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Levers of Leadership



Charles Lafferty
Vice President - CRM
ADP



Dr. Mary Hayes
Research Director People and Performance
ADP Research Institute



HR services

From best practices to advice and HR consulting.

Payroll

Fast and easy payroll and tax, so you can save time and money.

Talent

From recruitment to retirement, getting the very best out of your people.

HR outsourcing & PEO

Focus on what matters most by outsourcing payroll and HR tasks, or join our PEO.

Time management

Track hours worked, manage time-off requests, and seamlessly integrate with payroll.

Benefits

Employee benefits, flexible administration, and business insurance.

ADP AT A GLANCE

- + Founded 1949
- + 1.1M+ clients worldwide
- + \$19B USD revenue
- + 64K associates

BY THE NUMBERS

42M+

workers paid
worldwide

1 in 6

workers in
the U.S.

Used by

80%+

of Fortune 500 companies

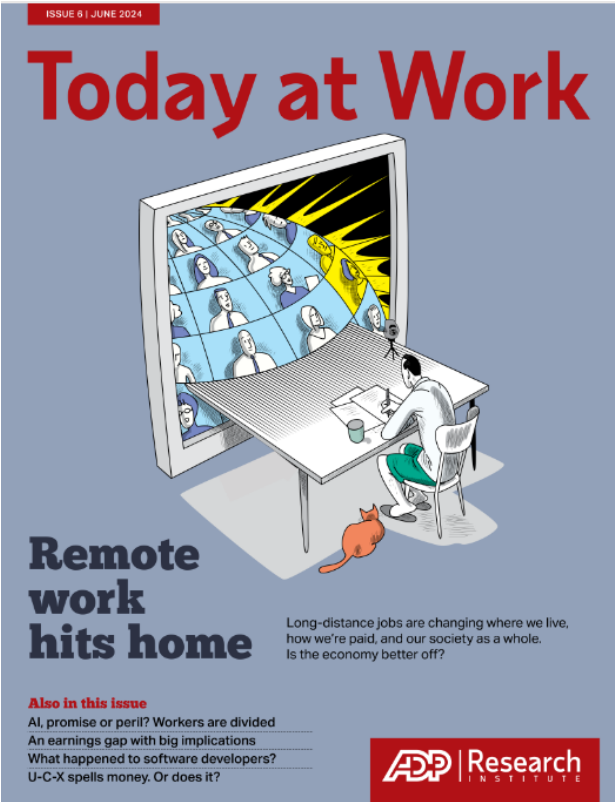
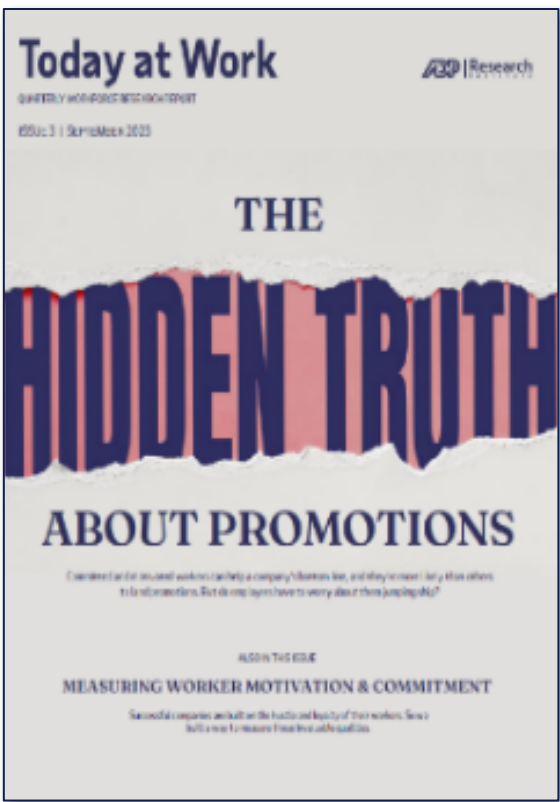
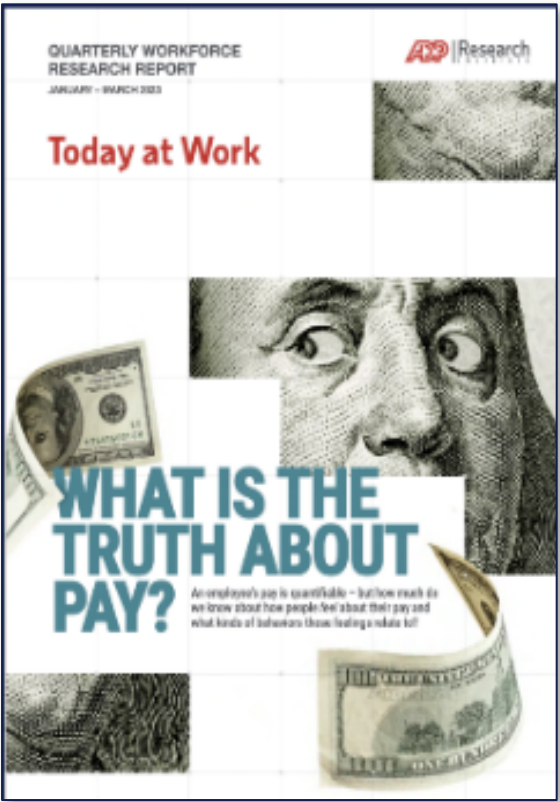
\$3.1T USD

Moved in client funds globally
in FY24

Today at Work

Feb 2023 May 2023 Sept 2023 Dec 2023 March 2024 June 2024 September 2024

Issue 1 Issue 2 Issue 3 Issue 4 Issue 5 Issue 6 Issue 7



Hybrid work wins - higher engagement

Percentage of fully engaged workers by location

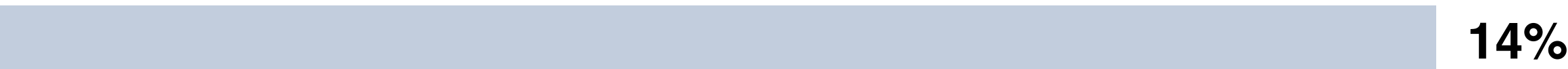
HYBRID (ON-SITE AND REMOTE)



ON-SITE ONLY



REMOTE ONLY



Source: ADP Research Institute Global Worker Survey



Hybrid work and teamwork matters

Percentage of fully engaged workers by location and team membership

TEAM NO TEAM

Percentage of fully engaged workers

OFFICE ONLY (92% ON A TEAM)



REMOTE ONLY (87% ON A TEAM)



HYBRID (95% ON A TEAM)

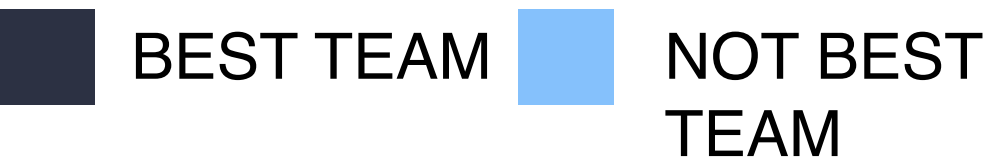


Source: ADP Research Institute Global Worker Survey



Hybrid work and best team

Those who say they are on the **best** team show even higher levels of engagement



Percentage of fully engaged workers

OFFICE/ONSITE ONLY (18% SAY BEST TEAM)



REMOTE ONLY (17% SAY BEST TEAM)



HYBRID (25% SAY BEST TEAM)

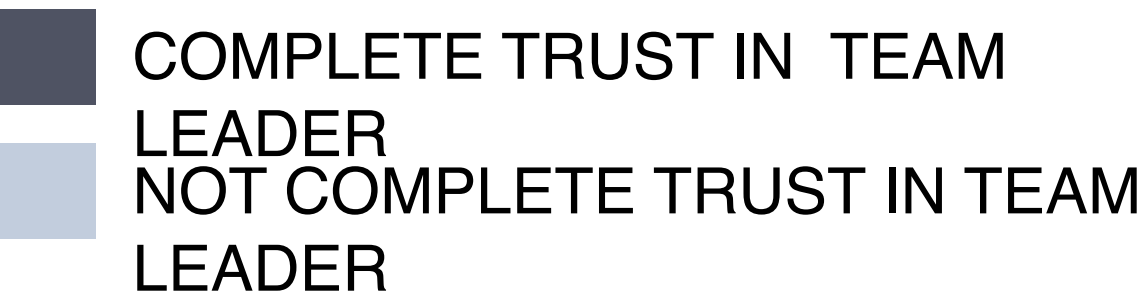


Source: ADP Research Institute Global Worker Survey



Hybrid/best team and trust

Workers who say they are on the best team AND have complete trust in their team leader show the highest levels of engagement



Percentage of fully engaged workers who report being on the best team

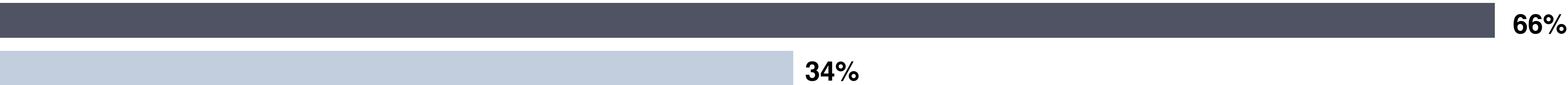
OFFICE/ONSITE ONLY



REMOTE ONLY



HYBRID



Source: ADP Research Institute Global Worker Survey



Engagement items

	We	Me
Purpose	I am really enthusiastic about the mission of the company.	At work, I clearly know what is expected of me.
Excellence	In my team, I am surrounded by people who share my values.	I have the chance to use my strengths every day at work.
Support	My teammates have my back	I know I will be recognized for excellent work.
Future	I have great confidence in the company's future.	In my work, I am always challenged to grow.

Purpose

We

I am really enthusiastic about the mission of the company.

Me

At work, I clearly know what is expected of me.

Enterprise
playbook

Clearly define the mission of the company

Define capabilities of each role within the enterprise and the expected behaviors i.e., Senior, Lead, Staff, Principle, Chief

Local
leader
playbook

Frame the mission around the work the team performs

Meet 1-1 weekly and clearly define expectations, role, objectives and priorities every week

Excellence

	<div><div><u>We</u></div><div>In my team, I am surrounded by people who share my values.</div></div>	<div><div><u>Me</u></div><div>I have the chance to use my strengths every day at work.</div></div>
<div><div><u>Enterprise playbook</u></div></div>	<div>Clearly define the values of the enterprise and recognize those who live them</div>	<div>Allow everyone in the organization to discover individual strengths.</div>
<div><div><u>Local leader playbook</u></div></div>	<div>Discuss the values the team prioritizes and use those values in working agreements</div>	<div>Align an individual's strengths to their daily work where applicable</div>

Support

We

My teammates have my back.

Me

I know I will be recognized for excellent work.

Enterprise playbook

Provide support for individuals to connect in person or virtual to build relationships

Establish a recognition program, enable peer recognition, highlight employee success stories

Local leader playbook

Create a culture of open and honest sharing of concerns and feedback to build trust

Provide immediate feedback and include recognition into performance conversations

Future

We

I have great confidence in the company's future.

Me

In my work, I am always challenged to grow.

Enterprise
playbook

Clearly communication the company’s vision of the future and market advantage

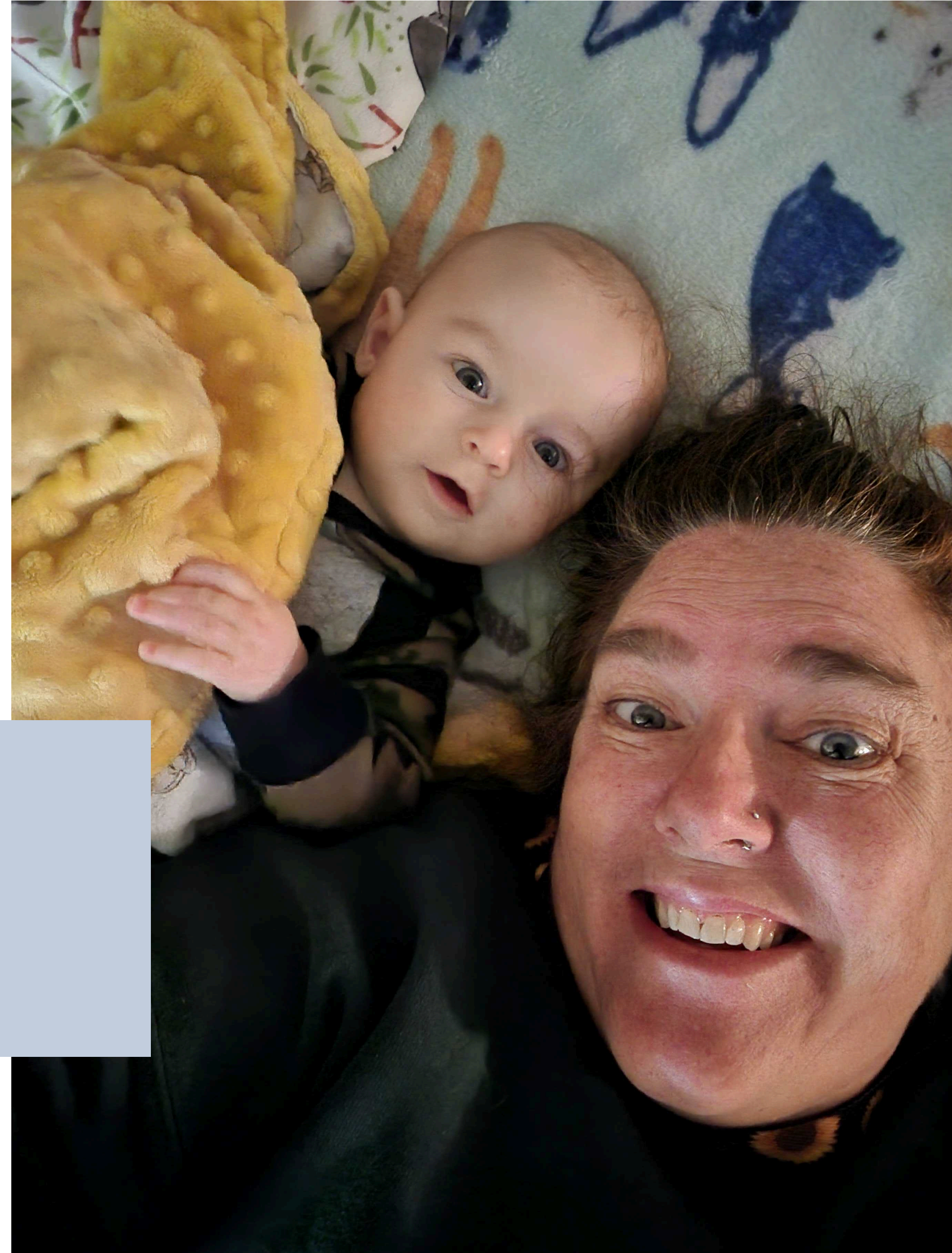
Enable learning platforms for the company to use and a career progression path

Local
leader
playbook

Show how the individual or individual's work fits into the company’s future

Foster a growth culture by using growth language. Highlight learning and sharing. Set achievable goals

The power of feedback



What you can do now

1

Set up 4 meetings 30 minutes each with your team's playbook.

2

Cover 2 questions with them.

3

Listen more than you speak.
Ask for clarity.

4

Make a weekly meeting with your team and put the mission in their own words. Put their expectations into their own words for you. Let them voice their ideas and that begins the journey to improve productivity, retention, etc.

Thank you



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