



# Teaming up for global payroll transformation

Join us at ADP® ReThink 2024

Get ready for inspiring conversations and new connections with ADP executives, global business leaders and your peers in the world of payroll.

**ADP ReThink**

January 31–February 2, 2024

InterContinental London — The O2

# "If you want to go fast, go alone. If you want to go far, go together."

This proverb is particularly true for payroll transformations. Payroll teams have to collaborate with many stakeholders, including HR, finance and IT in every step of the process to ensure a successful transformation. And for a global organization, the people in company headquarters have to engage with stakeholders around the world to ensure local compliance and employee buy-in. Going alone on this journey is impossible.

For people leading multinational corporations with thousands of employees in dozens of countries, a global payroll transformation project is a big opportunity — and a big challenge. Setting out on the journey can be daunting. And that's why we need to go together.

ADP ReThink is a one-of-a-kind meeting for executives looking for fellow travelers on the payroll transformation journey. The connections made at this invitation-only event have helped many attendees go far, to places they never thought possible.

Payroll leaders attending the event gain insights from ADP executives and world-renowned thought leaders, getting previews of what's on the horizon. And attendees also get to exchange best practices and brainstorm with their peers and payroll experts in small group breakout sessions and networking events.

This collaboration is at the heart of everything ADP does, and it's only possible when we go on this journey together. **I hope to see you in London in 2024!**



**Virginia Magliulo,**  
President ESI, ADP



## Everything about ADP ReThink



**What:** World-class, exclusive conference for ADP prospects and clients



**Who:** Senior-level HR, finance, IT and payroll leaders who drive their global organizations' pay and HR strategy and initiatives



**When:** January 31–February 2, 2024



**Where:** InterContinental London — The O2



**Why:** Because global payroll transformation is a team effort: Network with peers, connect with ADP executives, and collect insights to bring back to your team





# Benefits of attending ADP ReThink

ADP ReThink is where global payroll, HR, finance and IT leaders meet to exchange ideas and gain insights. Attended by over 300 executives and thought leaders from around the globe, ADP ReThink offers a rich learning experience in a relaxed setting.

## Trending topics in 2023

- **Inflation challenges:** Despite wage increases during the pandemic, inflation is causing a cost-of-living crisis in many parts of the world. And it underlines the importance of pay accuracy: Payroll errors are magnified in a cost-of-living crisis. No business can afford to pay its employees too late or too little.
- **Shifting priorities:** Pay remains the No. 1 draw for workers, but while flexibility became the second-most important factor during the pandemic, in 2023 workers care more about career progression and well-being in the workplace. The share of people considering changing jobs has risen every year since before the pandemic.
- **Global staff shortages:** The world labor force participation has declined from 65% in 1990 to 59% in 2020, according to the [ILO](#). Free trade and globalization in the 1990s were about moving goods and capital around the world; globalization has now moved into a people-focused phase as countries rethink immigration policies.
- **Cybersecurity awareness:** Cybercrime can disrupt business and create financial losses, as well as result in fines from regulators if there are data breaches. Your payroll vendor needs to have a global, converged security plan that includes proactive detection of threats and correction of security flaws.
- **Embracing change:** If the pandemic taught us anything, it's that transformation never stops. Artificial intelligence (AI) and greater automation of jobs are creating short-term disruption and long-term structural change. Change management should be top of mind for every executive in 2023 and beyond.



## What highlights should attendees expect?

- Globally respected keynote speakers and valuable peer case studies
- Live, interactive demos of ADP's innovative technologies and services
- Access to ADP senior leaders and their valued expertise
- Unforgettable experiences in a desirable global destination



## What are the benefits of attending?

- Networking opportunities with peers from businesses like yours
- Exposure to the latest HR and payroll trends and best practices
- Insight into relevant real-world experiences from industry peers
- Face time with ADP subject-matter experts



## 2023 speaker highlights



**Maria Black,**  
President and CEO,  
ADP



**Nela Richardson,**  
Chief Economist and  
Co-Head of the ADP  
Research Institute



**Marcus Buckingham,**  
New York Times  
best-selling author and  
Co-Head of the ADP  
Research Institute



**Sebastian Terry,**  
Best-selling author,  
TV host and founder of  
the 100things Movement



**Erica Dhawan,**  
Author of Get Big Things  
Done: The Power of  
Connectional Intelligence



**Martha Bird,**  
Chief Business  
Anthropologist, ADP,  
and Shelley Sather,  
Principal, Demophile



**Sreeni Kutam,**  
President, Global Product  
and Innovation, ADP



**Belinda Atkins,**  
Head of Global Payroll,  
Commonwealth Bank



**Farhad Mahbub,**  
Global Payroll  
Transformation Lead,  
Worley



**Jennifer Collins,**  
Senior Director,  
Global Payroll, Microsoft



**Michelle Whitfield,**  
Head of Global Payroll,  
Meta



**Mitch Spivey,**  
Senior Director,  
Americas HR Operations  
and Service



Left to right: Martha Bird, Chief Business  
Anthropologist, ADP and Shelley Sather,  
Principal, Demophile.



## What attendees have to say

“ADP ReThink gives me the ability to think outside the box, dream big, plan for better outcomes and mostly inspires me about what the future can look like for my team!”

“It was great from a relationship building perspective and was a good mix of customer stories, product and innovation updates, research insights and general motivational speakers.”

“The only event in the world that brings together the thought leadership, support, and inspiration to enable global payroll professionals to grow and continue to add value to their company and teams.”

“It’s difficult to engage just through LinkedIn or within our own personal networks, so having face-to-face time with others in similar roles is fantastic.”

“Words almost can’t describe it. I left the event feeling energized, inspired, and excited for the future of global payroll.”

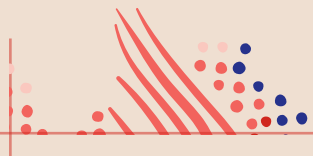
“A brilliant mix of content-rich insights, conversations with ADP and clients of ADP. A hugely energizing and thought-provoking experience.”



## Collaborate with peers

A unique feature of ReThink is small-group collaboration, where payroll and HR leaders can trade notes with their peers and speak with ADP experts. Breakout sessions at ReThink 2023 included:

- Achieving your objectives and goals on your global payroll journey
- Considerations for a global payroll time strategy
- Global payroll implementation: If I knew then what I know now
- How to secure success in your multi-country deployment
- Protection you need from the partner you trust
- The future of automation beyond the horizon of RPA
- What will it take to be a high-performing global payroll leader for the future?







# Social coverage of ReThink 2023

“Incredible week at #ADPReThink last week held in beautiful Malta. I left the conference energized as we push the envelope on automation and new ways of working. Continuous evolution is the new normal for payroll, zero touch payroll operations is our north star. Adopting new technology capabilities and continuous upskilling are the key ingredients. #inpersonwithpurpose #adp #payrollmatters”

**Carolyn Carter,**

VP, Global Head of Payroll at IBM (LinkedIn)

“Quote from one of the amazing speakers at #ADPReThink Michelle Whitfield: ‘Payroll is like electricity. You only notice it when it’s not there.’ #payroll #globalpayroll”

**Alex Little,**

Global Payroll Director — HR Workforce Operations Hub Lead EMENA North and Central, Avery Dennison (LinkedIn)

“How many times have you wished to have someone advise or guide you on the challenges you face in your payroll journey? At the same time, being able to share your experience and help others on their journey, meeting great leaders and new ways to do things. All of that in an enjoyable way. That was for me ReThink. #rethink #ADPReThink #Malta #payroll”

**Javier C.,**

International Payroll Manager, Okta (LinkedIn)

“When I started in #payroll, I never thought my career would take me to the beautiful country of Malta, touring the Mediterranean, and collaborating with some of the most intelligent and interesting payroll, HR, and finance leaders from around the world. Great meetings and presenters this week with so many innovative ideas to take back to my #redhat Global Payroll Team!”

**Cleopatra Tunnell,**

Senior Director, Global Pay Compliance at Red Hat (LinkedIn)

“Day 2 and close: Connections made, friendships renewed, purpose defined, ideas shared, stories told ... opportunities discovered. Simply an amazing experience delivered to all attendees at the 2023 ADP ReThink global conference in gorgeous Malta. On behalf of the team from G-P/Globalization Partners, we are so grateful to have been a part of it; thank you all, and hope to see you in London for #adprethink 2024! #alwaysdesigningforpeople #globalmadepossible”

**Charles H. Ferguson,**

General Manager, Asia Pacific, Globalization Partners (LinkedIn)

“Smiles all around; @MariaBlackADP closes her first #ADPReThink event as CEO of @ADP with a stellar evening TY @virgimagliulo @tkopta @ADP Amazing achievement #womenintech #womenCEO”

**Elizabeth Rennie,**

HR Research Director at NelsonHall (Twitter)





# Who attends ADP ReThink?

ADP ReThink brings together senior-level decision makers to exchange ideas, gain insights and network with peers, experts and thought leaders.

## Previous attendees represented:

- Amazon
- Apple Inc.
- AstraZeneca
- BD (Becton, Dickinson and Company)
- Bombardier Transportation
- Bose
- Bristol Myers Squibb
- The Coca Cola Company
- Commonwealth Bank
- Dell Technologies
- FedEx
- Four Seasons Hotels and Resorts
- General Electric
- Hewlett Packard Enterprises
- IBM
- IKEA
- Intercontinental Hotels Group
- Johnson & Johnson
- Meta
- Microsoft
- Mondelez International
- PayPal
- Raytheon Technologies
- Ricoh
- Salesforce
- Stanley Black & Decker
- Teva Pharmaceuticals
- UPS
- Worley

## Attendee job titles included:

- CFO
- CHRO
- Director, Employee Services
- Director, Global HR Technology
- Director, Global Payroll
- Director, HR Management
- Group HRIS Director
- HCM Director
- Senior Director, Finance
- Senior Director, HR Services
- VP, Global Compensation
- VP, Global Payroll Operations



Registration for 2024 opens in September: [rethink.adp.com](https://rethink.adp.com)



In the meantime, if you missed the 2023 event, you can watch the highlights [HERE](#).



If you have any questions about the event, contact the ReThink team at [rethink@adp.com](mailto:rethink@adp.com).

For more information,  
visit [ADP.com](https://www.adp.com)

## About ADP

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