

Employee Onboarding

Give new hires a head start

Welcome aboard!

In this whitepaper about employee onboarding, we present you with some cool new insights. Before we hop into it, we also want to point out that we have plenty more cool information in our [Online Demo](#).

But why don't we dive into this whitepaper first. Without further redo, let's add a little bit of tech sauce to your HR processes!

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Our own best practices

How do we handle employee onboarding here at Nmbrs?



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Accepting a new job is a major life decision. As well thought out as the decision may be, new hires always - to some degree - walk into the big scary unknown and we owe it to them to give them a head start.



From the other side of things, every new employee can add a new dimension to your company culture. That's why here at Nmbrs, we put a lot of effort to make sure they can confidently start to do so. We like to illustrate the efforts we make by discussing six major touchpoint between a new hire and our HR team.

1. The meet cute

There it is: The initial contact between company and employee. Still most of the times, the employee finds the company first through a website, a fair, or a friend. The feeling someone has with your company during that first impression, their brand perception, is key. That's why here at Nmbrs we hired Andreia, our employer branding specialist.

We asked Andreia to give one tip to orchestrate a successful meet cute. She replied: "Formulate your company culture very precisely and compress the things you look for in an employee back into a few qualities. For us those qualities are authenticity, responsibility, a growth mindset. When you use that in your communication, you're likely to appeal to applicants you actually want."

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2. The offer they can't refuse

Every application that comes into our system is filtered through a cultural fit and a professional fit. Rita, our recruiting specialist, forms a team with Andreia, that we call the Candidate Experience squad. Together, they make sure that we attract the right candidates and that the cultural fit is there.



During the candidate experience, normally a recruitment specialist needs to handle a lot of printed paperwork. But not our Rita, check out her blog called the [next chapter](#) to see how she handles all the formalities without printing one single sheet of paper!

3. Fasten your seatbelts

The moment a new employee gets hired the pre-onboarding starts.

To already make sure a new hire feels at home and knows our core values we created the Nmbrs culture book. As a new hire you are excited to join a new team and you want to know all about the company you are going to work for. So from the moment a new hire signs a contract, they will get access to the book.

But what is the book all about? Here is a small sneak peak...

So what is this book all about? Glad you asked. This book will give you some guidelines on how to navigate through this crazy company. We won't tell you where the coffee machine is (in the kitchen) or what to do when you get sick (stay home).

Instead, we hope that after reading this book you begin to understand how we do things around here.

Why don't I have a manager? Is it okay if I go play ping pong now? And why does everybody keep talking about ghosts? All these questions and more, will be answered

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4. The first day

The first day can always be a bit scary for a new hire, therefore we already make sure a new hire already met a few people of the squad they are going to work in and one of the Chief Executives through previous interviews. So you won't come in completely blank.

We also created an Employee Experience Squad who makes sure that new hires feel at ease despite all new impressions. They offer new hires the following things during their first day:

- A fresh Nmbrs sweater and other fun Nmbrs goodies on your desk
- A nice cup of coffee (if you drink coffee) with their mentor
- Lunch party with the whole squad
- Onboarding milestones: Fun challenges to get to know the quirks of the office.
- An grand tour around the Nmbrs office
- A Nmbrs ESS login



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Check out how Jen experienced her first week at Nmbrs

5. Onboarding week

Once a month, we organise three days of onboarding (generously dubbed the onboarding week) for all new people joining: Fulltimers, part timers and contact center students! It takes place in Amsterdam, meaning that colleagues from our Portuguese office will fly over to Amsterdam.


In the onboarding week, new hires are offered an extended program where they get to know the company, the

people in it, and most importantly: They get to know the city of Amsterdam a little bit better from the point of view of our boat.

The biggest takeaway from doing this onboarding week, is that it is a lot for people, especially when it took place in their first two weeks. That's why we've made the decision to enrol new employees in the onboarding week from their third week onwards.

6. Continuous onboarding

Every employee at Nmbrs is assigned to a mentor, a people coach and a scrum master for both their professional and personal development. Shall we reserve a different whitepaper to talk about this? Then we'll continue to our next chapter, which speaks about features that help to bring your onboarding program to the next level!

A woman with brown hair tied back, wearing a red jacket with white stripes on the sleeve, is smiling and looking to the left. She is holding a green Heineken beer bottle. In the background, a man with blonde hair is also looking to the left. The scene appears to be at a social event or gathering.

“New hires deserve to feel they belong here from day one. This is the responsibility of everyone at Nmbrs.”

Mariel Dommering - CPO

Features we've developed for you

Let's put some tech sauce over your onboarding processes!



Features we've developed for you

Let's put some tech sauce over your HR processes!

Over the past years, we've invested a lot of development in making our platform a dream to work with for the HR manager. In the theme of this whitepaper, we like to highlight a few features that you can adopt to bring employee onboarding to the next level.

1. Start in your inbox

When someone applies for a job at your firm, where does the majority of interaction between HR and applicant take place? That's right, in your email!

That's why we've developed an integration between Nmbrs and your email. So from now on, you can add new tasks and employees straight from your email! Read more about the integration by clicking [here](#).



2. Manage your workload

The thing about HR is that it's not easily predictable. There are many tools on the market that have tried to automate its processes, but none have managed.

We don't claim that we have managed, instead we embrace the fact that HR is a job of people, for people, and that tech is just there to help. In this case we helped by developing something we call the co-pilot, which manages your tasks and helps where help is due.

Features we've developed for you

Let's put some tech sauce over your HR processes!

3. Involve every employee

Just because Nmbrs allows you to run payslips doesn't mean that we don't support employees who don't receive one.

That's why you can manage HR processes for freelancers, applicants, contractors, and ex-employees just as well in Nmbrs. Because doesn't everyone deserve the very best HR services?



4. Paper? What's that?

Contracts, provisions, legal documents: The employee dossier piles up fast. So make it easy on yourself with our digital dossier, it comes with extra perks!

Word Add-In

With the Nmbrs® Word Add-on, your documents are already filled in. When generating a document from the Nmbrs® platform, we automatically fill it with data straight out of Nmbrs®.

Digital Signing Tool

When your contract is generated, it's time to seal the deal! No need to print, just tell us where you need a signature and we'll take over from there. It's as easy as riding a bike!

Features we've developed for you

Let's put some tech sauce over your HR processes!

Let's summarise



1. Start in your inbox

Because who wants to work with complicated software?



2. Manage your workload

Because we realise HR can be a big and unpredictable mess at times.



3. Involve every employee

Because doesn't everyone deserve to be a part of the company?



4. Paper? What's that?

Because, well, our world is precious. Time to throw your printer out the window!

[Click here to check out more in our online demo](#)



**“We do for HRM what
CRM tools do for clients;
deliver the best
services”**

Michiel Chevalier - CEO

A blue-tinted photograph of two women in the foreground, seen from the back, wearing black t-shirts with a large white letter 'N' on the back. They are smiling and talking to each other. In the background, other people are working in an office environment.

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Try Nmbrs® 30 days for free

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