

5 Moments That Matter for an Employee-First Experience



Traditional HCMs start you on an automation journey but fall short on helping you attract, retain, and optimize talent—which means you're missing out on meaningful ongoing automation too.



58%

58% of job seekers declined an offer due to a poor hiring experience.¹

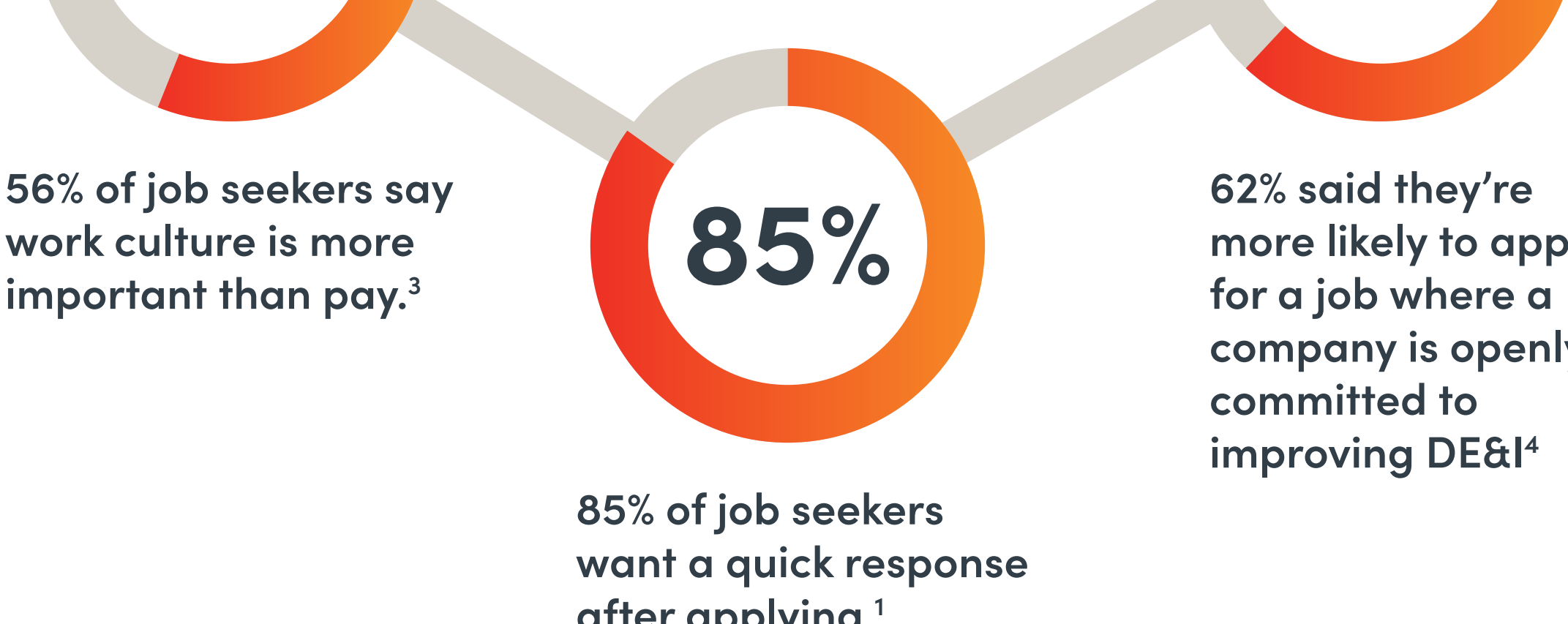


48%

48% of CHROs say their current HR technology solutions hinder employee experience.²

1 Attracting and Recruiting

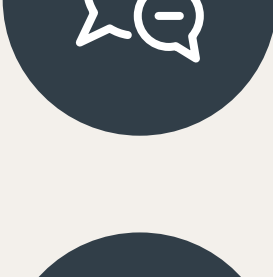
Attract and win top talent with an agile, remote-friendly, and culture-forward experience before Day 1.



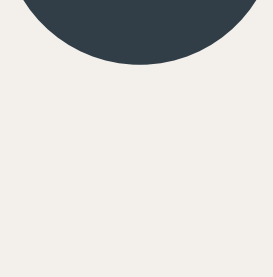
Provide a World-Class Recruiting Experience



Showcase your culture with video in your job postings.



Personalize communication and reach candidates quickly with SMS text.



Feature your commitment to DE&I through transparency using workforce data (e.g. compensation, demographics, position management) and detailed plans to achieve initiatives.

2 Welcoming and Onboarding

Get your new hires started right with a consistent, engaging onboarding experience that's easy to scale.



88% of employees think their employers did a poor job onboarding.⁶



Effective onboarding improves retention by 82%.⁷

2.6x

New hires with a positive onboarding experience are 2.6x more likely to be extremely satisfied and stay.⁶

2x

New hires with a poor new hire experience are 2x more likely to seek a new experience.⁷

Onboard Your Team With Ease

1

Welcome new hires even before Day 1 by sharing videos from executives, hiring managers, and teammates on a social collaboration platform.

2

Streamline the experience with integrated technology that only requires employees to enter data once.

3

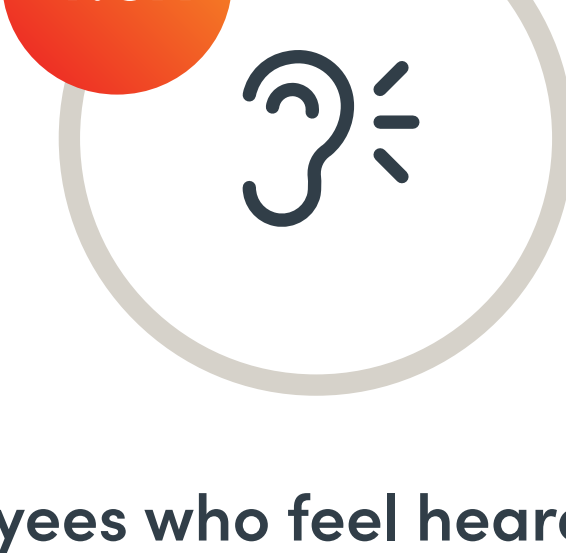
Make onboarding tasks a breeze via a user-friendly mobile app where they can also request time off and get the latest updates from anywhere.

4

Enable easy introduction, collaboration, and connection with discussion groups to connect and collaborate across teams.

3 Opportunities to Advocate

Give your employees the immersive experience they want by creating opportunities for them to share their perspectives.



4.6x

Employees who feel heard are 4.6 times more likely to feel empowered to perform to the best of their abilities.⁸



92%

Employees who speak up are 92% more likely to want to stay with a company.⁹

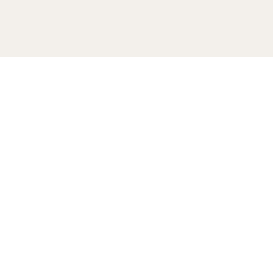
Show Your Employees You Value Their Input



Surveys: automate feedback collection during onboarding and beyond.



Stay interviews: ask employees to share what keeps them there and get ahead of turnover.



Transparency: include your employees in your initiatives by sharing your findings and measuring and communicating progress.

4 Growth and Learning

Keep your employees engaged by equipping them to reach new levels in their skills development and career growth.



94% of Employees

would stay if the company invested in their learning and development.¹⁰



5.4x More Likely

High-performing organizations are 5.4x more likely to use technology to expand human skills¹¹ and capabilities.



47% Less Likely

Employees who spend time learning at work are 47% less likely to be stressed.¹¹

Expand Development Opportunities

1

Break the mold of annual reviews with ongoing performance conversations, including asynchronous options like journal entries and video.

2

Make appreciation a core part of your culture, not just during review season, with peer recognition.

3

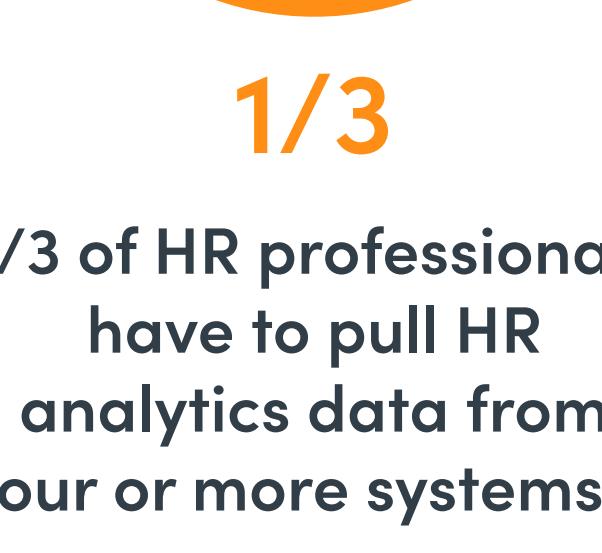
Demonstrate your commitment to employee growth and development by offering a library of training through a learning management system.

4

Empower high performers to showcase their expertise by creating and sharing their own custom training.

5 Times of Change

Stay agile and in touch with the needs of your workforce through real-time data and tracking over time.



1/3

1/3 of HR professionals have to pull HR analytics data from four or more systems.¹³



35%

Only 35% of HR professionals feel they have what they need to make impactful change with the data they have.¹²



40%

Organizations that invest in change management are 40% more likely to succeed.¹²

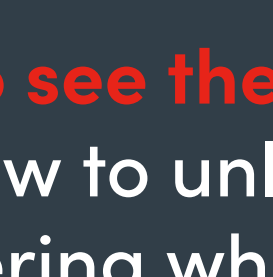
Leverage Data to Improve Your Employee Experience



Power automation with consumer-driven technology that employees actually want to use, giving you the data you need to make better decisions.



Empower managers and executives to use data in strategic decisions with easy-to-consume dashboards and reports.



Use data benchmarks and trends to inform prescriptive next steps and easy decision-making.

Ready to see the difference employee-first experience makes? Learn how to unlock the full power of HR-first tech by delivering what employees crave in our ebook.

