Imagine if your HCM system could adjust to new needs as quickly as your business changes.

Rather than cause chaos and noise —standing in the way of your growth — the right HCM could drive your business forward. But outdated systems can't get you there; they're rigid, disconnected and costly to change.

Turn to Lyric for a single, adaptable HCM platform you can use worldwide. Unlike traditional solutions, you can rely on Lyric to adapt to the way you work today, with unmatched flexibility to adapt to growth, change and whatever comes next.

## SEE HOW YOUR PEOPLE ACTUALLY WORK TOGETHER

Whether work gets done in formal teams, informal groups or across dotted lines, Lyric's flexible org charts and dynamic reports equip leaders to **see how people actually work together**, helping them dismantle silos, assess teams, increase engagement and proactively prepare for people changes.

## ADAPT TO YOUR UNIQUE PROCESSES

Enterprise operations are unique, so HCM workflows shouldn't be one-size-fits-all. Rather than forcing your organization into the rigid constraints of a limiting system, rely on Lyric to **match how your organization works today**, and easily adapt when your processes change.

Experience technology backed by powerful automation that intelligently interprets the circumstances of each situation and user, and trust that you're set up for efficiency as soon as your solution is implemented.

## STEP INTO POSITION MANAGEMENT WITHOUT LIMITATION OR COMPLICATION

Adopt position management in ways that align with your immediate needs but remains adaptable for future changes. Lyric's platform equips you to **step into job and position management the way you need to**, letting you maintain, adjust, or expand positions as required without having to re-implement.

## MINIMIZE DISRUPTION AND PROVIDE SUPPORT DURING EMPLOYEE MOVEMENT

Lyric simplifies even global transfers into a singular workflow within a unified experience — **saving time while carrying forward critical information** such as tenure or compensation history.

## EASILY MANAGE WORK AGREEMENTS, POSITIONS, AND ASSIGNMENTS

Work assignments that span multiple cost-centers, managers, and locations shouldn't confuse workers or create an administrative headache. Lyric easily **applies the appropriate workflows to each job** so compensation rates, approvals, or policies are precise and relevant.

## KEEP WORK MOVING NO MATTER WHO'S IN — OR OUT — OF THE OFFICE

Don't let an out-of-office manager stand in the way of approving time, or put payroll processing at risk. With Lyric, you **can authorize multiple managers for an employee's timecard approvals,** so processes aren't delayed.

## PAY EVERYONE, ANYWHERE

**Say goodbye to the challenges and risk of managing multiple HR platforms. Lyric's native HR and payroll provides global payroll flexibility.**

- Simplify terminations, bonuses, or timely wage access with off-cycle/on demand pay

- Save time and resources with AI-powered tax jurisdiction identification

- Provide a simplified experience for practitioners

- Prepare, validate and submit pay for processing —without waiting until the end of the pay period

# SIMPLIFIED CONNECTIVITY BETWEEN ALL OF YOUR SYSTEMS

## ADP Marketplace

**Select carefully curated applications to augment and amplify your core HR capabilities.**

- Choose from a vast library of easy-to-use apps, with pre-built connectors that integrate with Lyric

## API Central

**Tightly connect Lyric within your enterprise — without a heavy IT burden for development, testing and maintenance.**

- A single source for instant access to secure APIs, tools, and resources to help you quickly automate business processes among Lyric and other systems

## Lyric data connectors

**Simplify the process of data sharing and synchronization.**

- Bring all departments up-to-date with accurate HR, pay, and workforce information — to support decisions and guide strategic plans
- Securely and transparently transfer employee pay data or other personnel information for use within other systems

" ADP Lyric is great for growing businesses consolidating systems, looking to be flexible, or trying to make big improvements to their HR systems."

—Tonjia Oglesby, Chief People Officer, AEG

To learn more about how Lyric's flexible design helps you listen, engage and empower your teams, visit **adp.com/LyricHCM**