



Advanced Human Capital Management Solutions

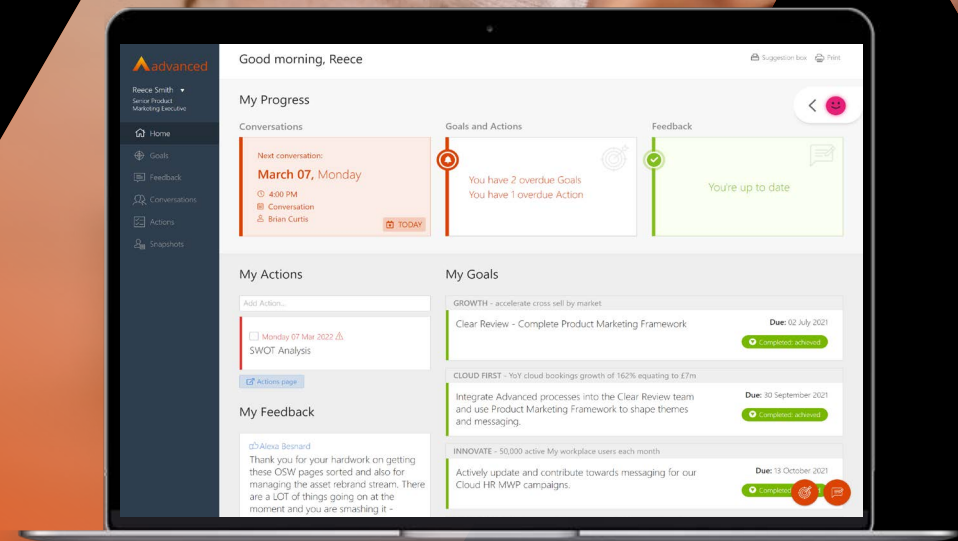
Making HR more human

OVERVIEW



Contents

- 1 Introduction
- 2 Time and Attendance software
- 6 Access Control
- 9 HR Manager
- 12 Clear Review
- 15 Why Advanced?
- 17 Our services



1. Integrated Time & Attendance, Access Control, & HR solutions.

The world of HCM is undergoing a fundamental evolution and the ability for businesses to remain connected and engaged with their people will be one of the key factors determining success moving forwards.

We believe that the systems and technology used by your business daily should empower you to achieve more. All too often, organisations find themselves hampered by sluggish or outdated systems which mean that management and HR professionals find their working day is taken up by manual checks and correcting errors, rather than focusing on achieving the full scope of their roles and making strategic contributions.

Our suite of HCM solutions, including Time and Attendance, Access Control and HR systems, have been designed by experts within the HCM field, crafted to specifically tackle the key HR and workforce management challenges facing businesses across Ireland.

At Advanced, we understand that your focus will be on driving forward productivity and profitability. We also appreciate the roadblocks and headaches that outdated or unsuitable systems can cause. We believe that your people teams should be influential driving forces within your business, which is why we've created a range of solutions to help free your HR professionals from the burden of manual processes and administrative tasks.



2. Time and Attendance

To put it simply- your time is valuable. Businesses the world over are plagued by inefficient systems, gaps in processes and manual work-arounds which hemorrhage time, resources and most importantly money. On average, each employee loses roughly 9 days per year due to unplanned absences, and the financial consequences of this reaches into the millions for businesses across the globe.

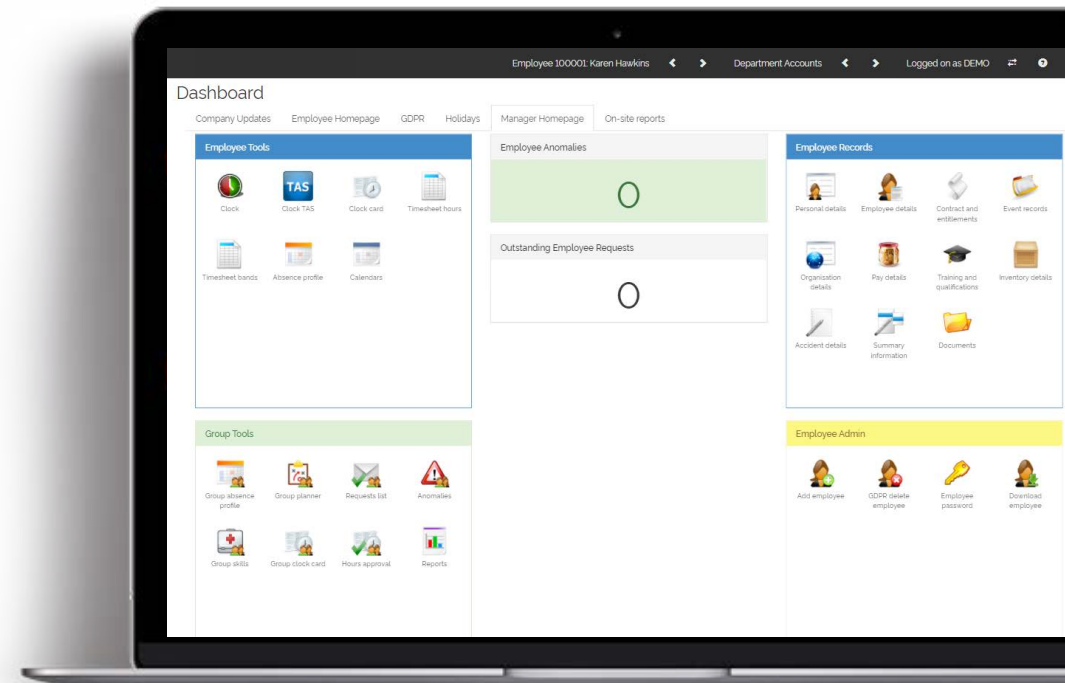
The ability to effectively track hours worked, reduce payroll processing errors and boost overall productivity sounds like the ultimate dream for HR professionals. Fortunately, this can actually be your reality, as an effective Time and Attendance solution can enable you to achieve this and much more.

Our Time and Attendance software, Advanced TMS, supports business of all sizes. With over 7000 customers trusting us to transform their workforce management experience, we're confident of providing you with the tools to streamline repetitive tasks and manage your workforce's schedules. This helps you to reduce employee costs, improve productivity and profitability, and minimise potential compliance risks.



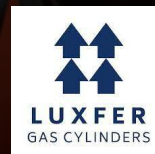
Did you know?

Our Time and Attendance software is fully customisable to accommodate the way your business works, delivering flexibility across varied working patterns and shift work, multiple sites and pay centres.



“Timesheets were previously completed manually but can now be completed digitally. There are all sorts of reports and statistics that can be downloaded from the system too. To be honest it has cut our working time by half!”

Christine Thompson
Payroll Manager, Luxfer Gas.



With Advanced time and attendance you can:



Track time and attendance

Empower your people to take charge of their own schedules and make it simple for employees and managers alike to submit, track and manage attendance, sickness, exceptions, absence and leave entitlements.



Keep accurate records

Allow employees to clock in instantly via keycards, fobs or the latest in cutting edge biometric technology. Gain access to the accurate and compliant data you need at the push of a button.



Mobilise your workforce

Keep your business moving with remote clocking and responsive layouts designed to adapt to any mobile device.



Reduce risk

Ensure data accuracy and compliance and adherence to legislation and policy through accurate record keeping.





Key features



People planning

Our people planning module allows you to schedule employee hours through our easy to use shift planning tools. Keep costs under control and always ensure that you have the right people in place to cover shifts. Allocating resources swiftly and effectively in this way, allows you to mitigate the impact that incidences of absence can have.



Time sheets

Give your people the visibility of the working schedule they need to take charge of their working week as well as the ability to update and amend any exceptions to their information. Management can also easily and effectively view and amend clocking data 24/7, on any mobile device



Empowering your people

Our real time dashboards put the power in the hands of your people, empowering them with instant visibility of their schedule and holiday allowances, all one, easy to use platform. With access to the platform, your people can take charge of their schedules and easily book time off work, update their availability, request overtime and view their schedules.



Payroll integration

Get access to a host of intuitive reporting at your fingertips. Our solution updates clocking information in real time, ensuring a flow of real time data to your payroll teams, ensuring an accurate and compliant pay cycle each and every month.



HR integration

Link seamlessly with your HR function and feed through data around hours worked, sickness absence and leave requests, ensuring an unbroken link between your people and HR teams. Reduce the burden of admin-based requests on your people teams by reducing manual input and duplication of processes.



3. Access Control (Clocking in and out)

Understanding and having visibility of the hours worked by your people is one thing- knowing who is on site at any given moment and who has access to sensitive areas of your business is another matter entirely. Traditionally, access control systems have been viewed through a narrow lens as being a tool to simply capture hours worked. Increasingly, more and more organisations are coming to value the enhanced levels of security secure access control points can offer, greatly controlling the flow of people onto a site and ensuring that only the right people have access to key areas at any given time.

Our Access Control offers out-of-the-box, enterprise-grade time and attendance clocking and total perimeter security, giving you complete control and visibility of who can access your sites, buildings and rooms. Advanced networked terminal hardware combines with our secure operating system to deliver powerful, resilient and fully customisable biometric and proximity-based access control. And you can manage it all visually with our Access Control software from a secure central networked location.



Did you know?

We design and manufacture our own clocking terminals and access control units.

The hardware is designed to work exclusively with our own software to provide the most intuitive levels of integration, security and performance, so that both hardware and software work in perfect tandem.

We understand that no two workplaces are the same, which is why our hardware is built and fully tested to work in even the harshest environments- meaning that our units are as at home in the elements on site, as they are in the office space.

It's not just the hardware that's robust too: unlike alternatives that run commercial or mobile operating systems and contain uncontrolled applications, our operating system is security hardened, release controlled and designed exclusively to run on our own hardware. Our software and your security is under your control at all times.

Key features



Securing your future

We're committed to constant innovation across our entire product suite and nowhere is this more evident than within our Access Control suite. Our solutions are designed to work with the most current and cutting-edge technology, meaning that you'll never be left behind and can be safe in the knowledge that you'll benefit from the latest next-generation innovations as we develop them.



Bespoke solutions

We appreciate that every working environment is unique and your requirements for an access control solution may reflect this. Designing and producing our own solutions affords us a unique opportunity to build and deploy bespoke solutions to suit any need. With over 40 years of engineering experience under our belt, you can rest assured that we can handle your needs.

Our own in-house professional design service will work with you to create a security solution exclusively for your requirements, however large or small. We can install and control a single door or design multi-site scenarios containing hundreds of access control points.



Barriers and turnstiles

Our turnstile and barrier range is designed and manufactured exclusively for us, meeting our exacting quality and safety standards. Because we supply all of our turnstiles and barriers directly and install them on your site, we can deliver uncompromising quality.



Installation and support that works for you

We appreciate that the installation and implementation of any new technology within your business can be a daunting thing and we also understand the importance of getting things right from day one.

Our worldwide network of expert installation engineers and implementation consultants have completed over 50,000 successful projects. We've serviced and protected airports, oil refineries, public sector security facilities, and pharmaceutical giants. From multi-site international corporations right down to small local businesses, we've done it all.

All of our products are designed to meet current quality and safety standards and our team of engineers will work alongside you to create a timetable for installation which meets your needs, placing an emphasis on minimal workplace disruption.

Beyond installation, you can rest easy in the knowledge that our dedicated support centre, as well as our team of onsite engineers are always on hand to meet your needs, giving you the peace of mind you need to get on with your day.



A truly integrated platform

Our Access Control solution forms part of our fully integrated range of solutions, working alongside our Time and Attendance and HR manager modules to provide a comprehensive end to end, workforce management solution.

Intuitive and powerful reporting gives you the visibility you need to understand patterns of movement within the business, as well allowing you to provide zone-based auditing of your sights to gain a proper insight into security within your organisation.





4. HR Manager

Employee engagement, wellbeing and motivation are at the forefront for modern businesses. Today's HR function is becoming more focused towards these "soft" factors and the role of HR professionals has now evolved into one where they can be placed as truly influential driving forces within their organisation.

With employee engagement and wellbeing at the heart of modern HR, businesses are increasingly searching for systems and technologies which are able to support them in staying connected with their people and ensuring that they stay engaged and aligned with ongoing goals and business strategy.

Too often do we find that outdated systems are playing a significant role in actively hampering businesses and their HR teams, causing them to lose hours upon hours every working week to manual processes and admin heavy tasks. Unsuitable HR systems mean that your people teams spend more time correcting errors than leveraging their knowledge and skillset for the good of the business.

HR Manager is the solution agile enough to meet the needs of your organisation. HR Manager helps you boost efficiency, cut down on admin time and manual input, in turn reducing the risk of human error and allowing your people teams to focus on what matters most to you.

i

Did you know?

33% of HR professionals feel the most important thing when adopting new technology is the ability for it to be personalised by users.

Key features



Real time metrics and analysis

Get access to the information you need with the touch of a button. Drive forward smarter, more well-informed business decisions and increase agility by allowing the data at your fingertips to inform and drive forward strategy. HR Manager also provides you with point in time analysis to help you make comparisons across your business across various states of the business historically.

By drawing upon a wealth of actionable data, you also position yourself to create truly meaningful policies of employee engagement and wellbeing by measuring the effectiveness of any measures which you introduce.

HR Manager allows you to make decisions at the speed which your business demands, giving you access to the data you need to drive forward meaningful change.



Illuminating insight and reporting

HR Manager allows you the ability to unlock reports which can help you understand underlying trends, skill gaps and any underperforming areas of the business, allowing you to course correct and be more proactive in strategizing for the future.





Drawing upon intuitive reporting offers unparalleled insight into the makeup of your business and allows you to create a strategy which is more focused and effective. By utilising the reporting at your fingertips, you can also course correct or adjust initiatives on the basis of evidence driven metrics, rather than making change for the sake of it.

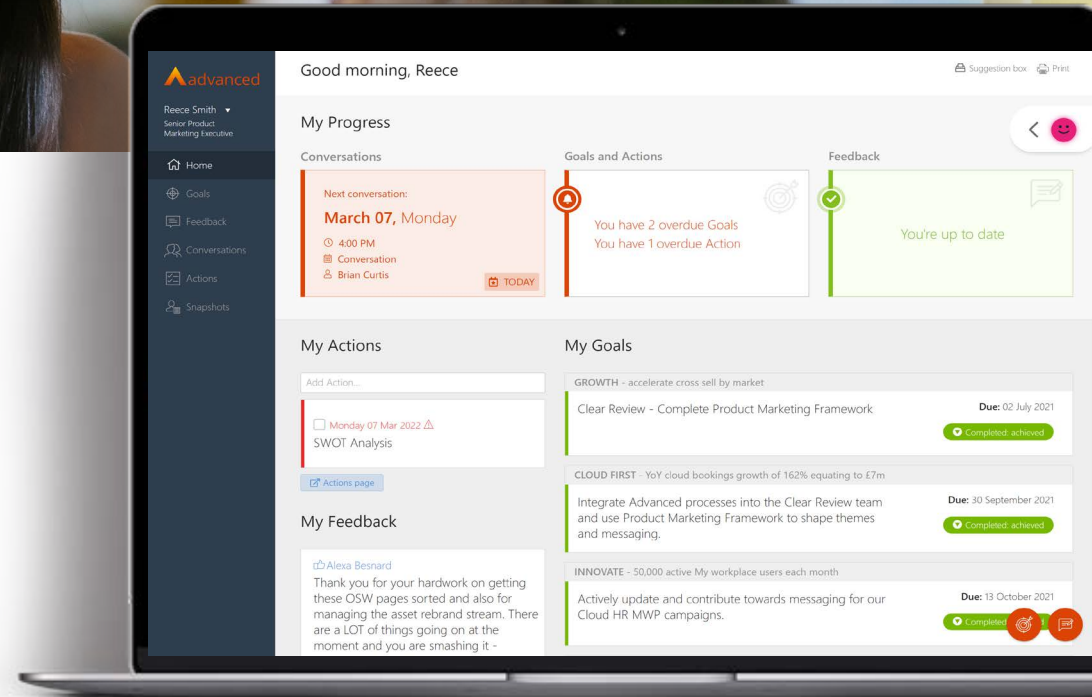
Ultimately, knowledge is power and HR Manager gives you access to the meaningful data you need to be able to accurately quantify the effectiveness of any HR policies, as well as giving you the ability to properly forecast the financial and social returns expected of any change initiatives.



Record training and qualifications

Fostering your people's desire to learn and grow within your organisation is a key element of a positive employee experience and a direct contributor to greater levels of overall engagement and motivation.

HR Manager allows you to keep an accurate and up to date record of all training, qualifications and relevant certification, offering you unparalleled insight into the growth and development of your people and ensuring that any qualifications can remain current and compliant.



5. Clear Review

Businesses across all sectors are now waking up to the realisation that by and large, the old model of annual appraisals is outdated and not fit for purpose in the modern working world. Restricting reviews and appraisals to a yearly process renders it down into little more than an inconvenience- an administrative box checking exercise which offers up little in the way of meaningful insight.



Did you know?


75% of employees feel that annual appraisals are an unfair view of performance, that suffer from recency bias.

At Advanced, we believe in the power of continuous performance management, which is why we're proud to offer Clear Review as part of our HCM suite of solutions.

Clear Review offers you an unparalleled framework to transform your process of employee appraisal and development, freeing it from the rigid structure of annual reviews and helping you create a more meaningful and holistic approach.

We believe that a truly effective appraisal process offers organisations the opportunity to strengthen their ties with their people and offer a forum whereby employees can also offer feedback to management. We understand that appraisals often get a bad rap, which is why we believe in focusing on employee reviews as a way to set goals and foster desires to grow and develop within a business, not as a way to punish.

If you've ever wanted to find out how to transform your appraisal process into a more meaningful, positive and driving force within your business, why not discover more about what Clear Review can offer.



“We chose Clear Review for many reasons, primarily its ease of use and the fact that it means performance management becomes embedded into our working lives rather than simply being an annual appraisal.”

Jude Holt

Senior HR Business Partner, Ted Baker.

TED BAKER
LONDON



Key features



Regular check ins

Clear Review increases the quality and frequency of performance and development conversations with light touch check ins. By increasing the amount of contact between the parties in an appraisal process, you are able to more accurately gauge the effectiveness of any goals set.



Aligned SMART objectives

Empower your people to take charge of their journey within your organisation with people led SMART objectives. These are customisable objectives and touchstones which you and your employees can define in order to ensure that all parties remain aligned with ongoing strategy.



Real time feedback

Managers and peers can easily give in the moment feedback, proven to increase performance by up to 39%. Increase your agility and make your appraisal process work for you by ensuring that data is actioned in real time.



Collate performance data

Gather meaningful metrics and data points around your review process and use them to influence the ongoing evolution of your appraisal framework. Gain access to the data you need at the touch of the button, empowering you to drive forward your strategy.

6. Why Advanced?

We can help you manage your workforce, your efficiency, your productivity and profitability.



We're solutions focused

Our fully integrated suite of software and hardware offers a cost-effective way to solve common business efficiency challenges and increase profits. Our customers are results-driven, and we are too.



We invest in innovation

We are continually investing and innovating our products. Our dedicated research and product design team has extensive, long-range software and hardware roadmaps to ensure our customers are never left behind on legacy products and will always have access to the new and exciting technologies we create



You're in safe, experienced hands

We pioneered computerised clocking in systems during the late 1970s, and we've been designing and developing intelligent workforce management solutions ever since. Today, we're trusted by over 7,500 customers globally.



Flexibility to suit you

Our solutions are fully customisable to accommodate the working patterns and work rules of your business, supporting flexible hours and shift work across multiple sites and pay centres.





Supporting your evolving workforce

As the structure of the workforce evolves and grows, more and more workers than ever are working flexible patterns or working from various sites – including their homes and on the road. Our solutions help you stay on top of your people and their productivity.



We practice what we preach

We believe wholly in the strength of our solutions, which is why we use our systems to support a flexible, high performing culture within Advanced across our own sites. We enjoy great employee visibility, automated schedule generation, job recording, flexitime and the Advanced mobile web app. All of our employees engage with one or more of our solutions everyday – it's the best way for us to keep developing the very best software and tech solutions.



Choose Cloud based or on premise solutions

We appreciate that all organisations will have different requirements, which is why our solutions are designed to fit the way you work and offer you a system which can be implemented to suit your needs.



Security

We understand just how vital the integrity of your data and that of your people is to you. We are committed to the ongoing safety and security of our solutions and our on-site or cloud bases systems offer the level of data integrity you need to rest assured that your information is in safe hands. We bring decades of experience to the fore in protecting your data and our time and attendance and payroll solutions in particular come with internationally recognised accreditation for information system security.

7. Our services

With decades of experience under our belts, we're confident that we will be able to deliver a solution which can help transform the way you engage with your people and ensure that your HCM function can evolve into a truly effective driving force within your business. We understand that any project of digital transformation can be daunting and that you will want to see a return on your investment as soon as possible.

Our dedicated multi-disciplinary implementation teams are always on hand to provide expert advice, guidance and assurance throughout the course of your project, in order to ensure a seamless integration and implementation process and allowing you to get on with your work without disruption.

We've helped thousands of customers enjoy an on-time, on-budget and stress free digital transformation process and regardless of your prior experience with project delivery, we're committed to providing you with a solution which begins to offer a return on investment from day one.





Project management

We appreciate that these projects represent a significant undertaking for your business. Our project management teams provide assurance around your business change.

Projects can be complex and time consuming, so we'll work together at the outset to validate your objectives and measures of success, providing the focus to achieve, minimising disruption to business-as-usual activities and whilst keeping a close eye on costs.



Consultancy

With a wealth of experience not only within the field of HCM but across the breadth of multiple industries, our consultancy teams are on hand to help you deliver the benefits you expect from our products.

Our experts specialise in getting to the heart of your business and understanding the key challenges facing you in order to ensure a transformation project which meets best practice and allows you to embrace the opportunity for change without fear of disruption.

We pride ourselves on our track record of swift and smart implementations, ensuring focus on your measurable outcomes for the project from the initial specification through to successful go live and beyond.



In-project response and ongoing support

We believe that the measure of good support comes long after the implementation process. Our support and maintenance options are designed to help you get the best from your solution and give peace of mind that you are in good hands should the unexpected arise.


From our online support desk, support line, email, customer community to videos and guides you can easily find the information and support you need.





We would love to hear from you

Hopefully this was a helpful insight into Advanced's HCM Software. If you'd like to find out more about how our solutions can help support you in staying connected with your people and driving forward greater productivity and profitability, get in touch with one of our friendly team today.

[Contact us](#)

 0330 343 4000

 www.oneadvanced.com

 hello.@oneadvanced.com