



IN THE BUSINESS OF YOUR SUCCESS®

# ADP® Talent Management

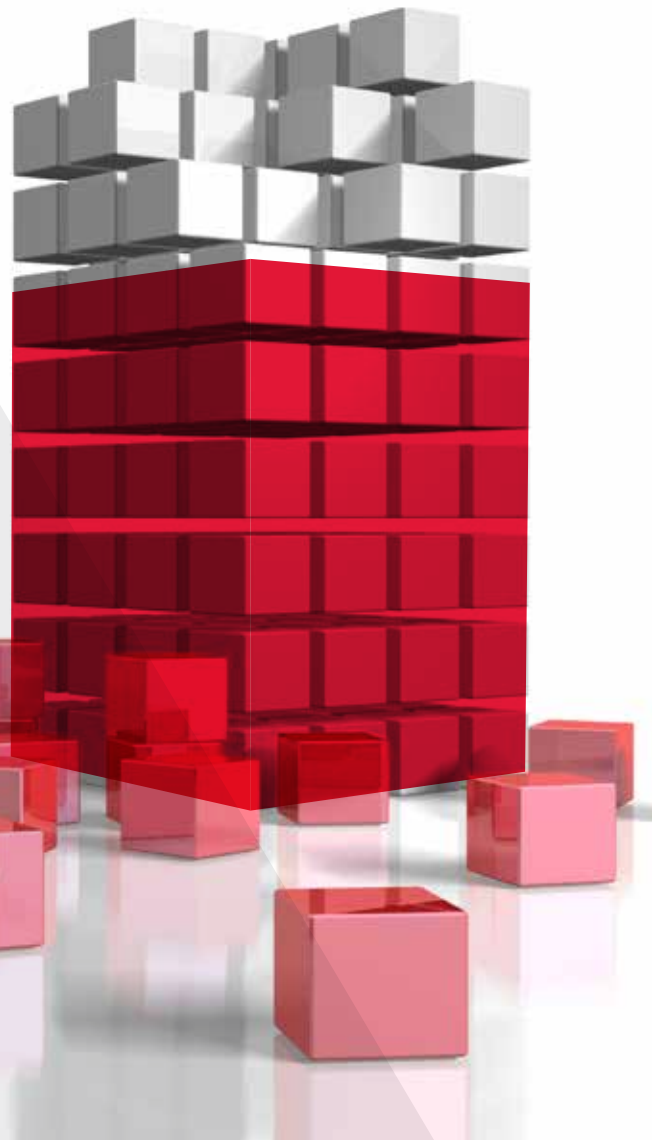
Because great people drive even greater results.



HR. Payroll. Benefits.

Nearly **3/4**  
of U.S. CEOs expect  
to change their talent  
management strategies.

PwC 16th Annual CEO Survey, 2013



# From hire to retire, become a talent magnet.

We've all seen the stats — depending on the position, a bad hire could set you back anywhere from \$25,000 to \$300,000.<sup>1</sup> More than half of all U.S. workers are unengaged.<sup>2</sup> The typical cost of turnover averages half of the employee's annual salary.<sup>3</sup>

On the flip side, companies with the right approach to talent management are reaping significant rewards — from more productive employees and increased profits to significantly higher shareholder returns.

If you want to count your organization among them, you need a sound recruiting, retention and development strategy that helps you find, grow and keep your biggest strategic asset — your people. In short, you need ADP® Talent Management.

## The integrated approach to talent management

As part of an end-to-end Human Capital Management (HCM) solution, ADP Talent Management provides an integrated framework for automating, standardizing and streamlining your processes across the five functional areas of talent management — recruiting, performance, compensation, learning and succession.



1 National Business Research Institute

2 Employee Engagement: What's Your Engagement Ratio? Gallup®, 2008-2010

3 Retaining Talent: A Guide to Analyzing and Managing Employee Turnover, Society for Human Resources Management, 2008

## ADP Talent Acquisition

### End-to-end recruiting through onboarding

Why juggle multiple vendors or cobble together multiple solutions, when ADP Talent Acquisition can help drive quantifiable results aligned with your business objectives?

- **Build a robust talent pipeline** — Cultivate passive and active talent while providing candidates with a mobile and interactive hiring process across all social domains.
- **Extend your team and expertise** — Our scalable recruitment process outsourcing solution helps to improve cycle times and quality of hire while increasing hiring manager and candidate satisfaction.
- **Reduce non-compliance exposure** — Help cut hiring-related risk associated with directives such as OFCCP, Equal Employment Opportunity, Fair Credit Reporting Act, Form I-9/E-Verify and federal/state tax withholding forms.

## ADP Performance Management

### The year-round success driver

Imagine what you could accomplish by aligning individual and corporate goals, ensuring everyone is focused on the same strategic priorities, and automating the ongoing performance evaluation process.

- **Enjoy next-generation performance** — Leverage cascading goals to drive year-round behavior and align with corporate initiatives. Populate talent pools to feed succession planning efforts.
- **Enhance career development** — Identify and address gaps in competencies to strengthen employees for current and future opportunities.
- **Simplify pay for performance** — Tight integration makes it easy to create integrated pay-for-performance programs that tie compensation awards directly to individual performance.



## ADP Compensation Management

### Control compensation spending and drive top-line results

Keep pace with the changing nature of the compensation landscape while helping to ensure compliance with your established compensation requirements.

- **Enables true pay for performance** — ADP Compensation Management facilitates goal-driven compensation so you can reward employees based on progress toward specific outcomes.
- **Helps reduce overspending** — Built-in controls help drive adherence to corporate guidelines, route transactions through pre-defined approval channels and alert you to non-compliant recommendations.
- **Accommodates diverse needs** — As your compensation requirements become more complex, ADP Compensation Management keeps pace with a highly configurable structure that supports multiple plans without compromising your corporate governance.



## ADP Learning Management

### Linking development tasks with organizational goals

Think about what you could achieve with an integrated solution for targeting, managing and delivering specific learning activities — both formal and informal — accurately and efficiently.

- **Drive proactive learning** — Push prioritized learning activities to employees for compliance training, certifications or to fill gaps in current competencies.
- **Create competencies** — Create learning programs based on the competencies for a specific position.
- **Align learning with corporate goals** — Tight integration with performance and career development aligns learning paths with performance evaluations and development activities.





## Talent management has been identified as the main target

for strategic change in every CEO survey over the past six years.

PricewaterhouseCoopers 16th Annual CEO Survey, 2013

## ADP Succession Management

### Your game plan for a strong, deep bench

Are you ready if a key player leaves? Without a clear succession plan, organizations are more likely to face employee attrition and disengagement along with shareholder and customer angst. Develop the right people for the right roles faster and drive your business forward.

- **One-stop visibility** – Provide senior leaders and the board of directors with up-to-the-moment insight into the people, their performance and readiness to take on new challenges.
- **Find front-runners faster** – Expand the talent pool to help uncover hidden talent across the organization. Mine and compare candidates at the touch of a button.
- **Elevate employee engagement** — Easy-to-use tools enable employees to update their profiles, search for positions and understand their development plans.

## Insight and expertise: Accelerating your success



Historically, talent management vendors have focused solely on software installation — not the clear blueprint that's vital for improving processes, managing change and delivering results. ADP works to understand your business and align your talent strategy, processes and technologies.

- **Strategic Advisory Services** – Helps create a strategic roadmap linking business strategy with operational process improvement.
- **Solution Design** – Translates your strategic roadmap into business process optimization for a more direct path to success.
- **Implementation** – Partners with your organization to ensure a successful start. Manages the handoff from strategy and solution design while owning all phases of your project's success.
- **Support** – An ongoing relationship that enables your talent solution to evolve as your business strategy evolves.

By partnering with ADP, you'll have everything you need to take your talent management to the next level.

## Talent Investing in success for the long term

Today's world-class companies know that their people hold the key to competitive growth. And seamless, end-to-end talent management is the only way to unlock their full potential — and yours.

Isn't it time you achieved alignment between your strategic goals and the people who'll help get you there? If the answer is yes, then the solution is ADP Talent Management.



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## **ABOUT ADP:**

With more than \$11 billion in revenues and more than 60 years of experience, ADP® (NASDAQ: ADP) serves approximately 620,000 clients in more than 125 countries. As one of the world's largest providers of business outsourcing and human capital management solutions, ADP offers a wide range of human resource, payroll, talent management, tax and benefits administration solutions from a single source, and helps clients comply with regulatory and legislative changes, such as the Affordable Care Act (ACA). ADP's easy-to-use solutions for employers provide superior value to companies of all types and sizes. ADP is also a leading provider of integrated computing solutions to auto, truck, motorcycle, marine, recreational vehicle, and heavy equipment dealers throughout the world. For more information about ADP or to contact a local ADP sales office visit the company's website at **[www.ADP.com](http://www.ADP.com)**.