

# Your checklist for 2023 success

In 2023, five big trends are set to shape the way we work:

1. The demand for flexible work is here to stay.
2. Specialized international teams will become increasingly popular.
3. Compliance will be under more scrutiny by regulators.
4. Employee experience will be business-critical.
5. Global talent pools will help businesses save money.

So here's a checklist with detailed resources to help you get ahead and hit the ground running.



## Hiring

- ☐ Boost your [employer brand](#) and [upgrade your job listings](#) to attract the very best talent in 2023.
- ☐ Widen your talent pool and hire internationally through a [reliable Employer of Record \(EOR\)](#).
- ☐ Improve your [candidate experience](#) to save time and money during recruitment.

## Compliance

- ☐ Brush up on [employee misclassification](#) to reduce the risk of non-compliance.
- ☐ Convert any [contractors to employees](#) if you're concerned about misclassification.
- ☐ Learn [how to tax your digital nomads](#) to comply with payroll regulations.
- ☐ Use an [Employer of Record \(EOR\)](#) to onboard and pay international talent compliantly.
- ☐ Ensure your [offboarding process](#) is smooth and compliant.

[Check out our Resource Hub](#) for more tips and tricks to help you build the best teams on earth in 2023.

## Employee experience

- ☐ Build a [strong culture](#) as you scale your team globally.
- ☐ Create [clear communication guidelines](#) for remote work.
- ☐ Implement a suite of effective [communication tools](#) that go beyond Zoom and Slack.
- ☐ Explore an [asynchronous working style](#) to reduce back-to-back meetings and improve productivity.
- ☐ Tackle [digital presenteeism](#) head-on so your team feels rested and ready to hit those new year goals.
- ☐ Create a [career development framework](#) to encourage continued learning and development.
- ☐ Train your managers to become [effective remote leaders](#).
- ☐ Revisit your [salary benchmarking](#) process to ensure competitiveness and fairness.
- ☐ Organize a [high-impact offsite](#) to bring your whole team together in 2023.

**Onboard your next international hire today.**

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