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ADP Acquires The Marcus Buckingham Company to Expand Talent Portfolio

Strategic acquisition builds on ADP's leading data-driven approach to talent management

ROSELAND, NJ -- (Marketwired) -- 01/17/17 -- ADP has acquired The Marcus Buckingham Company (TMBC), an innovator in human capital management (HCM), to bring to ADP clients a more scientific approach to employee engagement and performance. TMBC, and its founder Marcus Buckingham, are pioneers in using data and research to drive talent management practices that help managers build engagement and increase performance in their teams. Their unique approach empowers managers to coach employees based on their strengths and custom-design teams based on those strengths.

TMBC's cloud-based performance and talent management solution, StandOut, couples applications with coaching and education to give team leaders the tools, insights and data needed to turn talent into better employee performance. Built on decades of groundbreaking research that has uncovered the factors that differentiate high-performing teams, this solution will now be offered as ADP StandOut. TMBC has a global client roster that spans a broad range of industries from professional services to hospitality and includes many companies in the Fortune 100.

"At its core, the strength and differentiation of any company lies in its talent," said Carlos Rodriguez, president and CEO, ADP. "That is why we are continuing to invest in data-driven talent management solutions with the acquisition of TMBC. The company's technology and renowned research will add to our existing talent portfolio and puts ADP in a position to better serve the growing number of innovative organizations who are thinking differently about how they manage and engage their talent. We are thrilled to welcome both TMBC's associates and Marcus into the ADP family."

According to the Deloitte Global Human Capital Management Trends 2016 report¹, 77 percent of executives say that people analytics are a priority, but only 29 percent think that they are successfully using outside data to predict workforce trends and target the right talent to meet those trends. With that in mind, the acquisition of TMBC helps ADP further deliver on its talent management strategy of helping companies build better workforces through the strategic use of data and research.

Marcus Buckingham is a noted author and speaker and has been featured as a thought leader on talent management and leadership trends in a range of outlets that span The Harvard Business Review and Forbes to Oprah and Larry King.

"In the world of people-at-work, everyone trusts ADP data, so I leapt at the chance to bring to the ADP ecosystem StandOut's data-based insights and tools on people's talents, engagement and performance," said Marcus Buckingham, co-head, the ADP Research Institute. "At a time when so many companies are clamoring for real-time and reliable people data, when they crave tools that leaders and team members actually want to use, the combination of ADP's scale, security and data-integrity with StandOut's focus on real-world teams, is unique and powerful. I'm so excited to see how many companies and people we can serve."

ADP has helped organizations of all types and sizes for more than 60 years unlock the potential of their workforces. ADP's cloud-based talent portfolio -- which includes recruiting, recruiter training, outsourcing, screening and selection, onboarding, learning, goals, performance, data analytics, succession and compensation -- is expanded in breadth and depth with TMBC's technology, consulting and research.

For more information, visit adp.com/standout.

About ADP (NASDAQ: ADP)

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¹ Deloitte, Global Human Capital Management Trends 2016. <https://www2.deloitte.com/us/en/pages/human-capital/articles/introduction-human-capital-trends.html>

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