



IN THE BUSINESS OF YOUR SUCCESS®

What ADP® clients are saying



BIOTECHNOLOGY - AGRONOMIC SOLUTIONS

Respond with greater agility to volatile market and economic conditions

Syngenta AG is one of the world's leading companies in biotechnology with more than 27,000 employees in some 90 countries dedicated to one purpose: bringing plant potential to life. Based in Basel Switzerland, Syngenta was formed in 2000 by the merger of Novartis Agribusiness and Zeneca Agrochemicals.

In 2009, Syngenta established Syngenta Business Services (SBS) to integrate and standardize its business services across the organization. In two years it has rolled out its service model across 62 countries. 1,900 SBS people are now delivering business services in finance, procurement, information systems and human resources – all based on common, scalable tools and processes. They are supporting the implementation of the company's integrated strategy. SBS is key to enabling Syngenta's growth aspirations and its ability to respond with greater agility to changing market and economic conditions.

Readiness Strategy

The implementation of SBS was a cultural shift for Syngenta. The company grew by acquisitions and, 10 years after its creation, the group was compelled to consolidate its various businesses to stay ahead of the competition.

SNAPSHOT

Client:

Syngenta AG (SIX: SYNN - NYSE: SYT)

Description:

Offers tailored agronomic solutions for seeds, seed care, crop protection and lawn and garden

Workforce:

27,000 employees in 90 countries

Website:

www.syngenta.com



From an HR perspective the objective was to transition nearly 50 HR platforms to a plug & play approach. The readiness strategy included a single HR information system and methodologies to integrate new activities seamlessly.

“The implementation of the SBS organization got us started,” says Mark Brinkler, Head of HR Services. “It provided momentum but was only one aspect of the overall HR transformation project we had to complete.”

Outsourced payroll as a key enabler for HR efficiency

As of today, SBS key achievements include the implementation of ADP GlobalView® and Streamline services. ADP® was chosen in 2009 to provide a global, standardized and scalable payroll solution. Three years after the project’s kick-off, ADP delivers payroll in 45 countries to 25,000 employees who make up approximately 90 % of Syngenta’s workforce.

“ADP brought discipline to the HR transformation project that was launched along with the creation of SBS,” points out Mark Brinkler. ADP and Syngenta have established a strategic partnership, as ADP has the global footprint, and single platform Syngenta was looking for. This partnership has contributed to the development of more integrated ways of working, giving Syngenta a competitive advantage.

“This partnership has contributed to the development of more integrated ways to work, giving us a competitive advantage.”

Conditions for successful outcome require seamless integration of projects

Despite his strong commitment to SBS HR transformation, Mark Brinkler still looks at it with a certain degree of objectivity, stressing that “Outsourcing payroll is the visible part of the iceberg. It is an important one, but HR transformation also means technology consolidation and implementation of HR reporting as well as transforming Syngenta’s business partners into strategic partners. There is always room for improvement.”

When asked what qualities a provider should have to be selected by Syngenta, Mark couldn’t be clearer: “We need to work with providers who understand that driving change goes beyond just cost. The service they provide has to be aligned with our strategy. The capacity to manage a project from dual perspectives, global and local, is also very important. Last but not least, we need to work with providers that are in it for the long haul, so they have to be committed, keen to learn, innovative and financially stable.”

