Virtual Conference - Session Descriptions

Track List

- **Strategy/Planning**: High level discussions for senior industry professionals that address upcoming HCM trends.
- **HCM/Benefits**: Covers a broad range of HCM topics and emphasis is on the employee life cycle and employer needs.
- **Compliance/Efficiency**: In-depth sessions with best practices on a variety of topics with special emphasis on ADP’s Payroll, Human Resource and Talent Management solutions.

Get More Out of What you Have! Take a look at all the exciting topics at this year’s conference! What’s more, our subject matter experts are tenured ADP associates who are highly qualified in their fields. Each session is selected based on your feedback and has been developed by a cross-departmental team to ensure the information helps you walk away with best practices, timesavers and relevant industry knowledge.

ADP Pro Lab
Talk one-on-one with an ADP service expert. Internet access will be available for onsite product access. Registration for this session is not required and will be open all day. Come prepared with your questions. Questions will be handled on a first come, first served basis. Please allow time for other attendees to participate as well.

Breakout Sessions

**Human Capital Management Compliance in 2017 – What Do We Do Now? (Strategy/Planning)**
Under the Obama Administration, we saw many changes through regulations and executive actions. What can we expect under the Trump Administration? Some areas where we think we can expect change:

- Pay equity has been an area of compliance focus since 1963 when the Equal Pay Act was enacted, and it’s back in the limelight based upon State law activity and the actions of the Equal Employment Opportunity Commission (EEOC) in issuing major revisions to EEO-1 reporting that require the addition of employee pay data on the report, which must be broken out by race, gender, and ethnicity. These changes will have significant implications for employers.
• The FLSA revisions remain in limbo while we await word from the courts and from the Trump Administration. What can you do to make sure you’re currently in compliance and what should you be ready to do for next steps?

• A repeal of the ACA was promised by the Trump Administration, but we’ve received assurances that it will not be repealed without a law ready to replace it. How do we continue to manage ACA compliance in the interim and how do we stay on our toes as we wait and see what comes next?

• Immigration and knowing your employees will likely be at the forefront of the Trump Administration’s agenda and we should all be prepared to manage employment verification.

There are a lot of questions on everyone’s minds and we look forward to discussing them with you and sharing best practices about how to stay the course and remain compliant while we all wait to hear about what’s to come. The one certainty is that we should all be ready for change.

• **Product List:** Any
• **Track List:** Strategy/Planning

**Approval for:**
• 1 RCH

**You May Also Want To Attend:**
• HR Reporting Workshop
• Unveiling the NEW Workforce Now Performance Management Experience!

💡 **Managing the Future: Multigenerational Workforce in 2017 and Beyond (Strategy/Planning)**

Are multiple generations of workers in your organization demanding new ways to drive HR support models or approaches? Are you struggling to identify how to meet the diverse communication needs of multiple audiences to enhance career development and engagement? The goal of this session is to explore how multiple generations shape how you think about your HR strategy. We will share insights and best practices that have worked for ADP and welcome hearing the ideas that are working for your businesses.

Questions we will explore include:

1. What are demographics of the workplace changing and what are the implications to HR strategy?
2. How are development and skills training practices shifting across generations?
3. What best practices and insights have worked at ADP and can be implemented by employers of any size?
4. How can you stay in tune with generational needs when developing programs and practices that drive business strategy?

• **Product List:** Any
• **Track List:** Strategy/Planning

**Approval for:**
• 1 RCH
• 1 SHRM
• 1 HRCI

**You May Also Want To Attend:**
• HR Reporting Workshop
• Unveiling the NEW Workforce Now Performance Management Experience!
**Improve Engagement by Driving a Development Culture** *(Strategy/Planning)*

Are you thinking about the development culture in your organization? Are there new generations of workers in your organization? Are you thinking about how to improve the learning and development culture in your organization? Are new generations of workers in your organization demanding new ways to drive career development? The goal of this session is to explore how organizations can shape a culture of development that fosters engagement and leadership excellence across diverse audiences. We will share insights and best practices that have worked for ADP and share your ideas and thoughts that are working in your businesses.

Specifically, we will explore:

1. What are the characteristics of a development culture?
2. How are development practices shifting in the market and for associates?
3. What best practices and insights have worked at ADP and can be implemented by employers of any size? What role can technology and gamification play in shaping a development culture?

- **Product List:** Any
- **Track List:** Strategy/Planning

**Approval for:**
- 1 RCH
- 1 SHRM
- 1 HRCI

**You May Also Want To Attend:**
- HR Reporting Workshop
- Unveiling the NEW Workforce Now Performance Management Experience!

---

**Change Leadership Workshop – Leading Teams through Change** *(Strategy/Planning)*

What changes are you facing in your organization? Is your business making shifts in technology, process or culture? Our goal is to help you address some basics of the people and project leadership aspects of change. We’ll introduce some tools to create a change vision and scope, plus best practices to navigate through the impact of change on your people more effectively.

This session is action-oriented, so bring a specific change you would like to use as we focus on:

1. Understanding the basics of managing the “project” aspects of your change, including practical tools you can use to scope and manage the change.
2. The 5 Essentials for leading through your change, including communication best practices that build better employee buy-in?

- **Product List:** Any
- **Track List:** Strategy/Planning

**Approval for:**
- 1 RCH
- 1 SHRM
- 1 HRCI
You May Also Want To Attend:
- HR Reporting Workshop
- Unveiling the NEW Workforce Now Performance Management Experience!

💡 HR Analytics 1: Better Business Decisions with Access to Critical Data *(Strategy/Planning)*
What are HR analytics and big data and more importantly, why are these such hot topics in HR today? If you are interested in understanding the answers to these questions and participating in a discussion on what analytics and big data mean to your organization, this session is for you. Get an insiders understanding of ADP’s thinking on these topics and see how the ADP DataCloud is designed to enable clients to empower HR and leaders to make better business decisions with access to people data. (Same content as the HR Analytics session in 2016)

- **Product List:** Any
- **Track List:** Strategy/Planning

Approval for:
- 1 RCH

You May Also Want To Attend:
- HR Analytics 2 (Workshop): Getting started with HR Analytics by Understanding Your Business Requirements
- Engage a Multi-gen Workplace - How ADP Marketplace can help from Hire to Retire!

🎬 Unveiling the NEW Workforce Now Performance Management Experience *(HCM/Benefits)*
Performance Management processes are changing and the Workforce Now Performance Management experience is changing too! In this session we will discuss the latest trends in Goal Management, Performance Management and Pay for Performance philosophies. We will also unveil the new Performance Management Dashboard in Workforce Now and show you how you can use the tool to manage the performance processes within your organization.

- **Product List:** ADP Workforce Now® All Versions
- **Track List:** HCM/Benefits

Approval for:
- 1 RCH

You May Also Want To Attend:
- HR Analytics 1: Better Business Decisions with Access to Critical Data
- Engage a Multi-gen Workplace - How ADP Marketplace can help from Hire to Retire!

🎬 Engage a Multi-gen Workplace - How ADP Marketplace can help from Hire to Retire *(HCM/Benefits)*

80% of Employees are not completely satisfied with compensation at their company.
64% are more likely to stay with company that has different ways of recognizing employees
60% of Employees believe it's important that the company takes time to orient new employees on policies, benefits, and culture

While employee engagement, retention and work happiness continue to be a TOP PRIORITY for HR professionals, like yourself, keeping up with generations and changing technology can be challenging.

ADP Marketplace has you covered!

Attend this session to learn about solutions that support your employee needs from HIRE to RETIRE.
Don’t miss this great opportunity to meet ADP Marketplace partners, demo the App Store and win great prizes and giveaways!

- **Product List:** ADP Workforce Now® All Versions
- **Track List:** HCM/Benefits

**Approval for:**
- 1 RCH

**You May Also Want To Attend:**
- HR Reporting Workshop
- Unveiling the NEW Workforce Now Performance Management Experience!

---

**The Full Value of ADP Workforce Now®: Optimization Session (Compliance/Efficiency)**

This session is designed to assist you in maximizing the full value of the features included within ADP Workforce Now®. We will share tips and techniques for using current ADP Workforce Now® functionality. From customizing your homepage to implementing your company policies, you’ll gain insight into areas of ADP Workforce Now® that will help address day-to-day business needs.

In addition, if you are new to ADP or still on ADP Workforce Now® 2.0, this is a good session to gain insight into the features and functionally of the latest version of ADP Workforce Now®.

- **Product List:** ADP Workforce Now® Current Version
- **Track List:** Compliance/Efficiency

**Approval for:**
- 1 RCH

**You May Also Want To Attend:**
- PR/Time & Attendance Reporting Workshop
- Electronic Signature and ADP Document Cloud

---

**HR Reporting Workshop (Compliance/Efficiency)**

Come prepared to develop and discuss key HR reports with our ADP expert and your peers. Learn to leverage best practices, sample reports and the new Simplified Reporting tool to help develop essential HR reports. In addition, we will be showcasing and requesting your feedback on the future of ADP Reporting tools.

Reports to be developed are:

1. Benefits Enrollment – learn to leverage this sample report to view your employees’ current and future benefit enrollments one row per employee. We’ll dive further in by modifying this report to fit additional needs like showing a particular company code or business unit.
2. Headcount – with the new Simplified Reporting tool, see how pulling a headcount report can be created and exported into a PowerPoint ready chart (must have Analytics). Adding demographic information
3. Learn about commonly used sample reports for HR professional

These workshops are meant to be starting points for other reports you may want to develop. We encourage you to bring your laptop and sample reports onsite and continue to test and develop your ADP Reporting skills post conference.
**Product List:** ADP Workforce Now® All Versions

**Track List:** Compliance/Efficiency

**Approval for:**
- 1 RCH

**You May Also Want To Attend:**
- The Full Value of ADP Workforce Now®: Optimization Session
- ADP Reporting Beyond the Basics

---

**PR/Time & Attendance Reporting Workshop (Compliance/Efficiency)**

Come prepared to develop and discuss key PR and Time & Attendance reports with our ADP expert and your peers. Learn to leverage best practices, sample reports and the new Simplified Reporting tool to help develop essential reports. In addition, we will be showcasing and requesting your feedback on the future of ADP Reporting tools.

Reports to be developed are:
1. **Timecard** – Learn to leverage the Time & Attendance/Timecard sample report as a springboard to view specific company codes, build additional filters that will focus on a specific manager, employee, or work hours (must have the Time & Attendance module in ADP Workforce Now®)
2. **Time Off (PTO)** – Depending on if you have ADP Workforce Now® PTO or benefit accruals, see the different sample reports that you can leverage to produce PTO data
3. **Check Registry** – With the new Simplified Reporting tool, see how to pull hours and earnings by pay date range and how to leverage coded fields from the fields library

These workshops are meant to be starting points for other reports you may want to develop. We encourage you to bring your laptop and sample reports onsite and continue to test and develop your ADP Reporting skills post conference.

**Product List:** ADP Workforce Now® All Versions

**Track List:** Compliance/Efficiency

**Approval for:**
- 1 RCH

**You May Also Want To Attend:**
- Evolving Payroll in ADP Workforce Now: Your Seat at the Table
- The Full Value of ADP Workforce Now®: Optimization Session

---

**Electronic Signature and ADP Document Cloud (Compliance/Efficiency)**

Would you like to leverage an electronic signature solution while also going digital with all of those employee records? In this session, we’ll take a look at how companies like yours are beginning to leverage electronic signature and digital employee records via ADP Document Cloud for increased departmental efficiencies.

**Product List:** All solutions

**Track List:** Compliance/Efficiency

**Approval for:**
- 1 RCH

**You May Also Want To Attend:**
- HR Analytics 1: Better Business Decisions with Access to Critical Data
- The Full Value of ADP Workforce Now®: Optimization Session