gnowbe

A Guide to Onboarding the Modern Workforce

Gnowbe.com

Download on the App Store

ANDROID APP ON Google play

Onboarding is crucial for productivity and employee performance

Cost to Value of an Employee

Economic Value to the Organization

+

−

New Assignment

Return Zone
The organization is benefiting

Training

Time

Onboarding

New Hire

Investment zone
The organization is investing

Source: Economic Value of an Employee to the Organization over Time (C) Bersin by Deloitte

Yet the statistics show that many companies struggle

- Nearly **33% of new hires** look for a new job within their first six months on the job

- Half of all hourly employees leave new jobs in the **first 120 days**

- **60% of managers** who fail to onboard successfully cite failure to establish effective working relationships as a primary reason

Source: [1]Technology can save onboarding from itself by Harvard Business Review. [2]Onboarding Done Right: Focus on the Employee, Not the Company by Udemy Business. [3]Onboarding new employees: Maximizing success by SHRM Foundation

5 elements drive staff turnover, poor productivity and low employee engagement

- Your onboarding approach is **transactional**, you lack employee engagement

- You focus mostly on **policies**, there is little support to build a network

- Onboarding happens in an "**HR silo**", there is no link to the enterprise strategy

- You have **no supporting platform**, resulting in **inconsistent execution** of onboarding

- The onboarding experience is **not measured**

★ ★ ★ ★ ★

How do you rate Your Onboarding Process?

Onboarding the Modern Workforce

Leading companies have redefined onboarding and focus on 3 key areas

Process

Employee Engagement

Skills & Knowledge

❮ Simple platform to support and facilitate Onboarding ❯

Process
Simple & Scalable

54% greater new hire productivity for organizations with a standard onboarding process experience [1]

✓ Set up a **formal onboarding program** that stretches over a period of time

✓ Enable **onboarding on demand** to accelerate time to productivity

✓ Start **pre-boarding** as soon as a new hire signed the contract

✓ Don't overwhelm the new hire but provide a **guided learning path**

✓ Make it easy to **revisit information** anywhere, anytime

✓ Make life easy for HR and **automate the workflow** of documents a new hire needs to fill in and sign

✓ Ensure HR can **track** the on-boarding **progress** of each new employee **in real-time**

Source: [1] Kenexa and Aberdeen Group, How onboarding can positively impact business growth

A Digital Platform ❯ Enabling guided, bite-sized onboarding on demand

Employee Engagement
Early & Effective

50%
of organizations also focus on connections during onboarding

Only 20%
of organizations include culture and making connections in their onboarding program; 68% of these have an onboarding system

✓ Make new hires not just read but understand your **vision, mission and values**

✓ Entice new employees to **apply and live your values** from day 1

✓ Share relevant **strategy** documents

✓ Ensure new hires know how to **contribute** to vision and strategy

✓ **Facilitate** scheduling the first **meetings** with the new boss and other key people

✓ Actively support **social interactions** and networking

✓ Assign a **mentor** or **buddy**

Source: Kenexa and Aberdeen Group, How onboarding can positively impact business growth

A Social & Interactive Platform ➤ that connects employees and nudges them to take action

Skills and Knowledge
Enable & Enhance

✓ Give each employee access to the **knowledge** they need for their role

✓ Enable new employees to **close skills gaps** early on with action-based learning

✓ Ensure new employees not just read but know your compliance **rules and regulations**

✓ Empower new employees to **learn and train** when they need it, where they want

✓ Leverage the power of **peer-to-peer learning** and connect the learners in your team or orgnization

✓ Support **inboarding** and enable people to rise within your organization

✓ **Track** progress of what has been learned and completion rates **in real-time**

A mobile-first Platform ➤ that supports learning anytime, anywhere

Finally – Measure your progress

Staff Turnover

How has your staff turnover improved since rolling out the new onboarding program?

Time to Productivity

How much faster do new employees get up to speed and productive?
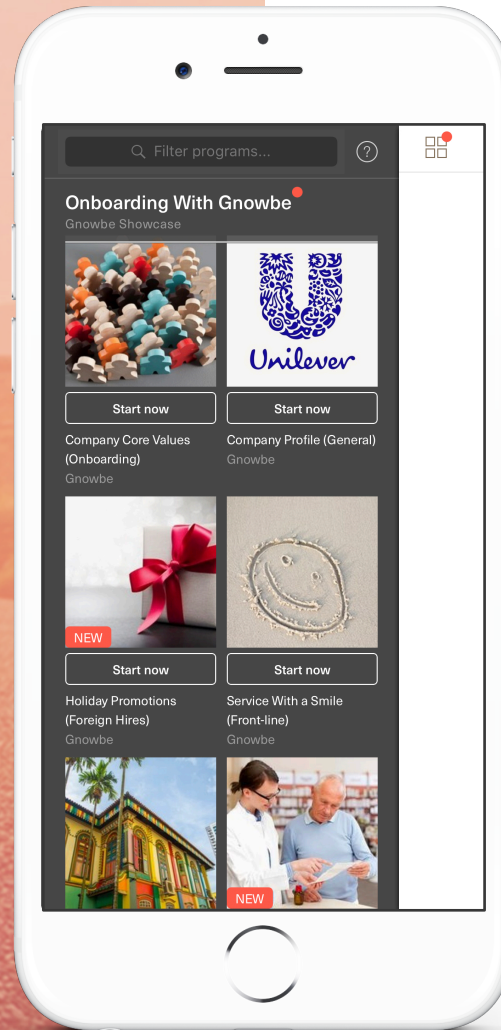
Employee Engagement

What employee engagement metrics have improved and by how much?

66% of organizations assess their formal onboarding programs at least once a year!

Looking for a platform to support your onboarding? Talk to us!

hello@gnowbe.com

Consistent on-boarding at scale, on demand

- Guided learning path on mobile app and web, delivering bite-sized multi-media content on demand

- Facilitate understanding the new company's culture, values, key processes and tools in a fun and interactive way through videos, multiple choice questions, etc.

- Push connections with other new employees as well as with new peers and boss

- Nudge towards action and completion

- Simple templates make content creation easy, updating information is a breeze

- HR manager can track progress of individual new employees or an entire cohort in real-time

www.gnowbe.com/enterprise