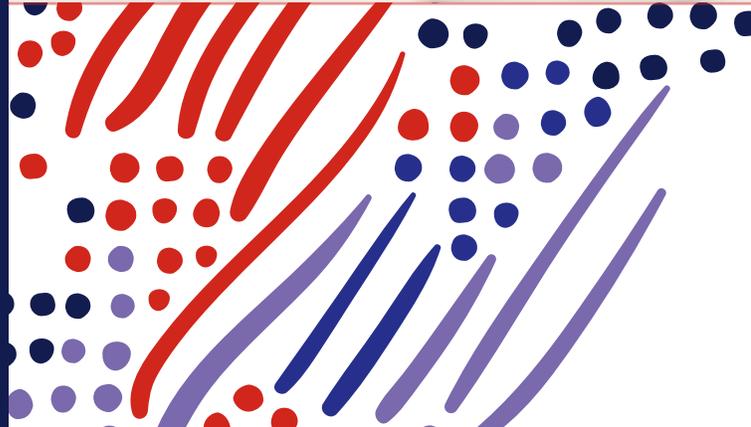**ADP®**
Always Designing
for People®

Reframing your talent strategy with a people-centered approach

The current landscape has taught us that we can change where, how and when we work and still get things done. As we continuously find new and meaningful ways to connect and collaborate, our priorities have shifted, as well. We need new approaches and tools that give us the insights to manage a changing environment, handle compliance issues that arise and help our employees, so they can do great work and succeed in the face of new challenges.

This excerpt from the recently published "Work is Personal: Your Guide to a People-Centered Approach to the Workplace," provides a short summary for getting started. Inside, you'll find:

Reframing your people strategy

Three key areas required for building a people-centered talent strategy including how you can hire more effectively, confirm consistent equity and build a more inclusive work environment.

Support for HR to lead the change

Two key ways to help you find the resources to focus where you need to as well as how to use data to stay on top of what's working, what isn't and how to adjust.

Reframing your people strategy

1 Hiring

As the job market continues to heat up, you may find that you are facing tough competition for high-quality employees. If you offer remote work, you are not limited to the qualified people in your geographic area and can hire almost anyone, anywhere. This means you can source more diverse candidates; find people with the skills you're looking for and create the teams you could only imagine. Geography is no longer a limit on what's possible.

Finding, selecting, onboarding and managing employees does not have to be difficult when you have the right tools. There are HR technology and outsourcing solutions that can help you source talent, assess skills and qualifications, give new employees information to help them get started and guide their supervisors to manage to their strengths. Look for solutions that give you up to date information on compensation, pay equity and benchmarking for your industry, jobs and locations.

When new employees start, focus on making them feel welcome and included and make the paperwork as quick and easy as possible. Connection, comfort and culture are the keys to successful onboarding.

+52%

There are now 52.6% more jobs posted online than there were in pre-COVID February 2020.[1]

"Our recruitment solution is now integrated with our HR system, and the user interface for the candidate is outstanding. Everything I've ever heard from candidates as they look through jobs on our website or join our company is that they've had nothing but a great experience."

– Paul Koetting, Senior Director of HR,
  World Wide Technology

Learn more about equal pay: [Focusing on equal pay: Compliance and strategic considerations](#)

2 Pay equity

Equal pay for equal work is not just a good idea; it's also the law. Pay is a motivating factor in recruiting and retention. Getting compensation right is difficult, because it's hard to know what jobs are equivalent and what factors make a difference.

This is another place where data and technology can help you evaluate your pay from a market-and-pay-equity perspective and show you where you should explore making changes. Look for solutions that can help you identify and analyze potential pay equity gaps by protected classes and identify individual gaps. Then you can dig into specific issues to understand the impact of other factors such as performance, tenure and education.

Pay equity is important for attracting and retaining people and building your reputation as an employer that cares about equity and is willing to demonstrate that commitment with both money and providing a workplace where everyone belongs and can succeed.

3   Diversity, equity and inclusion

Feeling like you can be yourself is an essential part of doing your best work. Diversity in leadership can also improve problem-solving, provide broader perspectives and new approaches, while boosting profitability and providing confidence that your organization represents the community you serve.

There are valuable insights available about the diversity of your workforce, your market and how you compare to other companies in your industry, geographic area and business size. Discover why building trust helps ensure the success of all employees while demonstrating your commitment by having diverse teams, including leadership in the full guide.

Support for HR to lead the change

1   Make people your priority

Outsourcing your payroll to a managed services provider makes your HCM functions more efficient and cost-effective and frees up your staff to focus on making work more personal — while helping the bottom line. Used by organizations with several hundred employees to companies with tens of thousands of employees, an HCM managed services provider functions as an extension of your team. This helps ensure that your daily and strategic HR functions are being performed to the maximum benefit of your organization.

"We're doing the right thing and it means we're on the right path for diversity, equity and inclusion. Diversity gets our customers and our employees in the door. Inclusion makes sure that they stay. Diversity and inclusion are going to set companies apart, today and into the future. Organizations that don't recognize the importance of diversity, equity and inclusion will fall to the side."

– James Fleisher, Senior Vice President, Head of Operations, Data and Systems, Bank of the West

+19%

Companies with diverse management teams report innovation revenue 19 percentage points higher than their less diverse counterparts.[2]

2 Rely on data-informed decisions

Having reliable, accurate and timely data is critical for understanding how to make the best decisions. Having the right data at the right time can help you see what's really happening, ask better questions, explore solutions and find and address concerns before they become big problems.

Look for solutions that not only give you the right information, but also help you know what to do with it. Using and understanding it should be easy and effortless.

Read more: Using benchmarks to see around the corners

Thinking about how work gets done is more important know than ever. Organizations that rethink their approach to people will move ahead in the future. To do that, you need to have the right information and tools at the right time. Once in place, your people can do what they do best — the work that suits their skills, strengths and interests. The right tools can help leadership manage in ways that meet employees where they are with solutions that can free people up to connect, communicate and care.

In a changing work environment, having the ability to see what is happening in your company and the market and take care of administrative and other tasks wherever you are puts you in a great position to assess and adapt to whatever is next.

How ADP® can help

Today's companies are using data and technology in new and exciting ways. From finding, hiring, and engaging the right people to managing health-care compliance and regulatory changes, as well as HR solutions are flexible, scalable and make a difference.
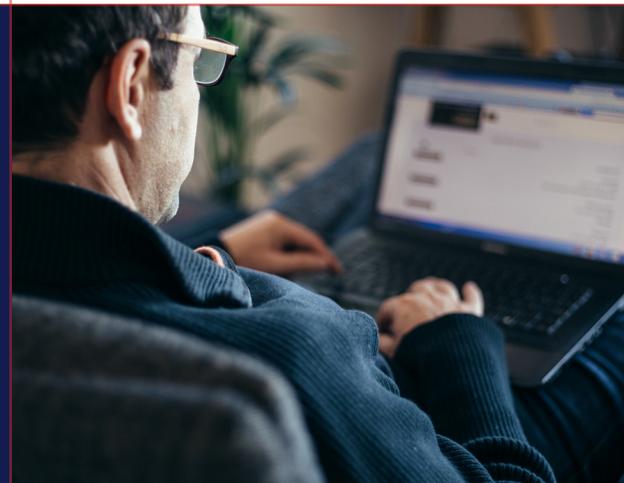
When everything is changing fast and new issues arise, ADP can help. We give you the insight and tools to see what's happening in your company and the market, assist your managers and employees to work better and handle your compliance, payroll, and benefits. Then you can focus on meeting the needs of your customers/clients and growing your business.

1. ZipRecruiter, Inc. internal data, January 1, 2020–June 30, 2021.

2. How Diverse Leadership Teams Boost Innovation, BCG, 2018.

To explore the latest talent insights and resources from ADP, visit:

adp.com/itspersonal