



“It’s so intuitive. It’s built around how HR advice is actually provided. We’re not fitting around the software; the software fits around us”.

Ann Haydock, Head of HR Advisory Services,  
Iceland Foods

How ***empower***<sup>®</sup> connects  
with your technology

***empower***<sup>®</sup>  
by **+**AdviserPlus



## Is it complex to set up an interface with your HR platform?

We've ensured that **empower**® by AdviserPlus works seamlessly alongside your existing HCM platform, is really simple to connect and requires minimal effort from your IT Team. There are up to four light touch-points to enable the solution:

### 1 People Data Feed (essential)

**Why?** To provide system users with correct access permissions, to assign ER cases to the right employees and to produce accurate and insightful MI.

**How?** Data is typically shared nightly via .CSV and XML file (which may be flexible in design to suit your requirements and constraints) deposited onto an AdviserPlus SFTP server. Only data required to deliver the service is consumed, it is encrypted at rest and in transit, and is GDPR-compliant.

### 2 Single Sign-On (recommended)

**Why?** To provide system users without the best possible user experience of seamlessly accessing the **empower**® platform with need to reauthenticate manually.

**How?** We support most forms of SSO, including SAML 2.0 and AD.

### 3 Case History (recommended)

**Why?** To support a seamless transition from your existing provision, to provide a single repository for your ER cases old and new, and to reduce risk by providing system users with relevant case history for employee subjects of cases to draw upon.

**How?** We would understand how your ER case data is currently stored and structured, agree a templated approach to data extraction, set up secure transfer protocols and undertake a one-off extract of the case data. We do all the ETL heavy lifting.

### 4 Return Data (optional)

**Why?** To share back with your source people platform(s) data captured in **empower**® that may impact things like colleagues' pay or bonuses (e.g. suspensions, dismissals) or feed raw data into your data warehouse for aggregated reporting.

**How?** We would understand the requirements, agree file structures and content, and build automated jobs to share appropriate data with you regularly.

*According to a Gartner® research, "by 2025, 60% of global midmarket and large enterprises will have invested in a cloud-deployed HCM suite for administrative HR and talent management. However, they will still need to source 20% to 30% of their HCM requirements via other solutions due to gaps in functionality".*

*Gartner, "Market Guide for Human Capital Management Suites", Sam Grinter, Jason Cerrato, November 2, 2020.*

Full technical information is available upon request

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