

3 in 30: 3 Benefits of Using GoCo in 30 Minutes

3 Ways to Level Up Your Performance Management

Agenda

Why it matters & how to do it in GoCo

Introductions

Flexible Review Creation

**Holistic Views of the Employee
Journey**

Insights & Reporting

3 Ways Modern Time Tracking Maximizes Efficiency

Meet the Speakers



Ashley Widener

Director of
Marketing
GoCo



Amanda McAlister

Account
Executive
GoCo

About GoCo

GoCo's mission is to
empower HR pros and
automate manual tasks so
they can focus on growing
happier, healthier, and more
productive teams

Everything you need to support your
team and automate any HR workflow



Payroll



Benefits



Time



Onboarding



E-Sign Documents



Reports



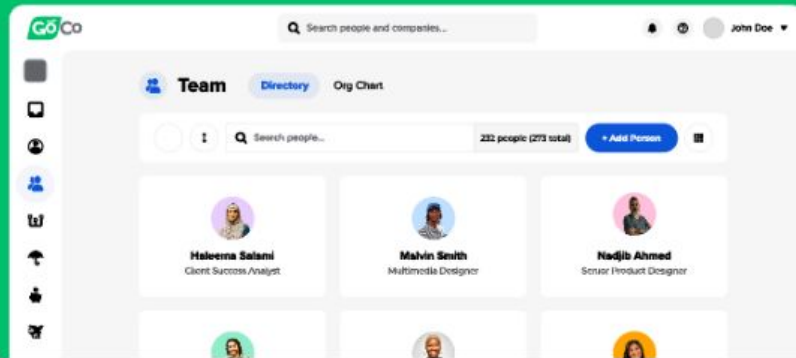
Performance Reviews



Workflows



Messages



GoCo has really held our hands through everything. We really see GoCo as our partner, not just a service provider.



Darby D.

Product Operations Manager



GoCo helped us improve our relationship with our employees because they started to see that we were taking steps to ensure that they were being treated properly, and that they were receiving the attention that they needed.



Erica R.

HR Manager



Every year [during open enrollment], I would have sleepless nights just trying to get people to finish their paperwork on time. With GoCo, the process is just so much easier.



Robin G.

VP of HR



HAPPIEST CUSTOMERS IN THE INDUSTRY

5 ★ Client Success

- Dedicated client success managers
- Fast, hands-on implementation
- Training for admins and employees
- Strategic partners, not just customer support



Software Advice





3 Ways to Level Up Your Performance Management

What is performance management?

3 Ways to Level Up Your Performance Management

Poll

How often do you conduct performance reviews?

- A) Once a year
- B) Twice a year
- C) Quarterly
- D) Monthly
- E) We don't conduct performance reviews

3 Ways to Level Up Your Performance Management

Performance reviews are inefficient...

9 in 10 Managers are dissatisfied with how their organizations conduct performance reviews. ¹

Managers can spend, on average, 17 hours preparing each employee's review. ²

81% of HR managers want to make changes to their traditional performance management processes. ³

3 Ways to Level Up Your Performance Management

...not only for managers, but for employees too.

Employees want more holistic (and frequent) feedback (from more than just their managers).

92% of employees want feedback more often than just once a year. ¹

64% of workers think the quality of the feedback they receive from their managers should be improved. ²

3 Ways to Level Up Your Performance Management

How can performance reviews be better?

Performance review period could be better spent looking at where an employee is going, rather than solely focusing on what they have done.

1. Modernize your performance review process.
2. Set clear goals and expectations.
3. Keep digital records.
4. Encourage self-assessments.
5. Conduct regular reviews.

3 Ways to Level Up Your Performance Management

Why does this matter?

Evaluating, improving, and leveling up your performance reviews opens up the door to:

1. Enhanced employee performance.
2. Increased employee engagement.
3. Better alignment with organizational goals.
4. Identification of high potentials.
5. Holistic organizational trends and needs.

3 Ways to Level Up Your Performance Management

Poll

How do you keep track of previous employee performance reviews?

- A) On paper
- B) Microsoft Word, Google Docs, etc.
- C) In my HRIS
- D) A dedicated performance review tool
- E) We don't keep track of past performance reviews



Benefit #1

Flexible Review Creation

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Flexible Review Creation

Only 5% of managers are happy with traditional performance management reviews.¹

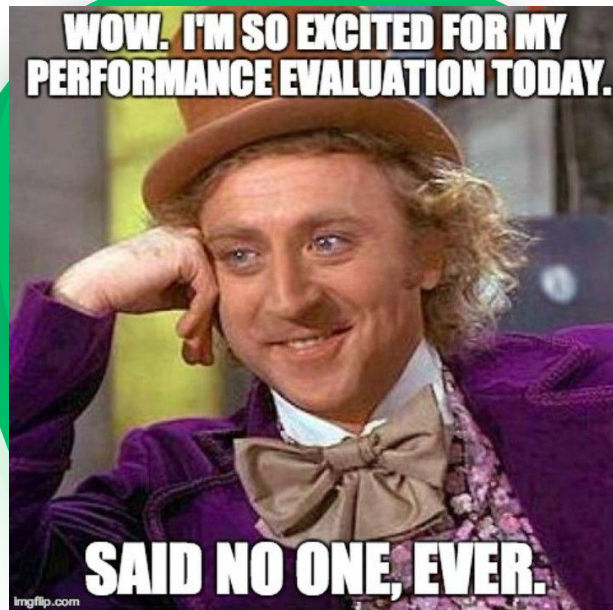
Customizing your performance reviews to match your company's and employee's unique needs and processes can ultimately get your employees excited and invested in your performance review process.

Benefit #1

Flexible Review Creation Customizations

This can range from:

- Self-assessments
- Open-ended questions
- Opinion scales
- Automatic starts
- Incorporating company values in your questions



Benefit #1

Tips for Flexible Reviews

1. Incorporate non-typical evaluation methods, such as self-assessments, peer reviews, and 360-degree feedback. These diverse perspectives provide a more comprehensive view of an employee's performance and how they contribute to the company's objectives.
2. Encourage open communication and feedback during performance evaluations.
3. Include fields that speak to your company's culture and needs.

See it in action!



Benefit #2

Holistic Views of the Employee Journey

3 Ways to Level Up Your Performance Management

Poll

Are you able to access records easily?

A) X

Benefit #2

Holistic Views of the Employee Journey

72% of respondents thought their performance would improve if their managers would provide corrective feedback. ¹

The first step to providing feedback is having a baseline for the employee. Whether it's historical data on the employee or a starting point of goals exceed and expectations met, having a holistic view of an employee's journey — and whether or not they met, failed, or exceeded the baseline — is key for a performance review.

Benefit #2

Holistic Views of the Employee Journey

Seeing the full employee journey allows for:

- Identifying progress and growth
- Spotting long-term trends
- Personalized development plans
- Facilitating constructive feedback
- Employee engagement and satisfaction



Benefit #2

Tips for Holistic Performance Reviews

1. Ensure that each position's performance review criteria are aligned with their corresponding job description. Give something concrete to anchor reviews around and remove ambiguity.
2. During the performance review, set specific, measurable, achievable, relevant, and time-bound (SMART) goals with employees that correlate with their day-to-day work.
3. Identify areas for improvement and growth that will benefit both the individual and the company.

See it in action!



Benefit #3

Insights & Reporting

Benefit #3

Insights & Reporting

58% of organizations use spreadsheets to track performance.¹

By running performance reviews in tech like GoCo, you get easy reporting that helps you analyze review questions while considering factors like department or job title, employee trends, and company needs. It's like having a crystal ball to guide your data-driven decisions.

Benefit #3

Insights & Reporting

Digitizing your insights, feedback, and findings from performance reviews leads to:

- No manual data entry or tracking
- Consistent data
- Scalability
- Better forecasting
- No audit trail discrepancies

How is HR these days?

Me:



Benefit #3

Tips for Leveraging Reporting

1. Collect data over time so it's available during review season. Track KPIs in a central location on the employee profile.
2. Integrate your company's core values and cultural aspects into the performance review process. Assess how well employees demonstrate these values and how it correlates to the company as a whole.
3. When assessing individual performance, use these insights to help emphasize future-oriented development. Discuss growth opportunities, skills enhancement, and culture progression in alignment with the company's evolving needs.

See it in action!

Let's Do Lattes!

**Schedule a consultation
with a  expert to
chat about time tracking
and the coffee is on us.**

goco.io/coffee

*Book & complete your call in the
next 2 weeks and we'll send you a
Starbucks gift card!*



Q&A

Questions?