

Why New Hires Leave

The \$1 Trillion Problem

Employee turnover is **expensive**. Very expensive.

- **\$1 Trillion:** That's the estimated annual cost of voluntary turnover in the US alone.
- **30%:** Percentage of new hires who leave within the first six months.
- **Loss of Productivity:** It takes 8 months for a new hire to reach full productivity.

These aren't just numbers; they represent lost potential, wasted resources, and a drain on your company's bottom line. The problem often lies in the critical onboarding phase. A bad onboarding experience dramatically increases the likelihood of early attrition.

The Model That Works

Inform

Provide new hires with *essential* information: company policies, procedures, and expectations. Make it accessible and easy to understand.

- ✓ Clear communication
- ✓ Accessible resources

Welcome

Create a *positive* and welcoming environment. Introduce new hires to their team and company culture.

- 👋 Team introductions
- 😊 Culture immersion

Guide

Offer *consistent* guidance and support throughout the onboarding process. Pair new hires with mentors and provide regular check-ins.

- 🧑‍🎓 Mentorship programs
- 🕒 Regular check-ins

Reinforcement That Sticks

- **Microlearning:** Deliver bite-sized learning modules that reinforce key concepts.
- **Gamification:** Turn training into a fun and engaging experience with points, badges, and leaderboards.
- **Social Learning:** Encourage peer-to-peer learning through forums, group projects, and collaborative activities.

"Onboarding is not just about paperwork; it is about building a connection with your new hires and setting them up for success." - Dr. Martha O. Boateng

Tech That Feels Human

Leverage tools that streamline the onboarding process without sacrificing the human touch:

- **Enboarder:** Personalized onboarding workflows and automated task management.
- **TalentLMS:** Interactive training modules and knowledge base platform.
- **Together Platform:** Virtual mentorship programs and communication channels.

Who This Impacts

The Overwhelmed New Hire:

[Illustrated Persona]

"I felt completely lost and unsupported during my first few weeks. I didn't know who to ask for help or where to find the information I needed."

- Sue X New Employee

The Frustrated Manager:

[Illustrated Persona]

"Onboarding takes up so much of my time! I am spending too much time onboarding when I should be focusing on other important tasks."

- John X, Engineering Manager

Ready to Transform Your Onboarding?

Don't let another new hire slip away. Invest in a comprehensive onboarding program that sets your employees up for success from day one.

Notes: Inform, Welcome, and Guide, Klein & Heuser (2008)

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