



How ADP® partnered with Forvia focusing on people and innovation

“We’ve had a partnership now for 15 years, so we know each other by heart.”

Forvia, which was launched in 2022, may at first appear to be a bit of a new kid on the block, but appearances are deceptive. In fact, Forvia was created when two well-known names in the automotive technology world — Faurecia and HELLA — came together to maximize their know-how and consolidate their leadership in the field. A power marriage, if you will.

The roots of this merger can be traced back to Faurecia’s and HELLA’s origins. Founded in 1914 in the outskirts of Paris, Faurecia focused on manufacturing seats for trams and the city’s metro. The company went on to become one of the world’s 10 largest automotive suppliers. HELLA was founded in 1899 in Germany and made a name for itself by creating cutting-edge lighting and electronics solutions for the automobile industry. By merging together to create Forvia, a new global leader in automotive technology was created.

Every second vehicle worldwide is now equipped with Forvia products. As Laurent Villemagne, Vice President of HR controlling and HRIS at Forvia, puts it, Forvia is all about “inspiring mobility.” The company’s portfolio of services covers all technological aspects of the automotive industry, from lighting and clean mobility solutions to safe and innovative seating and interiors. This type of global market presence across 39 countries also means that Forvia’s payroll team has its work cut out for them, especially following the large-scale merger that created Forvia a year ago.

Villemagne has been with the company for 21 years, but didn’t start off in the payroll department. “I began in finance, because I’m not an HR guy, I’m not an IT guy. I have an MBA in Finance,” he says. But five years later, he was tasked

Quick facts

-  **Company:** Forvia
-  **Headquarters:** Nanterre, France
-  **Industry:** Automobile parts company
-  **Employees:** 140,000
-  **Product:** ADP GlobalView®

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with designing an HR-Controlling network, and his career in HR was set. Now, Villemagne is taking on one of the biggest challenges in his career: seamlessly merging the payroll systems of two separate companies into one unified strategy.

Relying on strong partnerships that go way back

Forvia's relationship with ADP goes right back to its roots in Faurecia. When Villemagne and his team decided to modernize Faurecia's HR and payroll system 15 years ago, they looked to ADP for solutions. Faurecia wasn't even collecting HR data at that point, so Villemagne had to transform the system from the bottom up. "We decided just to have a single platform for all our employees and for all the countries, so we chose ADP GlobalView," he says.

The job wasn't easy. "It took, more or less, one decade to implement GlobalView in all the countries where we are present," he says. But the work paid off, with 40 countries now unified under one umbrella. The success was encouraging: "After this decade we have decided to integrate a step further with the HCM suite, SuccessFactors, delivered and integrated by ADP. And now, we have a full architecture GlobalView integrated with SuccessFactors, with an interface between both systems; it's a unique solution for our employees, managers and HR."

"15 years ago, there was no HR data within the company," Villemagne says. "Yet now we are implementing the full suite integration with ADP products. So we are very proud of that."

Introducing a new member to the family: challenges and solutions

When Faurecia acquired the German automotive supplier HELLA in 2022, the addition of 40,000 employees to Faurecia's existing team of 100,000 was an exciting development, but also created some significant challenges for Villemagne and his team.

The process of integrating HELLA's team into Faurecia — thereby creating Forvia — is still an ongoing with SuccessFactors. "The first step will be to integrate HELLA employees within SuccessFactors, because Success is the master within our payroll system," Villemagne says. "After that, we want to integrate country after country."

The biggest challenge, according to Villemagne, will be the change management process. "HELLA's people will have to integrate new processes and integrate the new ADP tools that Faurecia's employees have been working with. Technically speaking, we know how to do this, with the help of ADP."

Change management requires some adaptation and flexibility from all parties involved. "We need to get employees and the HR network to change their habits a little bit in order to accept new solutions," he says. "And this is the most difficult part for me, I will say, during the project: to anticipate what training and communication needs will be for employees, managers and HR to understand what we are doing and why."



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In order to ensure that this process goes as smoothly as possible, Villemagne and his team are relying on ADP's know-how and experience from previous transformation projects. "We are speaking with ADP to see how this integration can be done in a cost-effective, quick way," he says. "We're also studying ADP's best business cases to present them to our managers and CEO in order to see when we can achieve this goal for the future integration of our HRIS infrastructure."

Looking towards the future

Villemagne is confident that ADP will be a constant companion for Forvia as the company takes its first steps into the world, just as ADP was for Faurecia. "We've had a partnership now for 15 years, so we know each other by heart," Villemagne says. "We used to say that we are married."

Part of being married is about knowing your partner better than anyone else and sticking with them through thick and thin. "We know your team perfectly, we know your competencies perfectly, we know how to do a project," Villemagne says. "You also know us because we are a very demanding client, I will say. The automotive industry, it's a brutal industry. So we are very demanding. So you know us."



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