Leveraging Tools for a Successful Global HCM

Tracey DeMelo
Director, Global Payroll Process Owner

Melissa Berde
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Phil Richer
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Quick facts

🏢 **Company:** Stanley Black & Decker

📍 **Headquarters:** New Britain, CT

🏛 **Industry:** Tools and outdoor manufacturing

👤 **Employees:** 50,000+ in 60 countries

📋 **ADP products:** ADP Workforce Now®, ADP GlobalView® Payroll, ADP Celergo

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Founded in 1843, Stanley Black & Decker is a worldwide leader in tools and outdoor, operating manufacturing facilities globally. The company's approximately 50,000 employees produce innovative, end-user inspired power tools, hand tools, storage, digital job-site solutions, outdoor and lifestyle products, and engineered fasteners to support the world's builders, tradespeople and DIYers. The company's world-class portfolio of trusted brands includes DEWALT®, CRAFTSMAN®, STANLEY®, BLACK+DECKER® and Cub Cadet®.

Goals

- Implement innovative technology to synchronize multiple payroll systems into one comprehensive view, automate manual processes and improve compliance

- Deliver an exceptional employee experience globally

Equipped with a better payroll system

Stanley Black & Decker (SBD) supports 50,000 employees across 60 different countries. They sought to combine 10 different payroll vendors into one global vendor to help ensure compliance, enable scale and improve the employee experience. Recognizing that their organization has a unique footprint with different kinds of companies, they chose ADP because of their already established relationship and the fact that ADP could deliver technology that is consistent, compliant and convenient for both its employees and practitioners.

Thus far, Stanley Black & Decker has implemented ADP Workforce Now in Canada, and ADP Celergo and ADP GlobalView across 18 other countries including the U.S. In doing so, they've been able to automate or eliminate many manual processes and deliver a consistent employee experience to workers across the globe.

Tracey DeMelo, Director and Global Payroll Process Owner, states, "ADP is able to provide us different solutions for our different markets. Having multiple solutions has allowed us to be flexible in how we deliver those solutions to our countries. Celergo provides a solution for our smaller markets whilst GlobalView gives us the ability to support our more complex countries like the U.K. and the U.S. The benefits of using these solutions in our strategy include things like global standardization across all our countries, having one governance that we can leverage within our operations, and improved data management and quality. It also allows us to have integrations with our HCM system of record."

Blazing new trails in employee experience

Prior to implementing ADP, SBD didn't have any self-service options for its employees in Europe. With a unified platform, SBD now offers a consistent employee experience, enabling them to quickly resolve issues or address questions. Global Payroll Program Manager, Phil Richer, says, "Implementing this payroll system has been very beneficial to our employees, and it's a consistent experience within their own native language across the different countries in which we operate."

Tools for improved compliance

Thus far, by moving to their new platform, SBD has been able to sunset seven different payroll vendors, eliminate manual processes and improve compliance. Integration with their HCM system of record and financial systems provides automated data flows that have resulted in clean data for enhanced compliance. Having standard controls across all its countries further helps to mitigate risk. Having a global solution has also made reporting easier. With centralized data and metrics, SBD can easily measure what matters such as payroll timeliness and accuracy.

ROI that measures up

By consolidating its roughly 60 platforms, the company has created a more efficient system, reducing both maintenance costs and time spent managing disparate systems. Richer estimates the team has saved approximately 500 hours with payroll shared services partners by eliminating manual processes such as reporting.

DeMelo adds, "Partnering with ADP is not just about implementing the payroll side of the house, they've helped us solve for the whole employee lifecycle, which includes HR integration and automation, and also the downstream impacts to finance."

A partnership built for the long haul

SBD has an experienced payroll team, so they knew where they wanted to take their new system and appreciate ADP's collaboration in using the tools to accomplish their goals. Melissa Berde, Global Payroll Project Manager, comments, "ADP brought some insights for us that we didn't know, and we've been able to augment our system so that it's the best system it can be. Stanley Black & Decker is a very unique organization, and we have lots of nuances. ADP did not expect us to fit into a standard box. They were willing to work with us to address our unique needs with their solution."

On winning the Global Solutions at Work award

The Global Solutions at Work award recognizes an organization that exemplifies leadership in human capital management by effectively harnessing cutting-edge technology and implementing streamlined processes worldwide. Stanley Black & Decker was selected as the 2025 winner of this award for their future-forward commitment to integrating innovative technology and process improvements that deliver an exceptional experience for their employees across the globe.

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Berde says, "My team has recognized that the world is changing, and we need to be able to have a solution that's going to change with us. Just because we've always done things one way doesn't mean it's the right way or the way we should do it tomorrow. We won the Global Solutions at Work award because we were willing to think about tomorrow."

"I am excited about winning the award. I think it's a validation of all the effort and support that our team has provided throughout the implementation. We have a very experienced team that's very knowledgeable about the different systems that we are implementing, and we're excited to continue this implementation globally," states Richer.

DeMelo adds, "I'm really proud of the team for having won the Global Solutions at Work award. This is not an easy type of project. It's not a cushy project; it's a backend project. The team really poured their blood, sweat and tears into it always giving a 200% effort and it's been really successful."

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