



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

# 3 Approaches to Optimize Performance Management Using Tech

April 2025

# Agenda

- 01.** Introduction
- 02.** Employee Timelines
- 03.** Goal Tracking
- 04.** Performance Reviews & AI

3 Approaches to Optimize Performance Management Using Tech

## Meet the Speakers



**Kayleigh Hansen**

Marketing Campaigns  
Manager  
GoCo



**Crismely Perez**

Mid Market  
Account Manager  
GoCo

### All-in-One

Consolidate essential HR functions like onboarding, benefits, and payroll, so clients can streamline processes and house all HR data in one place.

### Modern Experience

Our modern, intuitive interface and automation tools enhance the employee journey and empower HR teams to maximize efficiency.

### Best-in-Class Service

With a reliable and consistent live service team, your clients get excellent service and you get another partner in your corner as you support them.

# The GoCo Difference



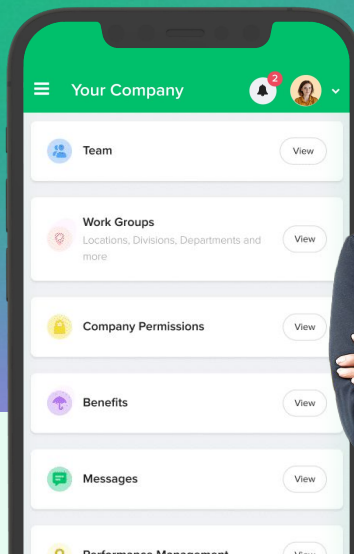
★★★★★ 4.6



★★★★★ 4.73



★★★★★ 4.6



# HR Software You Can Trust.

Founded in 2015, thousands of clients have saved time with GoCo. Our team of 150+ is here to support you.

**100%**

Clients save time weekly with GoCo\*

**88%**

Save time on Payroll\*

**400k+**

Platform users

**9/10**

Average rating of our Customer Service\*

**10,000+**

Businesses leverage the GoCo platform

\*Results from 2024 Client Survey

"I love how GoCo is an all in one HR application. I was running multiple programs for time tracking, request offs and discipline records and now I can do it all in one place and save time."



Caitlin A.



"Love Love Love the way GoCo simplifies all the functionality that we need."

And their team is absolutely best as resolving quickly any issues and working to implement any additional features we'd like to have.



Denise G.



# Transforming HR Through 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 Approaches to Optimize Performance Management Using Tech

## Performance Reviews are inefficient...

9 in 10 Managers are dissatisfied with how their organizations conduct performance reviews. <sup>1</sup>

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

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



### 3 Approaches to Optimize Performance Management Using Tech

## ...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. <sup>1</sup>

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

## 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. <sup>1</sup>*

### Inconsistent Evaluation Criteria

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

### Documentation Issues

*58% of organizations use spreadsheets to track performance. <sup>1</sup>*

## Common performance review challenges for employees

### Inconsistent and Infrequent Feedback

*51% of employees believe annual reviews are inaccurate.*<sup>1</sup>

### Disconnected from Organizational Goals

*51% of employees are disengaged in the workplace, while 13% are actively disengaged.*<sup>2</sup>

### Limited Input in the Process

*80% of workers are dissatisfied with their performance review process.*<sup>1</sup>

## 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.

## 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.

## 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

# Holistic Views of the Employee Journey

## Benefit #1

# Holistic Views of the Employee Journey

72% of employees feel their performance would improve if their managers would provide corrective feedback. <sup>1</sup>

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.



**See it in action!**

# Track Goals in One Place

## Benefit #2

# Track Goals in One Place

Only 30% of employees strongly agree that their manager involves them in goal setting.<sup>1</sup>

Too often, goals are scattered across spreadsheets, emails, or never written down at all. GoCo brings goal tracking into your HRIS, making it easier for managers to collaborate with employees, check progress, and adjust expectations as needed. When review time rolls around, you're not starting from scratch — everything is already there.

**See it in action!**

# Performance Reviews + AI Summaries

### Benefit #3


# Performance Reviews + AI Summaries

Roughly 1 in 3 traditional performance reviews make performance worse, not better.<sup>1</sup>

That's why smarter tools — like GoCo's AI-powered performance summaries — are changing the game. By highlighting trends, surfacing insights, and removing the guesswork, managers are better equipped to give feedback that's actually helpful. The result? Less stress, more impact.

**See it in action!**

Let's Do Lattes!

**Schedule a consultation with a  expert to chat about how you can optimize performance management in your HR tech stack, and the coffee is on us.**

[goco.io/coffee](https://goco.io/coffee)

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





Q&A

**Questions?**