

Onboarding Reimagined

First impressions matter.



The current way of Onboarding is broken

Challenges



Higher drop-out ratio



Information overload



Inconsistent messaging



Limited engagement and interest



Inconsistent employee experience

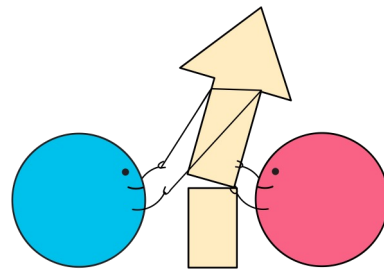


Growing workload on the talent acquisition team

- According to [Jobvite](#), 30% of all new employees leave within 90 days of joining due to poor onboarding
- Founders in India share that 25–40% of hired candidates may not join at the last minute, and that this happens at both junior and senior levels.

And most organizations are paying too high a cost!

- Costs of acquisition
- Costs of work disruption
- Costs of bad word of mouth
- Costs of unmotivated workforce
- Costs of increased time to be productive



- A Gallup report states that only 12% of employees feel their company does a good job onboarding new team members, leaving 88% without an emotional bond with the company.
- SHRM estimates that it will cost a company six to nine months of an employee's salary to identify and onboard a replacement

A few companies though are charting a new path

Sky media



Web-based pre-commencement programs that use game-based learning to ensure that all new staff arrive prepared and motivated for their new role.

Linkedin



A '90 day New Hire Onboarding Plan' – which is a detailed week-by-week guide that supports them to be productive and successful in their new role.

Twitter



Focuses on making the 'Yes to Desk' period as productive as possible. This period is from when a new hire says 'Yes' to an offer, all the way through to arriving at their 'Desk'.

Facebook

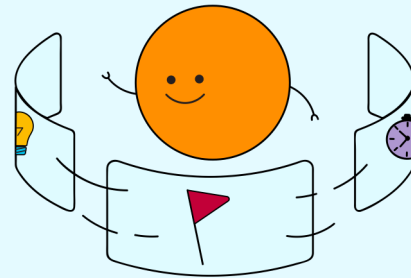


A six-week boot camp where new hires learn their role and the company culture at the same time.

IBM



Induction program of two years that integrates with different aspects of professional learning (technical, cultural, personal and historical) and supports new starters to grow into flourishing 'IBMers'.



Much of this is aligned to what new-age employees now seek



Clarity and Purpose: How can I make a positive impact?



Streamlined Efficiency: Don't overwhelm me!



Personalized Experience: Make me feel special.



Growth Opportunities: Inspire me.



Authentic Feedback: Listen to me.



Social Connection & Inclusion: We are in this together!

As per another SHRM research, 69% of employees are more likely to stay with a company for three years if they experienced great onboarding.

Welcome to Onboarding 2.0



Gamified: “Wow our team is winning!”



Storified: “That’s some legacy”



Customised: “That’s so relevant”



Streamlined: “This is so easy”



Interactive: “You are asking my opinion?!”



Social: “I like these people already”



It is more than just the employee experience though

Detailed predictive analytics: Gives the TA team real time analytics to stem attrition before it happens.

Reduced load on managers: As new employees come to them well informed and motivated.

Increased retention: A great employee onboarding experience can improve retention by 82%.

Standardisation: Ensures all new employees get the same high standard of onboarding experience.

Revenue Growth: 60% of organizations with structured onboarding saw a 60% year-on-year improvement in revenue.

Increased Commitment: New employees with a good onboarding experience are 18x more committed to their employer.

Our clients who have embraced the new paradigm

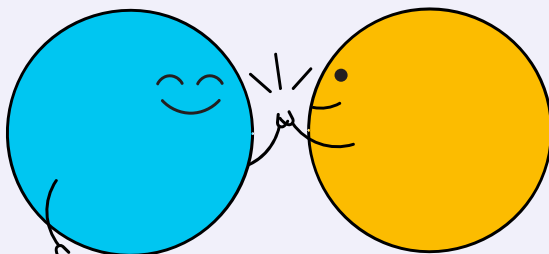


“ The way the first week and month was planned was incredible. It worked as a great transition into the fast-paced corporate world we now find ourselves engulfed in. The team at KCO has put in tremendous effort in welcoming us into the firm and I couldn't be more grateful! ”

“ I felt really connected with my colleagues, even though I have not met most of them. It was an overall excellent experience! ”

“ Feedback has been very good so far (we never doubted this anyway) – kudos on the great work team! We are now ready to launch ”

The paradigm of Onboarding is changing fast!
Call us today for a free demo



About Us

FocusU Engage is one of India's leading names in the field of learning and OD interventions. The inspiration behind FocusU is a quote from Walt Disney: "Laughter is no enemy to learning".

"To enable people and teams be more through meaningful learning."

This is the mission that has driven us over the years and made us a name that L&D stakeholders across more than a 900+ corporates place their faith on to deliver every single time.

We solve two big problems for our clients.

- Learner engagement: When a learning intervention is not customised, learners are not engaged.
- Application of learning: Without learning transfer, investments on training deliver very less ROI.

We believe one size never fits all. Hence for each engagement, we take time to understand the need deeply. We ask a lot of questions and at times push back against what we think are unrealistic expectations from a training program. But eventually this helps our clients and us arrive at a shared understanding on how we can create tangible impact for the business. Only then do we proceed to designing the learning intervention. And we own it end-to-end in terms of content, delivery, communication and program management.

Our learner-centricity is not an empty promise. We have backed it up from our founding days more than a decade and a half ago, with an unconditional promise to our customers that we call, "Happy or Free."

Every year, we conduct around 1000+ learning workshops – that touch the lives of over 40,000 employees. As our tagline says, we hope to inspire each person we touch to **#BeMore**.



To know more about us, drop
in at: www.focusu.com

We are a very friendly bunch, so do
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