



ADP® Performance Management

Key features:

- Dashboard provides at-a-glance insights into group and employee performance, progress and needs
- Touchpoints enable continuous dialogue, re-align goals and deliver coaching outside of the traditional annual cycle to drive engagement and productivity
- Talent insights help managers assess risk and impact of loss of talent to improve succession planning
- Integration with ADP Compensation Management to create pay-for-performance programs that connect compensation awards to performance

ADP Performance Management, part of the ADP Talent Management suite, is a flexible solution to help you create a performance process that suits the evolving needs of your organization. Provide your managers and employees the tools and capabilities to support continuous feedback and alignment of objectives to drive greater productivity, collaboration and growth.

Your challenge

You want to cultivate a workforce that can transform your business and accomplish your objectives.

Better employee performance will create better business performance but requires that you engage and grow your employees. To do that, you need the right tools and technology to assess your employees' current performance, help them feel connected to their work and focus on their goals for effective career management.

The solution

ADP Performance Management delivers an interactive and intuitive user experience for employees, managers and HR administrators. With a full spectrum of capabilities, you're equipped with the flexibility to curate a process that suits the needs of your people, delivers improved performance and fuels the development people crave.

Highlights

- Enable continuous attention and dialogue among leaders and their employees, with flexibility to deliver feedback as needed or on your own schedule.
- Create a simplified, intuitive process that engages employees and managers to increase adoption of performance processes and tools.
- Clarify role priorities and contributions to team and organizational success with direct line of sight into goal alignment.
- Equip managers with dashboards that make it easy to understand real-time team status and better identify the needs of their team.



Always Designing
for People™

Check out ADP's full talent management suite, your complete solution for sourcing, selecting, hiring and onboarding talent:

- Compensation Management
- Performance Management
- Succession Management
- Learning Management

For more information, visit ADP.com/Talent or call 800-CALL-ADP (225-5237).

The advantages

With ADP Performance Management, managers and employees are engaged in a year-round process that helps keep your entire organization on track and productive. The configurable solution gives you options for creating a process based on the changing needs of your people and organization.

As part of a full-featured suite of talent management solutions, critical employee performance information is connected and actionable. Now you can:

- Integrate with your HR system-of-record and share data across the ADP talent management suite for end-to-end integration of critical people data.
- Keep feedback and review cycles moving forward with minimal need for HR support.
- Get at-a-glance insights into group and employee performance status, progress and needs.
- Enable HR to assign competencies at a company, group or job level.

To facilitate a flexible, modern performance process that adds value for both the employee and leader, ADP Performance Management includes these key features:

Touchpoints

Deliver Touchpoints on-demand or scheduled, making it easier to give employees ongoing attention that recognizes good behavior and identifies opportunities for development when it matters.

Talent insights

Talent insights creates an easier way for managers to assess the talent on their team, from risk and impact of loss to current performance and ratings, all in one actionable place. Leaders can note the key talent and roles on their team, and even flow information through to succession planning.

Pay for performance

Tightly integrated with ADP Compensation Management, managers are able to efficiently and accurately reward current performance as well as plan for the future.

Performance evaluation

Our platform supports frequent engagement, with a focus on career and skills development — proven levers that keep employees loyal, happy and productive — to facilitate conversations between HR professionals, managers and employees. When it's time for a performance evaluation, you'll have access to the entire review, including all continuous and multi-rater feedback collected, for a complete view of goals, competencies and development activities.

Empower employees to own their career plans

Provide easy-to-use tools that enable employees to build their profiles, explore potential positions and career options, and create compelling, forward-looking career plans to share with their managers. Drive engagement by comparing current competencies with those needed for a future position, identifying applicable training opportunities to improve in target areas and prioritizing learning for their professional development.

