

THE WORKFORCE MANAGEMENT PLAYBOOK FOR NAVIGATING ACROSS MARKETS AND REGIONS

Best practices for clients expanding their workforce strategy to scale globally and operate locally

workforce
SOFTWARE • An ADP® Company



TABLE OF CONTENTS



| | |
|--|-----------|
| Managing a global workforce keeps getting more complex | 4 |
| Step one: Plan for success by setting clear goals | 7 |
| Step two: Define your requirements, priorities and governance model | 10 |
| Step three: Design your rollout sequence | 13 |
| Step four: Build your phased implementation strategy | 15 |
| Step five: Achieve consistent adoption and continuous improvement | 19 |
| Step six: Optimize for long-term success | 21 |
| Key takeaways and next steps | 23 |

WHEN IT COMES TO WORKFORCE MANAGEMENT, GLOBAL IS THE GOAL, LOCAL IS THE REALITY

If you feel like the nature of work and workplaces are constantly changing, you're not alone. Managing your global workforce comes with inherent challenges. Multiple countries, currencies, communities, languages, time zones and cultures each have their own unique priorities, operational requirements and system of rules and regulations.

For continuous improvement, our clients balance global consistency with local adaptability as part of their workforce management practices.

You're in a great position to achieve this balance because you already have the foundation in place! Your ADP® WorkForce Suite solutions can be configured to support your people in various geographies. Having a single workforce management solution further improves labor spend, efficiency and productivity. It also demonstrates support for a culture that enables and enriches the full potential of your company's greatest asset: your people.

The investment you've already made can balance global scale with local requirements and deliver personalized experiences by putting people first in a way that will attract top talent, retain staff and help you reap the rewards of a highly engaged and productive workforce.

Adapting your approach to global workforce management will create an adaptable and resilient organization you can count on to power your operations. As your committed partner in improving workforce management, we're here to help optimize your ADP WorkForce Suite solution to fit your unique needs.



MANAGING A GLOBAL WORKFORCE KEEPS GETTING MORE COMPLEX

It's not your imagination. It's getting harder to manage a global workforce. Here's why:

REGULATORY COMPLIANCE

Whether you run a global operation, or looking to expand, you're bound by the labor laws, tax codes, industry regulations and union agreements present in each country and locality where you operate. The more global and dispersed your workforce, the more regulations you must manage.

- In the U.S., the Family and Medical Leave Act ("FMLA") is a federal law providing eligible employees of covered employers with up to 12 weeks of unpaid, job-protected leave in a chosen 12-month period for specified family and medical reasons.
- In Brazil, union and collective bargaining agreements vary by region, industry and company. Rules for holiday and overtime pay can differ within the same geography. Fines and reputational risk resulting from non-compliance can be staggering.

CULTURAL NUANCES

Every culture approaches work differently, so team expectations, work/life balance norms and engagement strategies vary from place to place. To effectively manage a global workforce, you need adaptable practices that honor local customs and foster inclusion.

- Japanese employees work in a culture where strict seniority-based scheduling is the norm. Scheduling decisions often prioritize tenure and rank rather than individual preferences, which can impact shift assignments, overtime expectations and workplace dynamics.
- In the Netherlands, flexible work arrangements are legally protected. Employers must accommodate requests for flexible hours or remote work promoting work/life balance and worker autonomy.

OPERATIONAL CHALLENGES

Managing scheduling, time tracking, absence policies and payroll processing in multiple countries means extra layers of complexity. Reduce complexity by dropping manual or people-based processes and implementing systems that natively support your requirements.

- In Australia, employers must comply with Annualised Wage Agreements so that employees are compensated at minimum award rates and within industry-specific pay brackets. Intentional underpayment under the Fair Work Act can lead to criminal charges.
- German employees love their country's strict vacation entitlement rules. These rules can put pressure on global employers to manage leave balances and encourage people to take earned time to remain compliant.

Disconnected workforce management system RISK SCENARIOS

When you manage a global workforce with a patchwork of solutions, you're spending added money on everything from licensing extra software to creating manual or varied processes to achieve consistency. You could also strain the capacity (and patience) of your IT teams.

- **Inconsistent standardization:** A multinational company operating in Europe and Asia has different payroll providers in each country, adding compliance risks and burdening payroll processing staff.
- **Strained resources:** A field services company specializing in equipment maintenance with operations across North America manually consolidates time-tracking data from disconnected systems, leading to payroll mistakes, compliance risks and costly delays.
- **Data silos and limited visibility:** A global logistics firm struggles to track and improve workforce productivity because its regional hubs all draw from different data sources.
- **Increased compliance risk:** An automotive manufacturer in highly regulated Germany accidentally fails to comply with collective bargaining agreements, leading to significant fines.
- **Missed opportunities and inefficient labor spend:** A multinational food services company is unable to align staffing with real-time demand due to lack of integrated forecasting and scheduling tools. This results in overstaffing in low-volume regions, understaffing in high-need areas and missed revenue opportunities.

Connected workforce management system BENEFIT OUTCOMES

Your current solution offers comprehensive capabilities that function on a global scale to help you operate locally. Taking steps to optimise your existing instance to prepare for geographical expansion can reduce costs by cutting duplicative software and manual processes you may currently have in other territories. Your teams benefit from reliable, consistent operational workflows, and your IT department can focus on strategic initiatives rather than troubleshooting fragmented systems.

- **Consistency:** With a standardized framework and digitization of global and local regulations, you can implement a scalable global-local approach that enforces both global consistency and regional requirements.
- **Agility:** Better compliance tracking enables agility in the face of constantly shifting labor laws.
- **Efficiency:** With automated workflows and integrated systems, operational efficiency rises and admin burden falls.
- **Satisfaction:** Local flexibility improves employee experience via tailored compliance policies that minimize friction and boost morale.
- **Simplicity:** With a unified global-local workforce management platform, fewer regional solutions are needed. That means reduced IT overhead and a lower total cost of ownership (TCO).

ARE YOU READY TO IMPROVE THE WAY YOU MANAGE YOUR GLOBAL WORKFORCE?

Good. This playbook presents a comprehensive roadmap for action. You already understand the importance of continuously improving workforce management processes to strategically support global expansion in the most efficient and cost-effective way. With the confidence of having market-leading ADP WorkForce Suite solutions alongside the steps in this guide, your organization can build future readiness and strengthen the success of a thriving global workforce. In this playbook, you'll find:

- Guidance on how to align your strategic goals with your operational needs
- Best practices to review your current technology, which will help identify gaps and help prepare for future readiness
- Real-world stories of global brands that have successfully executed workforce management optimizations

We're providing you with useful tools to help you evaluate your current state so that your existing foundation is equipped to support global expansion, enabling you to apply a proven approach to workforce management and be prepared with a future-ready workforce.

Let's get started.



STEP ONE: PLAN FOR SUCCESS BY SETTING CLEAR GOALS

Before beginning workforce management expansion efforts, it's important to prepare for the journey. Take time to evaluate what systems and processes are in place to understand what needs to be refined or improved. At WorkForce Software, an ADP company, we're your long-term partner in driving value, so we recommend connecting with your account relationship manager (ARM) or client success manager (CSM) early. They can offer support that aligns to your goals to help you prioritize specific plan elements, create a framework to resolve competing priorities and confidently articulate how changes will support improvement plans.

The best part? Having clear goals up front saves time and money later through:

- Aligned decision-making
- Optimized workforce allocation
- Fewer detours on the road to your ultimate objectives

Perform a comprehensive needs assessment

If you're ready to realize the full value of your existing workforce management solution and expand across borders, then it's time for a thorough needs evaluation to ensure future readiness.

Start by aligning your business goals, technical capabilities and known global regulatory requirements. Nail down your success metrics early, and you'll benefit from a well-organized improvement strategy, greater support for change and a focus on scaling your existing infrastructure.

- **What pain points are slowing us down today?**
Identify where manual processes, disconnected systems or data delays are creating bottlenecks in HR, payroll, operations, IT and finance.
- **Where do we have compliance exposure?**
Audit your workforce practices in other geographies to identify compliance gaps in labor laws, union rules, tax jurisdictions and data privacy.
- **How complex is our workforce?**
Document the range of roles, scheduling rules, pay policies, union agreements and international and local requirements you must support.
- **Are we getting the insights we need?**
Assess the reporting and analytics capabilities in the regions you're looking to expand into as part of your continuous improvement strategy. We'll be a trusted partner to help you define and track labor costs, predict staffing needs and monitor compliance in real time.

Create a winning lineup

Aligning stakeholders in the right departments boosts collaboration and reinforces the principle that team objectives should match broader goals.

Decide early who is responsible for each element of your plan and create a decision-governance model. You should know how exceptions will be managed if competing priorities or local requirements conflict with the global standards you hope to enforce. Aligning key stakeholders across departments will help you avoid some of the roadblocks that can derail large-scale change.



HR

Compliance, people engagement and talent retention



PAYROLL

Global pay structure precision and consistency



OPERATIONS

Scheduling, demand forecasting and workforce optimization



IT

System interoperability, scalability and data security



FINANCE

Labor cost optimization and budgeting

Alignment check: Five questions to ask your leadership

As you bring your goals into focus and create alignment among your teams, it's essential to get clear direction from leaders on whether these goals are correct and how you'll measure success in a defined time frame.

Insider tip: Plan an interactive workshop with key stakeholders (HR, payroll, finance, IT, operations) built around answering these leadership questions. With cross-functional input, you'll accelerate decision-making and stay better aligned when it's time for rollout.

1. What workforce challenges are we solving at a global and local level?
2. What compliance risks arise if we don't standardize workforce management?
3. How do we measure success and in what time frame?
4. What local technologies must integrate with our existing workforce management solution?
5. What change management efforts are needed to support adoption across new geographic deployments?

STEP TWO: DEFINE YOUR REQUIREMENTS, PRIORITIES AND GOVERNANCE MODEL

Now that your goals are set and your teams are aligned, the next step to planning your future readiness is to clearly define your workforce management requirements for an effective global expansion. Get clarity on compliance needs, consider scalability and anticipate constraints while matching your existing solution capabilities with your business goals.

Align workforce policies with global and local regulations

- **Your ARM or CSM:** Benefit from their expert knowledge, advice and support to help make this process easier.
- **Labor law compliance:** Understand region-specific employment laws, tax regulations and hourly mandates.
- **Union and collective bargaining agreements:** Address workforce agreements that will impact scheduling, compensation and benefits.
- **Local vs. global policy frameworks:** Blend corporate policies with local labor practices that balance standardization and localization but never compromise compliance.



Different operational models for balancing global standardization and local flexibility

Underpinning your requirements, priorities and governance is the need to decide the best operational model for your organization. You'll want to keep uniformity in workforce processes while addressing cultural, regulatory and operational nuances for efficiency and responsiveness to local needs.



FULL STANDARDIZATION MODEL

Centralizes control over policies and processes, boosting uniformity but limiting local autonomy



HYBRID MODEL

Blends centralized governance with regional flexibility in a single system for agile adaptation to local labor laws and cultural norms



LOCALIZED MODEL

Decentralizes decision-making, supercharging customization at each location but compromising consistency

Insider tip: Global brands have proven that a hybrid model comes with several measurable benefits. It helps balance global vision with execution that's flexible to local needs, improving compliance, operational efficiency and employee engagement.



Case study: Global pharmaceutical company taking hybrid approach to their workforce management practice

- **The challenge:** This industry leader was struggling with compliance challenges across multiple countries due to fragmented systems.
- **The solution:** Using a hybrid model that standardized core workforce practices and processes while building capacity for local flexibility, they are successfully implementing a phased global rollout.
- **The benefits:** Reduced payroll errors, improved compliance and streamlined operations.



Take action: Watch this webinar, [Crafting workforce solutions: Global standardization meets local flexibility](#), to learn how to build a global-local workforce strategy and best practices for global expansion.

"The core to this whole approach is the requirement-gathering sessions. ADP is a tremendous partner with us on this initiative. We do it together in a very collaborative manner, and I think it works very well."

— Global Head of Time Service Delivery



STEP THREE: DESIGN YOUR ROLLOUT SEQUENCE

Now that we've worked together to define your requirements, priorities and governance approach, these findings can help you design the right sequence for a rollout in a new region. This remains a crucial step to encourage local adoption, prevent rework, simplify compliance and sustain long-term success. Let's look at learnings we've gathered from supporting other clients with successful geographic expansions.

Rollout traps to avoid

- **Tackling the most complex regions first:** You might be tempted to take on the most unique operations first. But starting with more complicated regions usually leads to unnecessary delays and stalled momentum. Begin with less-complex regions so you can prove progress, get a better handle on solution capabilities and resolve any issues before tackling more challenging areas.
- **Skipping a structured rollout sequence:** Without a clear, controlled plan for regional rollouts, adoption can become inconsistent. This leads to confusion and slows down hard-earned progress.
- **Neglecting change management:** Failing to effectively manage change locally often leads to more staff resistance and a higher risk of non-compliance. Invest in change management for regions not currently using the solution for greater adoption and buy-in.



Considerations for an expansion rollout strategy

- **Geographic complexity:** Start your expansion in countries with less-volatile regulatory environments, then work your way up to more highly regulated regions.
- **Regulatory climate:** Areas with more fluid labor laws will likely require additional compliance planning before implementation.
- **Workforce readiness:** How ready is your workforce? Before rollout, assess local worker adoption, union considerations and HR capacity to manage change.
- **Leverage local systems integrators (SI):** In more complex markets, local SIs can provide regulatory expertise and facilitate system configurations to keep your rollout running smoothly.

How to build an iterative, scalable approach

- **Pilot testing:** Begin with a limited rollout in one or two countries to validate system configurations and processes.
- **Stakeholder engagement:** Align local HR, IT and operations teams on rollout goals and procedures.
- **Data-driven adjustments:** Continuously monitor KPIs such as compliance adherence, payroll accuracy and worker adoption to refine future rollouts.
- **Regional support networks:** Set up cross-functional teams to help with deployment issues to bolster a smooth transition in each new region.

"It's okay to course correct. At the end, you're looking for a win. Having a pilot group, no matter how small, will help build confidence when you get a win and provide a valuable collection of feedback as you take your system from the theoretical into reality."

— Enterprise Solution Delivery Leader, Multinational Media and Entertainment Company



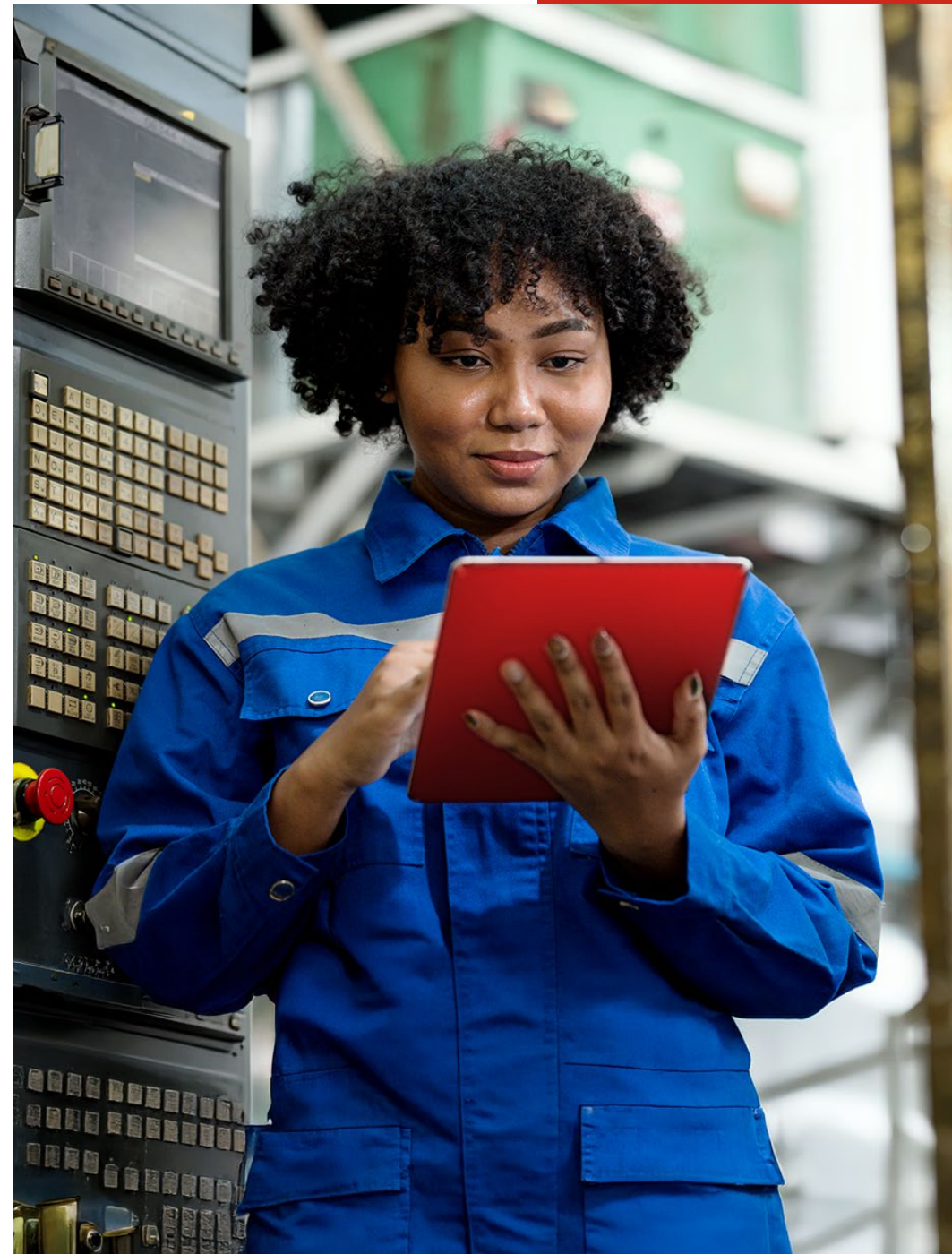
STEP FOUR: BUILD YOUR PHASED IMPLEMENTATION STRATEGY

Now that you're focused on future readiness and have defined your expansion requirements, it's time to develop your implementation strategy for each geographical area. Without a solid strategy in place, expansion efforts can fall short of achieving your goals and can lead to delays, internal resistance and compliance headaches.

Your phased implementation strategy matters for continuous improvement

You've successfully navigated the implementation process before, so you know a lack of clear governance risks a fragmented, inconsistent improvement plan. Failure to engage and strategize with local HR, operations and IT teams can cause resistance and roadblocks you don't need. And failing to adequately perform detailed data migration planning will only lead to inaccurate reporting once you're live in a new region.

By addressing these challenges before geographic expansion, you'll benefit from an efficient rollout, more optimized performance and a faster ROI. Here's how to make it happen.



Eight best practices for successfully expanding your workforce management solution

1. Build a comprehensive expansion roadmap

- Align your implementation strategy for new territories with larger business priorities and regional regulations.
- Clearly define milestones, ownership and accountability for each phase.
- Consider how to mitigate risk for data migration and compliance alignment.

2. Form your project team

- Look for individuals experienced in HR, payroll and time and attendance.
- Involve operations leaders from new territories who understand front-line labor and operational practices.
- Engage people with strong project management, decision-making and problem-solving skills.

3. Define your systems integration approach

- Work closely with HR, payroll and IT to integrate existing local systems with minimal disruption.
- Validate data accuracy and system interoperability before full deployment.
- Use sandbox environments (where changes can be made without affecting live systems) to thoroughly test configurations in different countries.



4. Address compliance localization early

- Document the various local labor laws and tax codes.
- Save time and energy by leaning on pre-built compliance templates.
- Work with regional legal teams to configure compliance needs before launch.

5. Drive change management and user adoption for new regions

- Establish a global change management team with representatives from each new region.
- Develop localized training programs tailored to end users in target markets.
- Implement a feedback loop for continuous improvement as new regions begin adopting as the primary solution.

6. Perform testing to identify potential issues

- Provide solution training so that testers can distinguish between errors and lack of user knowledge.
- Enlist frontline managers to test how the solution will work in day-to-day operations and evangelize the benefits to other users.
- Build a pay comparison test strategy to see how system changes impact payroll, and be prepared to explain variations. Greater payroll precision can be achieved when relevant rules are applied.

7. Adopt an iterative expansion rollout strategy

- Pilot in less challenging regions before scaling globally.
- Use phased rollouts to capture learnings and refine configurations.
- Continuously refine system performance based on early-user feedback and KPI tracking.

8. Leverage lessons from real-world implementations

- Study real-world examples to see what strategy and launch look like in the context and pressure of real constraints, across real teams, in real time and at scale. While implementations vary from business to business, you can learn a lot from those who have done it before and done it well.



Case study: Smurfit Westrock streamlines time and attendance across more than 275 locations

- **The challenge:** With thousands of employees spread across hundreds of union and non-union locations, they were balancing five different time-keeping systems, which created challenges for data integrity and efficiency.
- **The solution:** They implemented ADP WorkForce Suite's Time and Attendance solution in phases for optimal project delivery, change management and clarity on roles and responsibilities. They then applied the lessons learned to enhance each successive (larger) wave.
- **The benefits:** The results were precise pay, improved payroll efficiency and a simplified, uniform process that was more timely, more flexible and in proactive alignment with local union regulations.



Take action: Three years into their implementation of ADP WorkForce Suite across multiple countries, Smurfit Westrock has best practices to share about how to successfully implement workforce management systems and software. Read more about [Smurfit Westrock's top six takeaways for successful implementation](#).



Smurfit Westrock's top takeaways for successful rollout across multiple geographies

- 1 Pilot programs save time and improve efficiency
- 2 Wave size does not impact delivery
- 3 Pay structure is the biggest hurdle
- 4 Hypercare works best with structure and accountability
- 5 Strive for continuous improvement
- 6 Communicate clearly and concisely

"It's your ability to align people, process and technology. When you implement a system like ADP WorkForce Suite, you're implementing an enabler. Your true value lies in your ability to have strong adoption, and strong business processes need to be enabled by the technology."

— Director, IT Strategy and Portfolio

STEP FIVE: ACHIEVE CONSISTENT ADOPTION AND CONTINUOUS IMPROVEMENT

Successfully expanding your workforce management solution into new regions with global consistency is a major accomplishment for any organization. Still, without long-term strategies for continuous improvement, adoption, training and iteration, even a well-orchestrated rollout can fail to deliver its full value. For long-term success, you'll need sustained adoption and continuous improvement over the weeks, months and years to come.

Consider the practical action steps you can use to get buy-in, optimize training and engagement, and improve workforce operations through analytics. Use these strategies to proactively drive adoption and iteration, and over time, you'll reap the benefits of increased efficiency, better compliance and a more engaged workforce.

"Plan for support post-rollout. Train people on the admin level, create your internal support processes, and select champions/owners. Build your team to support the product you have invested in."

— HCM Industry Analyst, Advisor and Influencer



Six ways to achieve consistent adoption and continuous improvement

1. Build a culture of adoption

Change can stall quickly without visible leadership support, so make sure your leaders are setting the tone for success and adoption. Keep your internal teams aligned to build enthusiasm and invest in partnerships with regional champions to drive local workforce transformation. Establish a transparent process that captures and honors feedback. People who feel heard and seen are more likely to trust the process and embrace change.

2. Strengthen training and engagement

Single-mode training may not meet the needs of all people. So invest in training models that are both ongoing and adaptable. Role-based training will help prime HR, payroll, managers and work teams for go-live and beyond. Hands-on pilot programs can help ensure early adoption in key regions. Remember to stay flexible and accommodate diverse ways of learning while also providing broad, real-time support through help desks, digital guides and peer mentors.

3. Gather user feedback

Invest in continuous feedback to strengthen adoption, as further areas of refinement may go unrealized without structured feedback loops. Establish these loops to gather input from work teams and managers. Use workforce analytics to track and improve adoption rates and make refinements through quarterly assessments.

4. Plan for short-term wins

Long-term projects may cause fatigue or loss of focus. As you progress through local implementation, celebrate short-term achievements and milestones to help teams maintain momentum and morale.

5. Use iterative rollouts and refine overtime

A rigid approach to rollout can create issues that are difficult to correct at scale, so plan for each rollout to inform the next. And remember to stay flexible. Capture insights to improve future implementations and adjust rollout sequencing based on real-time data and regional workforce trends.

6. Learn from industry leaders

Many businesses lose time by making mistakes others have already addressed. So look for opportunities to gather these lessons learned. Seek real-world examples of successful workforce adoption and apply lessons from companies that have expanded their workforce solutions internationally over time to enhance engagement and efficiency.



STEP SIX: OPTIMIZE FOR LONG-TERM SUCCESS

Congratulations, your continuous improvement actions are advancing successfully. At this point, it would be easy to sit back and put your systems on autopilot. But don't fall into the complacency trap. After supporting our clients through similar journeys, we've learned that your global workforce management ecosystem needs thoughtful, continuous evaluation and refinement to deliver its full value. This is especially true in the complex global marketplace where adaptation and flexibility to meet evolving business and regional regulatory needs are essential to avoid missed opportunities for further optimization.

Let's zoom in on some best practices that will help you sustain efficiency, leverage analytics, simplify compliance and keep your solutions effective over time.

Seven action steps for long-term success

1. Create post-launch stability

Post-launch stability locally depends on real-time monitoring of compliance and regular system health checks to track efficiency and find areas for refinement. Compliance updates should be implemented quickly to stay ahead of regulatory changes and structured governance fosters continuous improvement.

2. Use analytics to make smarter decisions

Without clear data, it's hard to know which workforce strategies are working and which could benefit from further refinement. Data-driven decisions improve workforce efficiency and predictive analytics can help leaders detect and adapt to problems before desired business outcomes are affected. Through scenario planning, you can proactively adjust staffing models and continuously refine local workforce strategies.



3. Simplify compliance and reduce risk

Regulatory requirements are changing more rapidly in many countries and localities, and falling behind can lead to financial or legal exposure. Use ongoing audits, reviews and robust risk management to stay compliant. Engage legal teams and HR professionals in workforce management reviews and use automated tracking tools to reduce regulatory exposure.

4. Expand flexibility through automation

Processes that rely too heavily on manual workflows reduce agility and expose organizations to costly errors. Supporting workforce rules natively and automating workflows enhance operational efficiency while reducing administrative overhead. Additionally, supporting hybrid, remote and flexible work models can help improve worker satisfaction.

5. Commit to continuous improvement

If you're not improving, you're not growing. Workforce strategies must evolve in parallel with business needs and long-term goals. Benchmarking against industry leaders, holding structured alignment reviews and fostering an environment of ongoing learning will help promote long-term success.

6. Keep communicating

As you move beyond rollout and into maintenance and growth, it's important to re-align regularly with internal stakeholders and team leaders. Meet quarterly to gauge readiness and responsiveness, and test for a shared understanding of how key processes support broader goals.

7. Leverage Application Managed Services (AMS)

As a valued client, you've already selected the best workforce management solution for your team. Whether you're using ADP WorkForce Suite solutions for time and attendance, absence and

leave, scheduling or compliance management, our goal is that you get the most value from your solution. Investing in AMS can lower costs, provide budget predictability and improve your team's overall experience using our solutions.



“With automation of some of your hardest rules, there’s no more room for human error or careless mistakes. Nothing gets missed.”

— Consulting Manager, Rizing, a Wipro Company



Take action: Maintaining organizational compliance is crucial to avoiding legal risks, fines and reputational damage. Modern workforce technology can drive excellence and streamline compliance management by automating complex situations to keep your workforce informed and engaged. Learn more in this blog post (and its related webinar): [How automation transforms compliance into a strategic advantage.](#)

KEY TAKEAWAYS AND NEXT STEPS

As this guide comes to a close, it's worth recapping how we got here and what it takes to create the long-term success your organization and your people deserve. We intentionally designed the **WORKFORCE MANAGEMENT PLAYBOOK FOR NAVIGATING ACROSS MARKETS AND REGIONS** to go beyond theory, to give you practical advice for tackling the complexities of the global marketplace.

With that in mind, let's review some big ideas and key takeaways, then outline the next steps for continuous workforce optimization.

The big ideas

If you remember anything from this playbook, make it these key steps, tips and strategies. They're the proven best practices, the backbone of successful global workforce management.

1. **Planning:** Align your global workforce strategies with your long-term business goals.
2. **Local implementation and adoption:** Do the necessary work to execute a successful rollout with high people engagement in each of your chosen countries.
3. **Hybrid model:** Balance global standardization with local requirements for agile adaptation to local labor laws and cultural norms.
4. **Compliance and risk management:** Use automation and best practices to mitigate regional regulatory risks.
5. **Optimization and continuous improvement:** Use analytics to continuously improve global workforce management practices and efficiency.



The benefits of a well-executed global workforce strategy

- **Higher people engagement and retention:** Organizations that continuously improve workforce management have happier people who not only stay but are more productive than those who are disengaged.
- **Operational efficiency gains:** Once you automate your workforce process, you'll see errors and payroll leakage go down and productivity go up.
- **Global compliance assurance:** No matter how smooth your regional rollout is, continue to monitor changing local labor laws to minimize risks and penalties.

You're working with a market-leading solution provider

We've already established a trusted, long-term partnership to support you through planning, rollout, maintenance and beyond. As a leading solution for large employers, WorkForce Software, an ADP company, is ready to continue helping you meet your present and future business goals. We've helped many of the world's most innovative organizations expand their workforce management across borders and have earned top marks from clients and analysts for our commitment to solution excellence and client success.

"ADP WorkForce Suite is the only solution capable of meeting our complex cases, especially with its planning tools and payroll management. It supports every pay rule, every compliance requirement and every unique agreement across our entire employee population."

— A Global Manufacturing Company

Leading global organizations trust us with their workforce management

 Autoliv

 Boehringer
Ingelheim

 MLSE

 PHILLIPS
66

 Smurfit
Westrock

 SunChemical®
a member of the DIC group  color & comfort

 Swiss Re

 Chattanooga

 Weatherford®

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How can ADP WorkForce Suite support your long-term success?

- **Expert consultation and guidance:** WorkForce Software, an ADP company's passionate team of experts gives you access to industry-leading best practices, helping you stay agile and responsive.
- **Global and local expertise:** With proven experience partnering with global brands, we have successfully launched workforce management platforms across the globe, including a recent expansion with the sustainable packaging leader Smurfit Westrock, now live in 40 countries with over 100,000 team members worldwide.
- **Advanced workforce management solutions:** Using proven, secure and scalable technology, we can help you optimize workforce efficiency and grow your business.
- **Ongoing training and support:** With resources that promote continuous learning and help maximize user adoption and performance, we can help you attract and retain your industry's top talent.



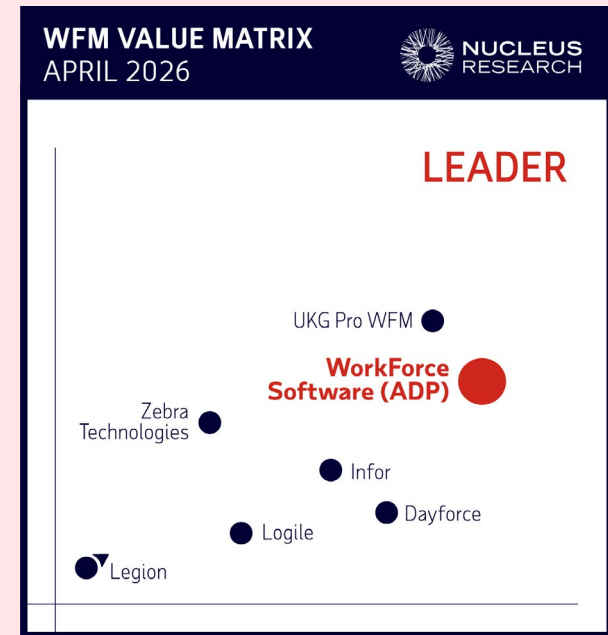
Take action: Contact our team of experts, and we'll build your workforce management optimization roadmap, together. **Be future-ready**

Workforce Client Community: Designed for clients and partners to connect, collaborate and access key resources — all in one place. Engage with other users, find answers faster and get more value from your workforce management solutions.

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ADP WorkForce Suite is a persistent leader in the Nucleus Research WFM Value Matrix



"ADP WorkForce Suite is recognized by Nucleus Research as a leader in workforce management for the 12th consecutive year, reflecting ADP's continued commitment to delivering high functionality, usability and innovation across the full spectrum of workforce management."

— Research Analyst, Nucleus Research



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ABOUT ADP WORKFORCE SUITE

ADP WorkForce Suite is a marketing-leading workforce management solution for large, global employers. ADP WorkForce Suite adapts to each organization's needs, no matter how unique their pay rules, labor regulations and schedules. Enterprise-grade and future-ready, ADP WorkForce Suite is helping some of the world's most innovative organizations optimize their workforce, protect against compliance risks and increase employee engagement to unlock new potential for resiliency and performance. ADP WorkForce Suite makes managing your global workforce easy, more efficient and more rewarding for everyone. For more information, please visit workforcesoftware.com.

