Advanced HR - People Powered Software

We understand that most HR teams get bogged down in endless admin tasks across multiple solutions, their attention diverted away from increasing employee engagement, wellbeing and productivity. Now more than ever before, there is an expectation that HR teams are strategy pioneers, not task robots, who push their organisations to live up to changing demands and expectations using data and analytics.

That's where Advanced HR comes in. Designed for HR teams looking to revolutionise the way they work and adapt to rapidly changing workforce demands, our HR solution helps you make HR more human and focus on what matters, your people.

Why the Cloud?

In the digital age, employees have an expectation that business systems are just as accessible as the technology they use at home. In the age where information is accessible at our fingertips, it should be different in the workplace where employees expect to be able to use solutions with no training that is user friendly.

This fundamental change in employee demands is crucial for HR teams. Using outdated, clunky technology across the business is a red flag and a blocker to employee happiness at work. In addition to this, outdated technology makes simple administrative tasks lengthy and unnecessarily complex, for both employees and HR staff. Using multiple systems which promote paper and desktop working means basic HR processes are limiting and take up time which could be spent investing in the employee experience.

Our solution brings 30 years' worth of experience with HR teams using technology built for tomorrow. Advanced HR allows users to easily and effectively manage the full lifecycle of their workforce, all in one place. It offers a broad suite of core HR functions, ranging from absence to training management and customisable reports, with extensive and configurable workflow capabilities to enhance your organisational efficiency. Your employees are also empowered with instant Cloud access, anywhere, anytime. Using Advanced HR, your HR department can benefit from customisable self-service functions, enabling users to effectively raise annual leave requests and manage their employee records. In addition to successfully managing your workforce, the solution provides you with the peace of mind that you are consistently compliant to HMRC regulations and statutory reporting requirements.

The solution

- From on-boarding to off-boarding
- Case management
- Performance management
- Learning and development

- Disciplinary and grievance processing
- Document storage
- Absence booking and management
- Employee self service
- On-demand, via any device

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MyWorkplace

Advanced HR now features MyWorkplace, which enables HR teams, line managers, and the general employee population to quickly action core tasks and activity without having to dive in and out of countless apps or programmes. Your digital desk will be personalised to you, meaning managers desks may look different to employee desks, but this is the aim of MyWorkplace functionality, because one size doesn't fit all.

Self-service of everyday HR management functionality is easier than ever, allowing users to amend personal details, view their historic personnel data in full, log holiday, annual leave and training requests, manage maternity/paternity leave and view calendars. All of the above can be organised into a desk to fulfil your needs, whether you want a link to your performance management solution next to your 'My Team' applet, it can be done.

Advance Virtual Assistant (AVA)

AVA takes care of the repetitive and manual tasks, to help you employees focus on strategy and to make a real difference. AVA will boost employee engagement while making work easier by surfacing information your HR team needs, as they need it.

Optimising workflow processes

Our system automatically manages organisational processes such as; performance reviews, including 360 degree feedback, changes to employee details, holiday and absence management, on boarding and leaver processing, training and skills requests alongside maternity/paternity and shared parental leave management. In doing so, it removes the need for paper or spreadsheet entry, reducing time spent on repetitive manual process and freeing up your employees to be more productive.
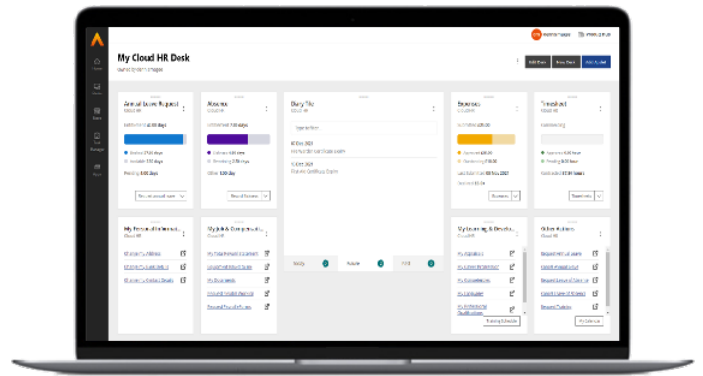
Scalable and flexible to your needs

With highly configurable screens, automated calculations, intranet pages and workflows, our solution is highly flexible to your needs and scalable as your organisation grows. Unlike other competing solutions, configuration can be carried out by us at Advanced or by users themselves. They are supported by our dedicated team for total personalisation. This therefore provides you with the peace of mind that you are consistently improving your business performance and are equipped to manage future challenges.

Anytime, anywhere on multiple platforms

Advanced HR is a true SaaS solution and gives you instant access to suit your needs. Users can simply login to the solution online, wherever and whenever, significantly reducing operating costs and accommodating the increasing mobility of the modern workforce.

Supporting your standards and quality

Advanced HR is supportive of statutory reporting and compliance requirements through its extensive and flexible suite of reports, meeting professional standards of quality and allowing for more meaningful data analysis to enhance your business performance.

Our People Management stack:

At Advanced we are proud to offer a full suite of People Management software and hardware, boasting only the best solutions on the market.

More information

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