

# 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:

An HCM system that works the way you do – in teams

Useful and actionable insights in the flow of work



Technology that adapts as fast as your organization

Secure, scalable, high-performance cloud-native

## Adaptable Technology

### Cloud Native

Unrestricted scalability



### Low Code

Rapid development for non-techies



### Graph Database

Capture how work really happens



**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%**.<sup>1</sup>

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.<sup>2</sup>



## The benefits of cloud native in next gen HCM

### SECURITY

- Integrated operations and development teams for increased development velocity, performance and security.
- Leverage the expertise of ADP's world-class Global Security Organization.

### SCALABILITY

- Microservices, instead of a rigid, monolithic system, improve scalability, reliability and service levels.
- Automated container management for greater system efficiency and on-demand scaling.

### 24/7 AVAILABILITY

- 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.

**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.<sup>3</sup>

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



## The benefits of Low Code in next gen HCM



### DESIGNED TO SUPPORT GROWTH

- Less technical skill required than traditional coding allows “citizen developers” and clients to quickly build their own apps.
- Enables organizations to cost-effectively extend their HCM solution as their business strategy changes.



### BUILD APPS FASTER

- Significantly reduced time and cost to build new mini-apps, integrations and country-specific localizations.
- Visual, drag-and-drop interface vs. complex custom code makes mini-app development faster.



### ACCELERATE DEPLOYMENT

- Deploy apps to the right teams at the right times.
- Adapt apps to changing organizational needs.

**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.<sup>4</sup>

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



## The benefits of Graph Database in next gen HCM



### REFLECT HOW WORK ACTUALLY GETS DONE - IN TEAMS

- Model teams and other multi-faceted relationships.
- Allow people to be on multiple teams and move freely among teams.



### INCREASE ORGANIZATIONAL AGILITY

- Create and deploy teams quickly as needed.
- Understand different types of teams and how they affect engagement and productivity.



### DEVELOP ACTIONABLE INSIGHTS

- Better understand team engagement, risk and performance.
- Deliver people insights to team leaders in the flow of work.

## Customer Experience

**For Customers** – Integration with other best in class HCM applications.

**For ADP Partners** – Network effect of leaning on ADP expertise, apps & data.

**For Citizen Developers** – Ability to rapidly innovate and keep up with technological advancements.

**For Everyone** – Visualizations and actionable insights via machine learning.

<sup>1</sup>Bi-annual Cloud Native Computing Foundation (CNCF) survey, Oct 2018

<sup>2</sup>Cloud Native Computing Foundation, Dec 2018

<sup>3</sup>Large Enterprises Succeeding With Low-Code”, Forrester, March 2019

<sup>4</sup>Neo4j

<sup>5</sup>Gartner Identifies Top 10 Data and Analytics Technology Trends for 2019

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