

## SimpleNexus partners with Paycor to **empower its high-performing workforce with cohesive talent development tools.**



**Bri Mabey, HR Business Partner**

“ We really like talent development because career pathing is so important for our employees to feel like *they're growing with us.* We're a fast-growing company and we like to promote from within. ”

### Prior to Paycor

SimpleNexus is a technology company that services the mortgage industry, making the mortgage application process more efficient. **Within the past two years, the business grew aggressively and scaled from 65 to 200 employees.** According to Bri Mabey, the company's HR business partner, the HCM solution they were using was not equipped to grow with the business. Integrating a separate tool wasn't an option because she wanted one cohesive system to help manage talent as well as HR. **A lot of competitors in the space offered similar payroll and HR solutions, but Paycor's Talent Development product stood out.**

### Partnership with Paycor

Now with Paycor, SimpleNexus' managers utilize Talent Development to show employees growth opportunities within the organization. Managers previously used Google Docs to track career conversations, but with Paycor, objectives, goals and notes are easily captured in the 1-on-1 tool and can be referenced when preparing for employee reviews or promotions. **From building out career paths to establishing and tracking career goals, SimpleNexus has found the perfect solution to help prioritize internal movement and retain talent.**

Additionally, Paycor Recruiting has helped Bri and her team streamline tasks during the hiring process, including scoring candidates during the interview process and capturing feedback in one place.

### Challenges

- Previous supplier was not made to scale
- **Manual processes were taking too much time; needed automation**
- **Engaged employees prefer one integrated system**

### Solutions & Key Features

- **Talent development with 1-on-1 tracking for managers**
- Career development tool helps the company promote within
- **Recruiting allows managers to send scorecards after interviews and automate manual tasks**



Prior to implementing Paycor, SimpleNexus' HR generalist completed 13 manual tasks when adding a new hire.

*With Paycor, 9 of those tasks are automated.*

## Identifying Career Paths

One of SimpleNexus' selling points to applicants during the recruiting process is career-pathing. **Leaders use Paycor Talent Development to help employees find opportunities within the organization by building out future job descriptions and new roles, so they don't lose highly engaged employees.**

## Educating Employees

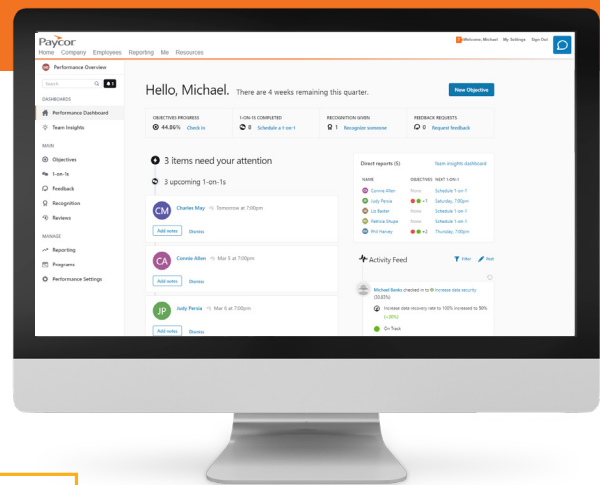
**With Paycor, SimpleNexus can educate employees by keeping recorded industry training courses in the system for replay at their employees' convenience.** Managers can also set goals and monitor how many employees have reviewed courses each quarter.

## Manage OKRs

**Paycor helps managers outline 1-on-1 meetings for productive conversations that tie directly to goals and future job aspirations.**

**SimpleNexus partners with Paycor to support its aggressive growth by empowering managers to recruit and retain engaged employees.**

- Recruiting
- Talent Development
- Onboarding
- Career Management
- Payroll
- Compensation Planning
- Analytics



"Having a tool that can outline 1-on-1s that tie directly into an employee's goals, job description and career path in one cohesive system has been really helpful."

– Bri Mabey



**Paycor**