

EMPLOYEE ONBOARDING



An employer's one chance to make a great first impression



Onboarding is new staffs' first introduction to an organization and a critical step in creating a resilient Employee Experience (EX).

Many organizations have well-thought out, comprehensive onboarding programs that begin prior to the new employees' first day, provide company information and training in the early stages of employment, and continue with periodic but regular checks to ensure progress against goals.

Many more have not invested in this way with reasons including '*we need boots on the ground now*' urgency to lack of awareness of the value in providing an effective onboarding experience. These organizations typically suffer (1) longer 'time to value' metrics, (2) larger hits to overall productivity due to the reliance on current, productive staff for training and culturalization, and (3) higher turnover/attrition of staff.

Inconsistent and ineffective delivery lead to uncertainty and confusion amongst new hires, and ultimately the departure of many. What a missed opportunity!

How TREX helps employers with EX

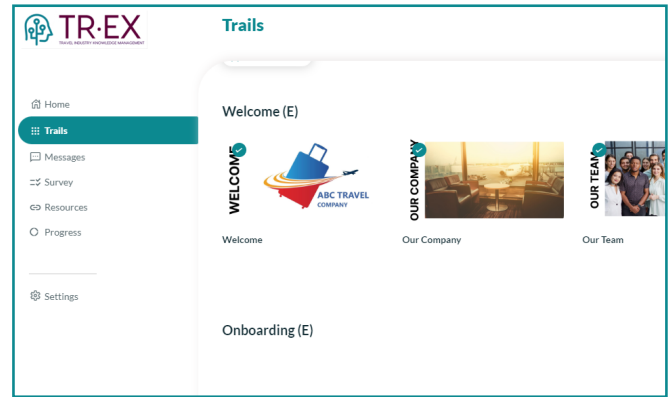
Increasing the metric:
time to value

- Pre-onboarding
- Onboarding success
- Transitional workforce mgmt.
- Voice of the employee (VoE)
- Skills development



If becoming an effective new employee is a 10 step process of learning the company, how many of those early steps should be the same for everyone?

Shouldn't there be a base of knowledge that everyone should know, understand, embrace, and be able to repeat?



Imparting this should follow a structure or system that means everyone can talk competently about their employer (including the company's vision and differentiators), customers, their role and their department, and so on. Surely this should not be left to chance.

TREX is modernizing this status quo by challenging old thinking: **Onboarding is an investment that expedites the time to value.**

Onboarding needs to be structured and delivered in enjoyable and interesting ways. It should be measured with voice-of-the-employee insights throughout each step - not just to help new employees feel comfortable but that helps employers know which new employees are succeeding and which ones are falling short of the mark. Create that mark and manage to it. What is a realistic amount of time to learn the ropes? What can you afford? How much are you wasting while people are having difficulty performing or keeping up with the level you need of them at each milestone after hiring.

We'd like to hear from you however you answer these questions. If you answer them all or mostly as 'no' then we may be able to offer some help. Contact us at **TREX3.com**:

- Do new hires become fully productive quickly?
- Can a high percentage of your employees recite the company's goals and mission?
- Do your employees, both new and experienced, feel a strong connection to the company?
- Is your onboarding process uniform for all new hires and at all levels?
- Do you seek feedback from new hires on their onboarding experience?
- Do you regularly review your onboarding process?



TREX links knowledge with results. We offer affordable, quick to deploy, industry and skills training which can be delivered to worldwide audiences.

Our TREX Travel Knowledge Hub is accessible on any device anywhere, can be client customized and offers direct communication and data insights. People see what matters most increasing productivity and results.