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Dermot O’Brien ADP Associates Grand Prix email

**A message from Dermot O’Brien**

**Chief Human Resources Officer**

Join us at the starting line for the ADP myCareer Grand Prix!

As you know, at ADP, we have one overriding goal—to keep making ADP a better place to work and a better company for clients. As part of that value system, we strongly believe that promoting career growth for you, our valued associates, is paramount. We want you know that there’s a future for you at ADP, and we want to give you the tools to achieve your optimal potential as a talented professional at our company. When you’re stronger, we excel.

As a result, we’ve engineered our new HR initiative—Driving Your Career. We want to put *you* in the driver’s seat when it comes to advancing your career here, and the next step we’re introducing toward putting you on the road to a brighter tomorrow is our exciting new myCareer Grand Prix.

Exactly what is myCareer Grand Prix? It’s about you defining your career goals, having a conversation with your manager, and then reaching our beyond your Business Unit to discuss your personal career goals and opportunities at ADP with a colleague outside your business unit—so you can get a better idea of how you fit into ADP’s broader schema and investigate possible opportunities that might interested you outside your current BU.

We know from our most recent Associates Survey that advancing your career here is extremely important to you—and we’re listening. That’s why we’re asking you to steer your browser to our Talent Management System (TMS) today, park yourself on myCareer on the Associate Portal, and complete these three Grand Prix “laps”—your career-advancing steps: [Just to be clear—do employees first have to go to the TMS site to access myCareer with its links to their Career Profile and Career Preferences? The Associate portal screenshot I saw showed myCareer right on the homepage—but I didn’t see any links to their Career Profile and Career Preferences (however, maybe they’ve yet to be created). I want to make absolutely certain that we’re steering employees in exactly the right direction. --WW]

* Lap 1: Create or update your personal Career Profile—your internal resume that will help you on your journey toward the future at ADP. Also please answer the questions under the Career Preferences tab.
* Lap 2: Meet with your manager to discuss your career development.
* Lap 3: Have a career development conversation with a colleague outside your function and department area.

To hit the finish line, please complete a short survey via Survey Monkey to confirm that you’ve completed the three laps.

How will we choose the winner of our Grand Prix? The winner will be the Business Unit that has completed the most laps, determined by the percentage of laps completed, based on BU headcount. I’ll be announcing the first-, second-, and third-place BU winners when the Grand Prix is over.

We know that following new procedures can be a little confusing sometimes, so we’re providing you with a myCareer Grand Prix FAQ [link] that will provide easy-to-understand instructions and discuss in depth what Driving Your Career and the Grand Prix are about. We’ve created a Career Driver Website [link] stocked with resources that will guide you on managing your career at ADP.

In addition, we’ll be reporting updates on the progress of this race to personal career achievement on our Associate Portal, and from your manager on up, we’ll be happy to answer any questions you might have about the best way you can zoom into the future you want at ADP.

I’ve got my stopwatch out—ready, set, *go*!