



Observation | Elevation_

Engagement

Observation

You identify that only 45% of your new hires are logging into your online onboarding portal, meaning more than half of your onboardees are missing out on all of the great content you've created.

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You transfer all mandatory new hire paperwork, including remuneration forms, into your onboarding portal - essentially making logging-in a compulsory activity. Activation rate jumps to 98% and you see the traffic on your content steadily grow as your new hires explore the portal.

Time-to-productivity

Observation

You notice that after extending your preboarding period for employees in your software department, direct managers started reporting that new hires were hitting full productivity up to 3 weeks earlier than in previous years.

Elevation_

You start engaging other departments and begin to plan the roll-out of an extended preboarding period across the rest of your organization.

Retention

Observation

Your organization is seeing unusually high employee turnover within the first 6 months of employment.

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You create a check-in survey delivered to all employees after their first week, month and quarter with the company. You find that whilst new hires highly value 'one-on-one time with a direct manager', manager interaction was severely diminished after week 1. You decide this is a good place to start and begin working with managers to find additional one-on-one time for onboardees.