

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

3 Ways to Optimize Your Onboarding Process

Agenda

Why it matters & how to do it in GoCo

Introductions

Automate Onboarding Workflows

Enabling Employee Self-Service

Effortless I-9 and W-4 Management

Q&A

3 Ways GoCo Makes Payroll Quick & Painless

Meet the Speakers



Kayleigh Hansen

Marketing Campaigns
Manager
GoCo



Marisol Getchell

Product Marketing
Manager
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



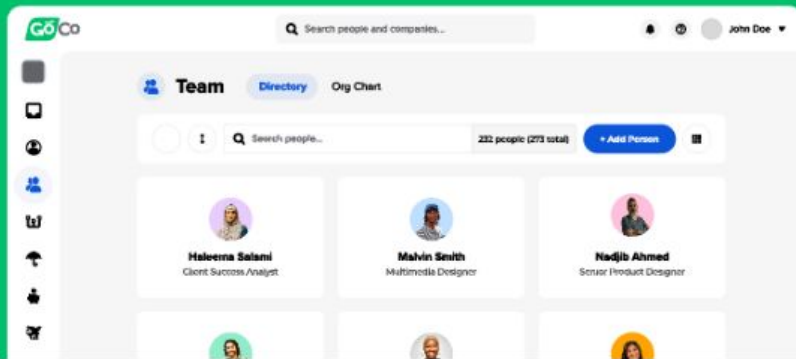
Performance Reviews



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



★★★★★ 4.7



★★★★★ 4.73



★★★★★ 4.7



3 Ways to Optimize Your Onboarding Process

The ups & downs of onboarding

3 Ways to Optimize Your Onboarding Process

The onboarding process...

What people think onboarding entails:

- Filling out paperwork
- Meeting the team
- New hire meetings
- Diving into the role

What onboarding actually entails:

- Pre-first day preparation
- Orientation and welcome
- Paperwork and compliance
- Role-specific training
- Company culture and values
- Technology and tools
- Performance expectations
- Feedback
- Benefits review
- Professional development
- Employee resources
- Social integration
- 30-60-90 evals

3 Ways to Optimize Your Onboarding Process

Poll

Describe your company's current onboarding process:

- A. Mostly digital
- B. Mostly paper-based
- C. Totally digital
- D. Totally paper-based

3 Ways to Optimize Your Onboarding Process

Key onboarding stats

Just 12% of US employees say their organization has a good onboarding process. ¹

The average new hire is expected to complete 54 activities during their onboarding process (which also means the average HR leader has to help prepare and execute those 54 activities...for every new hire). ²

3 Ways to Optimize Your Onboarding Process

Common onboarding challenges for HR pros

Standardization and Consistency

41% of employers think that not having a structured onboarding process is detrimental to their organization. ¹

Resource and Time Constraints

2 in 5 HR managers spend at least 3 hours collecting onboarding information manually. ¹

Managing Paperwork

According to company onboarding statistics, 58% of organizations say their onboarding program is focused on processes and paperwork. ²

3 Ways to Optimize Your Onboarding Process

Common onboarding challenges for new hires

Information Overload and Lack of Clarity

*81% of new hires say they feel overwhelmed with information during the onboarding process.*¹

Integration into Company Culture

*79% of employees say onboarding programs help them understand company culture (...whether that's good or bad).*¹

Feedback Mechanisms

*Employees are 2X as likely to be actively disengaged if they are ignored by their manager.*²

3 Ways to Optimize Your Onboarding Process

Poll

What does your organization struggle with when it comes to onboarding? (Select all that apply)

- A. Standardization and Consistency
- B. Resource and Time Constraints
- C. Managing Paperwork
- D. Information Overload and Lack of Clarity
- E. Integration into Company Culture
- F. Feedback Mechanisms

3 Ways to Optimize Your Onboarding Process

Why onboarding is more than “just a day”

A comprehensive, streamlined, and organized onboarding process is of paramount importance for both organizations and their newly hired employees. Such a process offers a multitude of benefits that extend well beyond the initial orientation period.

It contributes to employee satisfaction, productivity, and retention while also ensuring legal compliance and promoting a positive workplace culture.

3 Ways to Optimize Your Onboarding Process

Onboarding & technology

BEFORE TECH

- Filling out paperwork manually →
- Orientation dependent on others →
- Constantly repeating information →
- Manual or dispersed feedback →
- Task tracking through spreadsheets →
- Manual legal verification →

AFTER TECH

- Reduce the administrative burden
- Self-paced online orientations
- A centralized online portal with easy access
- Digitized feedback and performance metrics
- Real-time visibility into onboarding progress
- Automatic legal verification

3 Ways GoCo Makes Payroll Quick & Painless

Why does this matter?

Hammer Down's one-woman HR department hired and onboarded more than 100 employees in a matter of months, a feat they say wouldn't have been possible without GoCo.

“We are definitely more scalable now because of GoCo. We send new hires an email with the link and they complete their stuff. There's no email going back and forth, no paper—it's all right there.”

Melissa Chad · Controller · Hammer Down

3 Ways to Optimize Your Onboarding Process

The importance of effective onboarding

- Enhanced Productivity
- Improved Job Satisfaction
- Faster Integration
- Reduced Turnover
- Legal and Compliance Adherence
- Consistency and Standardization
- Employee Engagement
- Long-term Growth and Development:

3 Ways to Optimize Your Onboarding Process

**Organizations with strong
employee onboarding can increase
retention by 82%.**

1

But...HOW?

What are three ways to achieve an effective onboarding process?



Benefit #1

Automate Onboarding Workflows

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Automate Onboarding Workflows

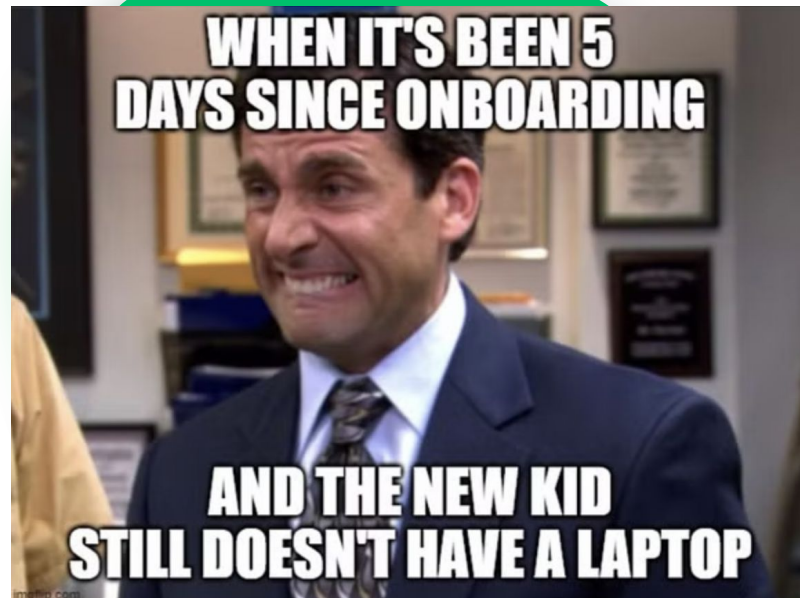
In an era where efficiency, precision, and personalization are paramount, the significance of automated systems cannot be overstated.

They empower HR professionals to craft tailored onboarding journeys, effortlessly initiate experiences, and automate associated tasks...revolutionizing the onboarding process.

Benefit #1

The Power of Automated Onboarding Workflows

- Customized Onboarding Journeys
- Effortless Initiation
- Streamlined Task Automation
- Efficiency and Consistency



Benefit #1

Tips for Efficiently Preparing Payroll

1. Invest in reliable payroll software like GoCo to automate calculations, tax deductions, and reporting, reducing manual work.
2. Create a consistent payroll schedule to ensure everyone knows when to submit hours, approve timesheets, and when paychecks will be issued.
3. Run test payrolls to identify and resolve any issues before processing the actual payroll.

See it in action!



Benefit #2

Enabling Employee Self-Service

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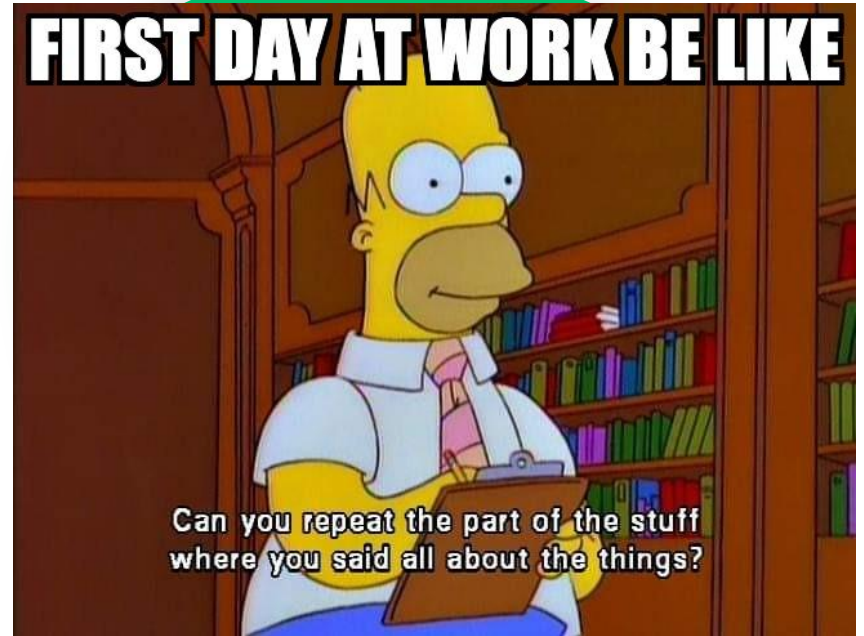
Self-reliance and instant access to information are the norm, and empowering new hires with the ability to manage their own onboarding tasks and documentation is a game-changer.

By entrusting employees with the tools to complete paperwork, access resources, and track their own progress, organizations foster a sense of ownership and engagement from day one.

Benefit #2

Enabling Employee Self-Service Allows For:

- Empowerment and Autonomy
- Efficiency and Time Savings
- Improved Accuracy and Compliance
- Enhanced Engagement and Satisfaction
- Scalability



Benefit #2

Tips for Unifying All Access...Digitally

1. Ensure your HR team is well-trained in using the payroll software and staying updated on payroll regulations.
2. Enable employees to access their pay stubs, tax documents, and make updates to their personal information through a self-service portal.
3. Implement a robust backup and disaster recovery plan to safeguard payroll data in case of emergencies.

See it in action!



Benefit #3

Effortless I-9 and W-4 Management

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Effortless I-9 and W-4 Management

In the realm of modern onboarding, digital I-9 and W-4 management systems play a crucial role in simplifying complex federal tax and employment verification processes.

- Enable employees to effortlessly complete and sign W-4 forms while ensuring the correct state tax fields are presented.
- Streamline I-9 documentation by allowing employees to choose their verification documents and providing administrative verification flows for both in-person and remote scenarios.

Benefit #3

Benefits of I-9 and W-4 Management

- Accuracy and Compliance
- Efficiency and Time Savings
- User-Friendly Experience
- Data Security
- Flexibility for Remote Work



Benefit #3

Tips for Relationship Building

1. Don't hesitate to ask questions and seek clarification on any aspects of the technology that may be unclear.
2. Provide feedback about your experiences and challenges using the technology. This information can help improve the system and the support provided by the dedicated team.
3. Ensure that your use of the technology aligns with your organization's payroll goals and strategies. Your dedicated team can help you customize the system to meet these objectives.

See it in action!



EOY Payroll Promo!

Switch to GoCo for 2024 and
get FREE payroll for Q1 🎉

goco.io/freepayroll

*Finalize your contract by 10/31 to
receive the offer.*



**3 months
free payroll**

Act fast – sign up with GoCo by 10/31 to receive the offer! 💰

Book now



Let's Do Lattes!

Schedule a consultation with a  expert to chat about onboarding (or anything else HR tech related) 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?

Were we not able to get to your question?

Reach out to me at kayleigh.hansen@goco.io.