

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

3 Ways to Transform Your Performance Management Season

Agenda

Why it matters & how to do it in GoCo

Introductions

Customizable Performance Workflows

Automatic Skillset Calculations

Holistic Views of the Employee Journey

3 Ways to Transform Your Performance Management Season

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



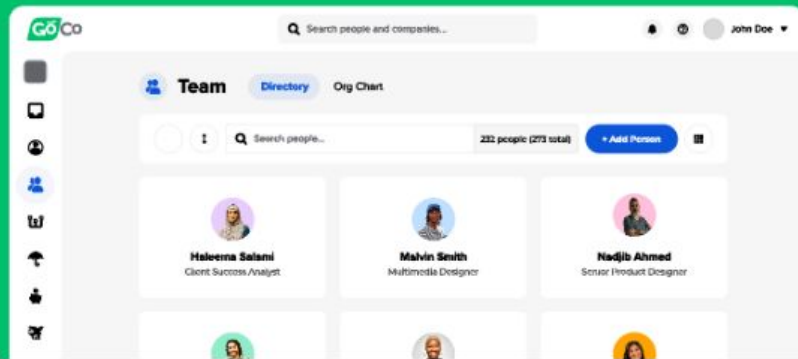
Performance Reviews



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 Transform Your Performance Management Season

What is performance management?

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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

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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

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...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

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Common performance review challenges for HR pros

Ineffective Communication

According to 86% of employees and executives, poor collaboration and inefficient communication are the main reasons for workplace failures. ¹

Inconsistent Evaluation Criteria

Only around 50% of employees would “strongly agree” they know what’s expected of them at work. ²

Documentation Issues

58% of organizations use spreadsheets to track performance. ¹

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Common performance review challenges for employees

Inconsistent and Infrequent Feedback

51% of employees believe annual reviews are inaccurate. ¹

Disconnected from Organizational Goals

51% of employees are disengaged in the workplace, while 13% are actively disengaged. ²

Limited Input in the Process

80% of workers are dissatisfied with their performance review process. ¹

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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.

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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. Interpreting holistic organizational trends and needs.

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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

Customizable Performance Workflows

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Customizable Performance Workflows

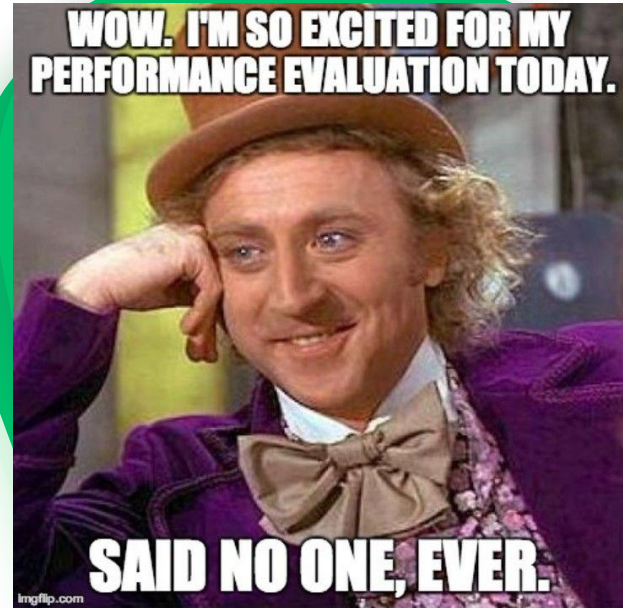
Only 5% of managers are happy with traditional performance management reviews.¹

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

Customizable Performance Workflows

- 360-degree look
- Open-ended questions
- Opinion scales
- Automatic starts
- Incorporating company values in your questions
- Customizable templates for departments
- Easy to make changes



See it in action!



Benefit #2

Automatic Skillset Calculations

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Automatic Skillset Calculations

Instead of relying on manual calculations in your assessments, you can automate the process so it can do things such as average self-ratings and manager evaluations, providing a comprehensive overview of individual performance.

By incorporating weighted scales that consider the varying importance of different skills, it offers more opportunities during the assessment process.

Benefit #2

Automatic Skillset Calculations

- Synthesize performance data
- Turn qualitative data into quantitative data
- Reduce human error in manual calculations
- Identify organizational trends
- Support strategic decision-making
- Enhance time efficiency

How is HR these days?

Me:



See it in action!



Benefit #3

Holistic Views of the Employee Journey

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Holistic Views of the Employee Journey

72% of employees feel 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 exceeded 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 #3

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



See it in action!

Let's Do Lattes!

Schedule a consultation with a  expert to chat about performance management 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?