



**Remotely Onboard Your Next
New Hire in Minutes**

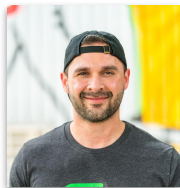
POLL 

**About how many new hires is your
company onboarding each year?**

Your Hosts



Ashley Widener
Sr. Growth Manager



Beau Pent
Sr. Account Executive



Amanda McAlister
Training Specialist

Agenda

- Intro to GoCo - your speakers today
- Why great onboarding matters
- Challenges to onboarding & tips to overcome them
- How to onboard a new hire in minutes
- Live Q&A BRING YOUR QUESTIONS!

Meet
GoCo

Who is Co



A team of Passionate Founders that love to create magical digital experiences!

BUSINESS



Nir Leibovich
Chief Executive Officer

 LinkedIn



Founded MarketZero (acquired by )
Founded Arpeggi (acquired by )

ENGINEERING



Jason Wang
Chief Technology Officer

 LinkedIn

Founded MarketZero (acquired by )
Founded Arpeggi (acquired by )

PRODUCT



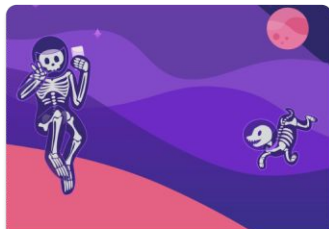
Michael Gugel
Chief Product Officer

 LinkedIn

Former Lead Product Manager at 
& Senior Director of Product at 



What is **Go**Co



Transparency

We're honest and open with each other, and with our customers.



Give First

We offer value before we ask for it.



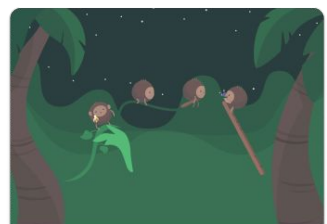
Integrity

We do the right thing, even when it's hard.



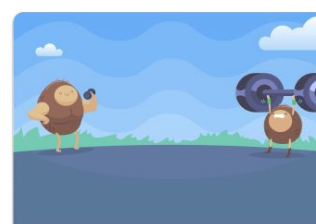
Collaborate

We achieve more when we work closely with each other and with our customers.



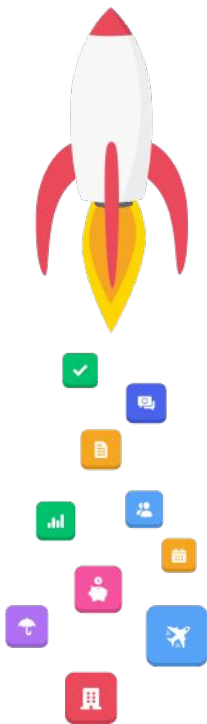
Evolve

We are always working and learning to become a better version of ourselves.



Grit

We are passionate about what we do, we push the limits, and we don't give up.



Why is **GoCo**

GoCo's mission is to **empower** SMBs and HR to grow happier, healthier, and more productive teams.



Where is GoCo



Houston, Texas:

- In-house engineering/production
- In-house customer service
- If you call GoCo, you speak with GoCo
- Come Visit Us!

Great Onboarding **Matters**

Why You Need an Awesome Onboarding Program

- **52% increase in retention rate¹**
- **58% more likely to still be at the company three years later²**
- **86% of employees decide whether to stay or go within 6 months³**
- **20% of employee turnover happens in the first 45 days⁴**

Sources: 1. Aberdeen Group, 2. Wynhurst Group, 3. Aberdeen Group, 4. OfficeVibe

But...



Only 12% of employees strongly agree their organization does a great job of onboarding new employees.

GALLUP®

POLL 

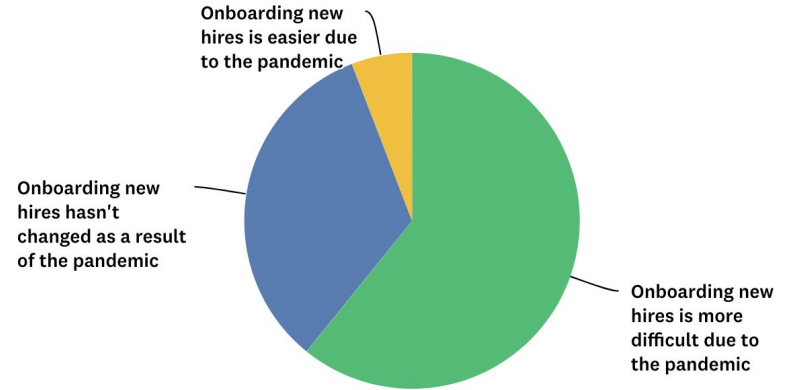
**How would recent new hires rate their
onboarding experience?**


Great Onboarding is Hard

And it's even harder after 2020!

60% of SMBs say that onboarding is more challenging due to the pandemic

Source: GoCo Survey October 2020





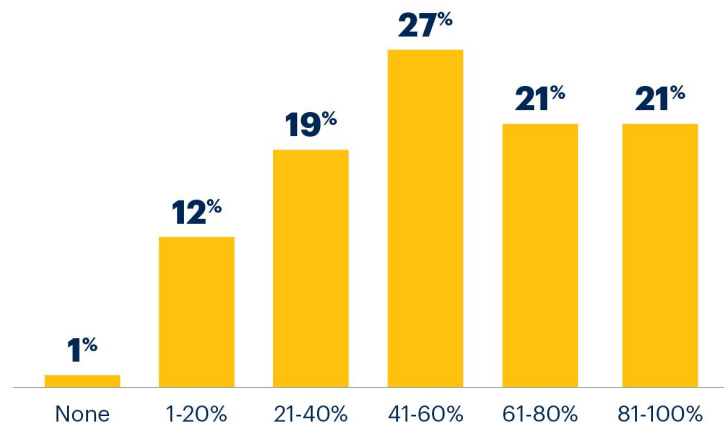
Post-pandemic, about **20 to 25 percent** of the workforce could work from home between three and five days a week. That's **four to five times** more remote work than before the pandemic.

McKinsey
& Company

**Remote & Hybrid Workforces
are Here to Stay**

Large Segments of Workers Will Be in Hybrid Model

Expected percentage of employees working remotely sometimes postpandemic



[gartner.com](https://www.gartner.com)

n = 227 HR leaders
Q. What percentage of your workforce do you expect will work remotely SOMETIMES after the COVID-19 outbreak ends? (select one)
Source: Gartner Workplace Reopening Amid Vaccine Rollout Webinar Poll (16 March 2021)
© 2021 Gartner, Inc. and/or its affiliates. All rights reserved. PR_1231572

Gartner.

99% of HR Pros expect employees will be working remotely in some form post-pandemic.

Hiring & onboarding needs to be able to happen anywhere, anytime. Not just in the office.



Since COVID-19, SMBs report struggling even *more* with:

61%

Making the new-hire
feel welcome 🙌

58%

Integrating the new-hire into
the team and culture 👤

30%

Collecting onboarding
paperwork & signatures 📝

Source: GoCo Survey October 2020

POLL 

What's your biggest onboarding-related challenge?

83% of the highest performing organizations begin onboarding before the first day

If we don't worry about onboarding before the employee starts, then we're way behind ... Rather than having a stack of papers waiting for their signature, send them out to the employee beforehand, for electronic signature. Give them their benefits selection. Find the technology to help you automate the paper-pushing process.

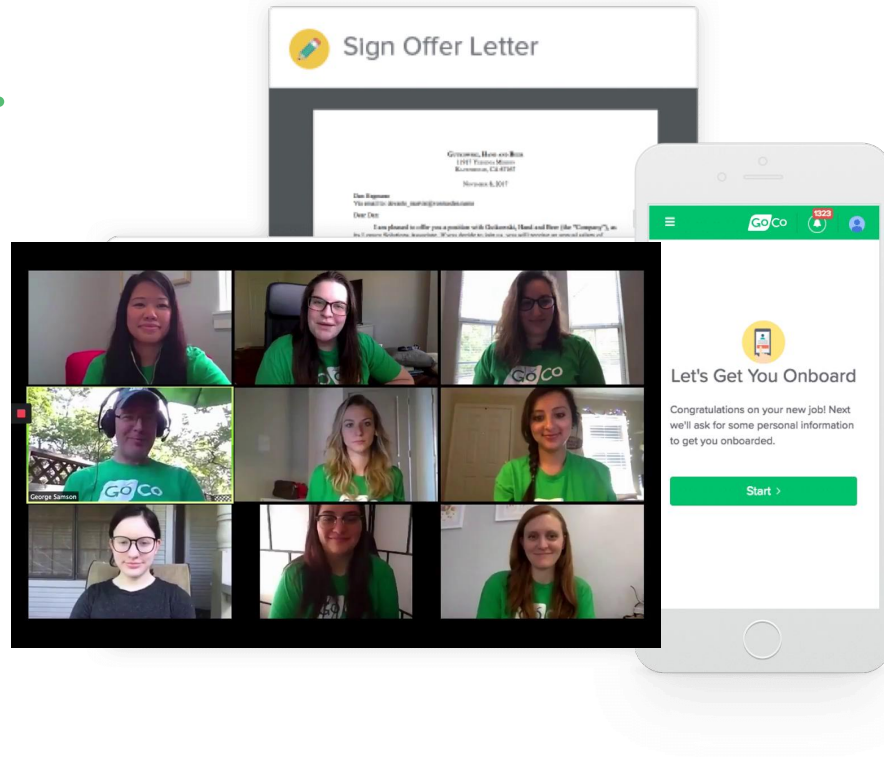
ABERDEEN
GROUP



**Show New-Hires You're Expecting
them by Pre-Boarding**

Welcome New Hires By...

Sending a welcome
video with their
digital offer letter



Welcome New Hires By...

Preparing equipment,
supplies, and IT access
before the first day

Setup laptop for **New hire**

To: **IT Department** Due: **On hire date**

Please setup laptop for **New hire** and enter the laptop serial number

Laptop Serial Number*

Enter laptop serial #

Setup laptop for John Doe

To: **IT Department** Due: **Mar 5**

Please setup laptop for John Doe and enter the laptop serial number:

Laptop Serial Number*

4423SDSA

Rich Text + Links

Hey John!

Please **be sure to review** the **employee training website** which will help you in your new role at Acme Co!

Welcome New Hires By...

Shipping a welcome basket
with company swag



Return on Swag Investment

91% of new-hires who got swag they wanted from their employer also said their employer did a good job onboarding them!

Source:



Welcome New Hires By...

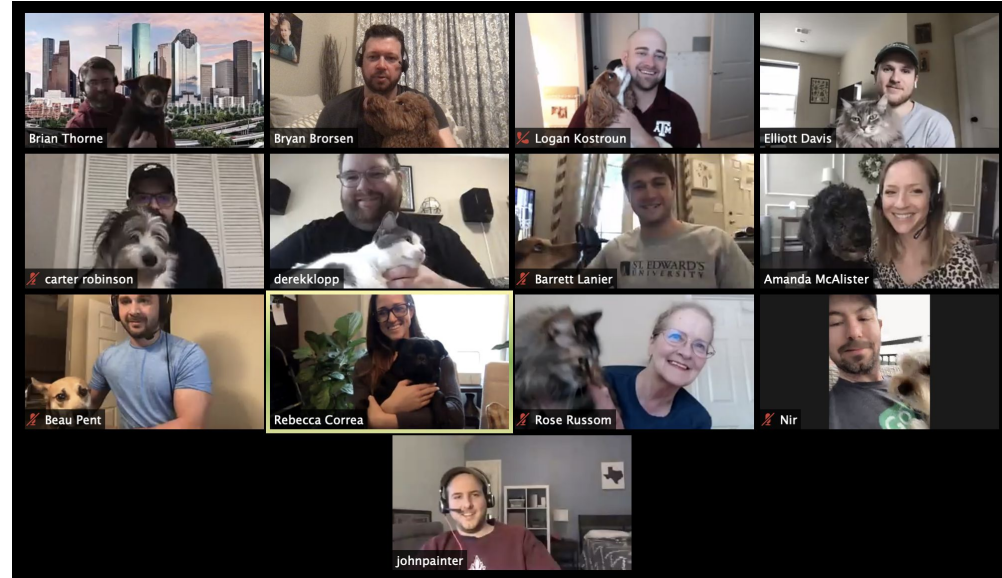
Using personality testing to help team members get to know each other



Welcome New Hires By...

A celebratory team-wide
welcome event

Find out something special about the
new-hire, and integrate it into the
event



Welcome New Hires By...

Starting conversations between the new hire & the rest of the team

Share fun facts to spark discussion



Liz 9:30 AM

@channel Good morning and Happy Monday! Hope you all had a restful holiday. I am excited to introduce our newest GoConut to the team!

@Catherine is joining us as an SDR and we can't wait to watch her shine! Some fun facts about Catherine.

1. Played volleyball in High School
2. Next place to travel on her Bucket List is Alaska.

Welcome to the team!



20 replies Last reply 9 days ago

HR pros are hindered by the manual aspects of onboarding:

- For 58% of companies, the onboarding process is still focused on paperwork¹
- The average new hire has to complete 54 activities during onboarding²
- 36% of HR executives said that the lack of technology prevents them from automating and organizing onboarding programs³

Sources: 1. HCI, 2. SaplingHR, 3. Businesswire

Remotely Collecting HR Paperwork and Signatures



Only **33% of SMBs** say they capture most or all new hire information **electronically** as part of the onboarding process.

careerbuilder®



Those not capturing it electronically reported:

- **20%** heavier workload time and stress levels for HR
- **21%** missing documents in personal files
- **14%** no record if employees read and acknowledged policies

Sources: CareerBuilder



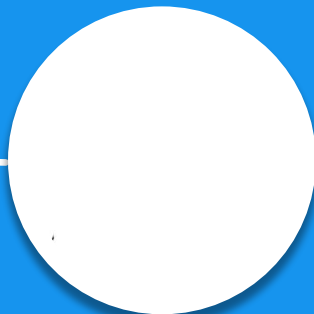
Generate hiring
packet docs



Email to
new hire



They open
the email



Sign



Print





Scan



Email
back



Open
email



File away
hard copy



Print completed
form



Check for
completion



Update
HR Records



Update
Payroll



Update
Benefits



Update
HR Records



Update
Payroll




Update
Benefits

HR logs into
at least 3 different places
to enter **the exact same information.**



Between dealing with handwritten information
and **manually** updating it in multiple places...



There's plenty of room for things to
slip through the cracks

Imagine If...

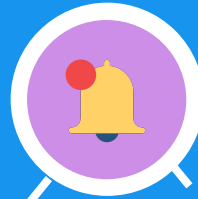
Offer letter and new hire packet automatically generated



New Employee logs in and enters demographic information one time.



HR receives notification of completion & completes I-9 verification with E-signature



New Employee information is automatically updated in HRIS, payroll & all benefit portals.



New hire receives personalized Welcome E-Mail with a link to login from a PC, Tablet, or Mobile Device.



All Payroll Tax Forms, Benefit Applications, and Internal Company Documents are automatically populated and signed via E-Signature.



HR orchestrates all onboarding tasks to be completed with automated checklist





Eliminates
Reliance on paper
documents



HR Gains More Time
for Strategy, Culture,
& Creativity



New Hire gets a
Modern Delightful
Experience



Improved New
Hire Engagement
& Productivity



Increased
Retention Rates

It's Time to Build a Great Digital Onboarding Process

POLL 

**Describe your company's current
onboarding process**



Eliminates
Reliance on paper
documents



HR Gains More Time
for Strategy, Culture,
& Creativity



New Hire gets a
Modern Delightful
Experience



Improved New
Hire Engagement
& Productivity



Increased
Retention Rates

POLL 

**Want to schedule a coffee date
with a GoCo pro to learn more?**

We'll send you a Starbucks  gift card!

*Watching a recorded session?
Head to goco.io/coffee to book your meeting.*

Q&A