



IN THE BUSINESS OF YOUR SUCCESS®

## ADP Talent Management

# ADP® Performance Management



How can you take control of your year-round performance management processes to help drive individual and corporate success? Part of the ADP® Talent Management suite, **ADP Performance Management** is the key — automating the performance evaluation process, facilitating alignment of employees' goals with corporate initiatives, and getting everyone on the same page when it comes to individual, team and organization-wide progress toward key strategic priorities.

## Your Challenge

In today's highly competitive business environment, success requires that every single employee be fully engaged and working toward a common goal. But that isn't likely to happen if manager/employee communication about goals and priorities is limited to traditional annual performance reviews.

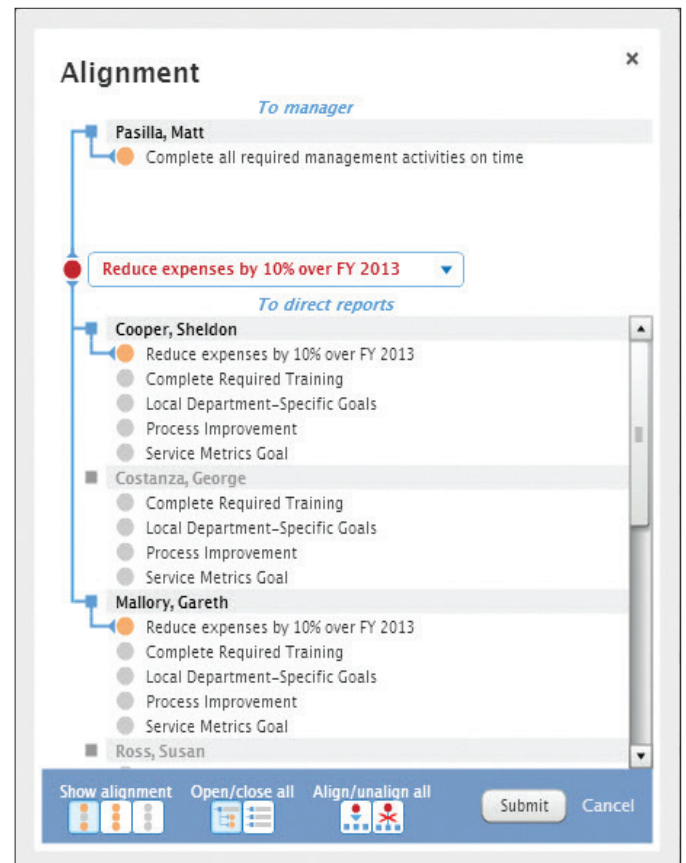
## The Solution

To gauge and manage performance, you need the ability to continually assess individual and collective progress toward organizational goals year round. ADP Performance Management delivers that ability with a systematic, highly interactive approach.

### Driving long-term career development

Smart companies know that traditional annual reviews are just the start. To achieve your goals, you need to drive better conversations and communication between managers and employees all year long.

ADP Performance Management gives you an organization-wide framework for making those conversations happen. From goal planning to evaluations, you benefit from an automated performance management process designed to keep your entire organization focused on strategic priorities.



HR. Payroll. Benefits.

You also gain the tools to better engage, empower and energize your most important asset — your people.

## The Advantages

### Supports the full spectrum of performance activities

With an easy-to-use interface and intuitive design, ADP Performance Management delivers a highly interactive experience for employees, managers and HR administrators alike.

- Enables HR staff to assign competencies at a company, group or job level
- Shares data across the ADP Talent Management suite for end-to-end talent management
- Keeps the review cycle moving forward with minimal need for HR intervention
- Gives you at-a-glance insight into group and employee performance status
- Integrates with your system of record to reduce data silos and keystroke errors while enhancing accuracy and visibility

With ADP Performance Management, managers and employees are engaged in a year-round process that helps keep your entire organization on track.

Actions	Name	Align	Weight (200%)	Obstacles	Progress	Due Date	Actual End Date	Bonus Driver
1	Complete all required manage...	Minor	10		70%	Dec 31, 2013		
2	Complete Required Training		20		40%	Oct 04, 2013		
3	Control Costs		20		70%	Dec 31, 2013		
4	Identify potential future leaders		10		20%	Dec 31, 2013		
5	Reduce expenses by 10% over FY...		10		50%	Dec 31, 2013		
6	Service Metrics Goal		10		50%	Dec 31, 2013		

Goals identified as bonus drivers are directly tied to your target bonus amount of: ##### to #####  
Reset Amounts

### Boosts performance plan effectiveness

With the tools to transform performance management into an interactive, employee-centric process, your teams can work together on prioritizing goals, competencies and development activities aligned with departmental and corporate objectives. Plus, embedded peer feedback and tight integration with ADP Learning Management put everything you need to fill gaps and optimize employee performance in one convenient solution.

### Reduces performance review cycles

By automating the process for self-evaluations, manager evaluations and multi-rater reviews, ADP Performance Management helps significantly reduce cycle times. Evaluation forms are automatically populated with the latest information — goals, competencies, notes and feedback — so managers can spend more time on strategy and less on paperwork.

### Simplifies pay for performance

Because ADP Performance Management is tightly integrated with ADP Compensation Management, managers are able to reward current performance as well as plan for the future. Now you can easily create integrated pay-for-performance programs that tie compensation awards directly to individual goals and overall performance. That way, it's easy for everyone to see the direct results of their efforts.

## Highlights

### Empowers employees at every level

An intuitive interface demonstrates its value to users right from the start. Employees gain control over their profiles, collaborating with managers to define and manage their goals, development activities and performance plans. Managers can instantly review progress, set priorities and link weighted goals and objectives to results. For senior executives, ADP Performance Management lets you concentrate on the bigger picture — setting the corporate strategies that drive individual employee activities throughout the year.

### Offers remarkable visibility

At the heart of ADP Performance Management is an advanced reporting and analytics infrastructure based on proven best practices. At every level — from line managers to the C-suite — you gain end-to-end visibility into the performance review process. Identify top performers and high-potential employees, spot critical competency gaps and make more informed strategic decisions.

### Drives alignment with corporate goals

ADP Performance Management helps to enable organizations to align and motivate the entire workforce — including individuals, managers and executives — to execute corporate strategy. Cascading goals help link individual performance directly to strategic priorities so employees at all levels see how their contributions impact your bottom line.

### Accelerates business success

Your technology investments are made to drive specific business results. But even the best technology is only as good as the people and processes supporting it. That's why ADP blends the right technology with the right people and a focus on the right process improvements to help you reach your business goals.

## YOUR COMPLETE SOLUTION FOR SEAMLESS TALENT MANAGEMENT:

- Recruiting management
- Performance management
- Succession management
- Learning management
- Compensation management