

ADP® Performance Management



A more human resource.™

ADP Performance Management provides your managers and employees the tools to enhance the performance evaluation process with ongoing, continuous feedback to facilitate career development and align employees' goals with corporate initiatives, so performance management is more than just one annual evaluation.

Your Challenge

You're looking 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 be able to assess your employees' performance where they're at and focus their goals for effective career management

The Solution

With an intuitive user experience, ADP Performance Management delivers an ongoing, interactive experience for employees, managers and HR administrators. With a full spectrum of performance activities, your organization benefits will have the tools to drive long-term career development for your people.



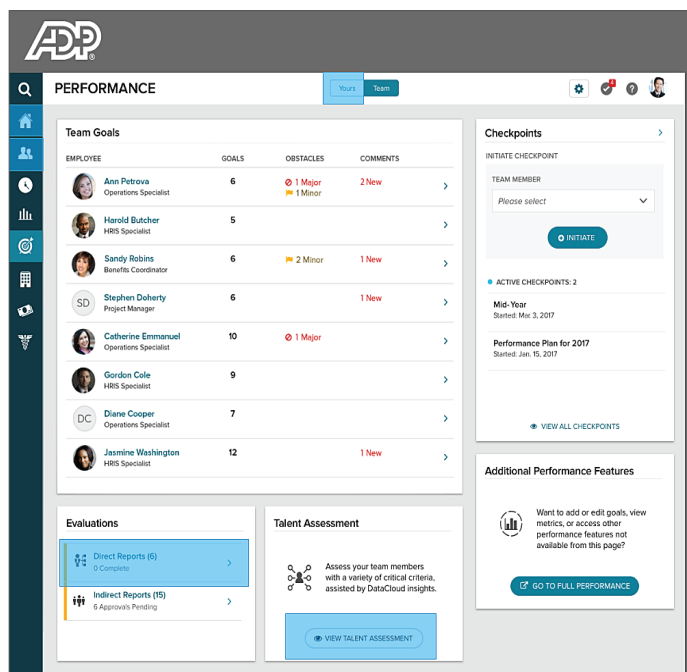
Highlights

- Deliver timely feedback and coaching to improve performance and engage employees throughout the year
- Complete evaluations through an easy, guided process
- Establish clear priorities and line of sight to job, job family and organization
- Summarize team status for managers through analytics and reporting
- Save time and increase adoption through manager and employee self-service features

The Advantages

With ADP Performance Management, managers and employees are engaged in a year-round process that helps keep your entire organization on track. The highly configurable solution gives you options for how you manage performance, based on your organization's business model and philosophy.

- 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 integration
- Keeps the review cycle moving forward with minimal need for HR intervention
- Gives you at-a-glance insights into group and employee performance status
- Integrates with your system of record to reduce data silos and keystroke errors while enhancing accuracy and visibility



Employees are more likely to learn and grow when they receive immediate feedback that is specific, targeted at their development and able to be put into practice right away.¹



CheckPoints

Your employees can receive continuous feedback, view their status, and change and align their goals with support from their manager.

- **Real-time feedback**

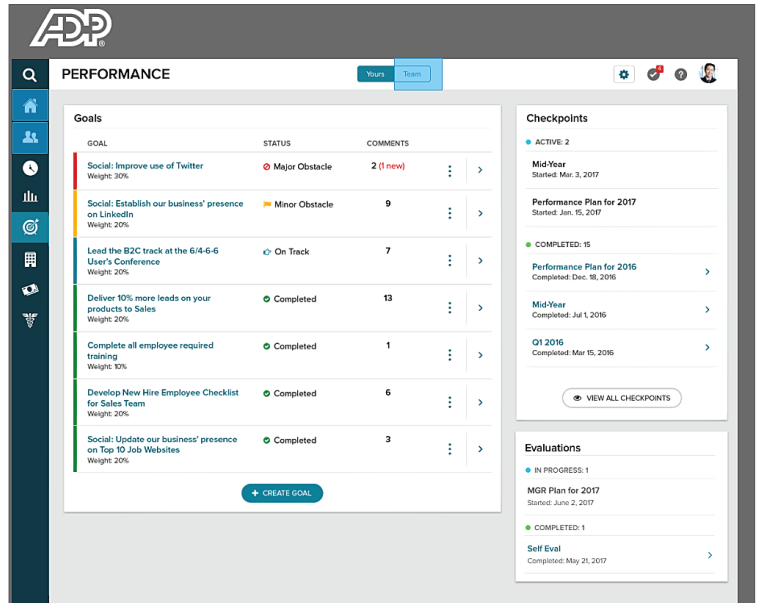
Provide feedback and coaching critical to meet employees' needs for growth and allow managers shared accountability to achieve performance goals.

- **Goal-setting dashboard**

Displays goals and percentages completed in a visual rainbow that highlights completion.

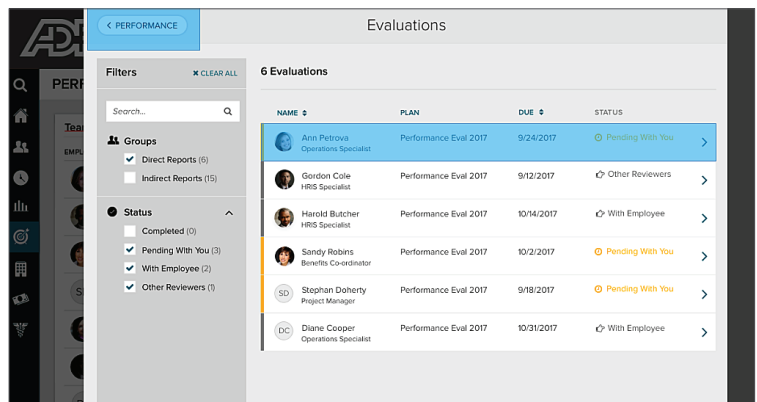
- **Interconnected solution**

Supports the evolving role of managers to improve business outcomes by empowering teams and providing continuous coaching away from traditional, annual reviews and stacked ratings.



Performance Evaluation

Performance management is geared to be more effective, at all levels, for more frequent engagement and attention to career progression and strengths-based leadership development. When it's time for an evaluation, you'll have access to the entire review for both managers and employees to see a summary view of goals, competencies, activities and questions.



Pay for Performance

ADP Performance Management is tightly integrated with ADP Compensation Management, so managers are able to reward current performance as well as plan for the future. 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.

Check out ADP's full talent management suite, your complete solution for seamless talent management:

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

For more information, visit
adp.com/business or call
1-800-CALL-ADP (225-5237).