

Adaptable Technology Platform

The potential of your organization is limited by the capabilities of your technology



Traditional HCM technology

Traps your data, keeps your processes **inflexible** and makes it **harder to adapt** to organizational changes.



Adaptable HCM technology

Designed to **change and grow** with you, turn your data into **insights** and **support** organizational change.

Benefits of adaptable technology in HCM:



Adaptable Technology

<p>Cloud-native</p> <p>Unrestricted scalability</p>	<p>Low-Code</p> <p>Rapid development for non-techies</p>	<p>Graph Database</p> <p>Capture how work really happens</p>
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Cloud-native architecture means significant improvements in experience, performance, scalability and availability of people systems.

Use of cloud-native technologies in production has **grown over 200%**

Not all "Cloud" is created equal. Cloud-native technologies **empower** organizations to build and run **scalable** applications in modern, **dynamic environments** such as public, private, and hybrid clouds.²



The benefits of Cloud-native in ADP Next Gen HCM

<p> SECURITY</p> <ul style="list-style-type: none"> Integrated operations and development teams for increased development velocity, performance and security Leverage the expertise of ADP's world-class Global Security Organization 	<p> SCALABILITY</p> <ul style="list-style-type: none"> Microservices, instead of a rigid, monolithic system, improve scalability, reliability and service levels Automated container management for greater system efficiency and on-demand scaling 	<p> AVAILABILITY</p> <ul style="list-style-type: none"> Zero-down-time deployment (CI/CD) means your system is always available Deploy your HCM apps wherever your people need them with global performance optimization
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Low-Code means your technology can adapt as fast as your organization does.



84% of enterprises have turned toward **low-code** for its ability to **reduce strain** on IT resources, **increase speed-to-market**, and involve the business in digital asset development.³

100% of enterprises have received **ROI** from their low-code adoption.³

The benefits of Low-Code in ADP Next Gen HCM

<p> DESIGNED TO SUPPORT GROWTH</p> <ul style="list-style-type: none"> Create new capabilities and workflows with an intuitive, graphical experience that doesn't require advanced technical programming skills Enables organizations to cost effectively extend their HCM solution as their business strategy changes 	<p> BUILD APPS FASTER</p> <ul style="list-style-type: none"> Significantly reduce time and cost to build new mini-apps, integrations and country-specific localizations Visual, drag-and-drop interface complex custom code makes mini-app development faster 	<p> ACCELERATE DEPLOYMENT</p> <ul style="list-style-type: none"> Deploy apps to the right teams at the right times Adapt apps to changing organizational needs
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Graph Database lets your HCM system reflect how work actually gets done.

Today's CHROs don't just need to manage larger volumes of data — they need to **generate insight** from their existing data. The relationships between data points matter more than the individual points themselves.⁴



The application of **graph database** use will grow at 100 percent annually through 2022 to enable more complex and adaptive data science.⁵

The benefits of Graph Database in ADP Next Gen HCM

<p> REFLECT HOW WORK ACTUALLY GETS DONE — IN TEAMS</p> <ul style="list-style-type: none"> Model teams and other multifaceted relationships Allow people to be on multiple teams and move freely among teams 	<p> INCREASE ORGANIZATIONAL AGILITY</p> <ul style="list-style-type: none"> Create and deploy teams quickly as needed Understand different types of teams and how they affect engagement and productivity 	<p> DEVELOP ACTIONABLE INSIGHTS</p> <ul style="list-style-type: none"> Better understand team engagement, risk and performance Deliver people insights to team leaders in the flow of work
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To find out more, contact your ADP HCM representative or visit: adp.com/NextGenHCM