



**Welcome Aboard Voyage:
Crafting Success Stories from Day One**

Benchmarks

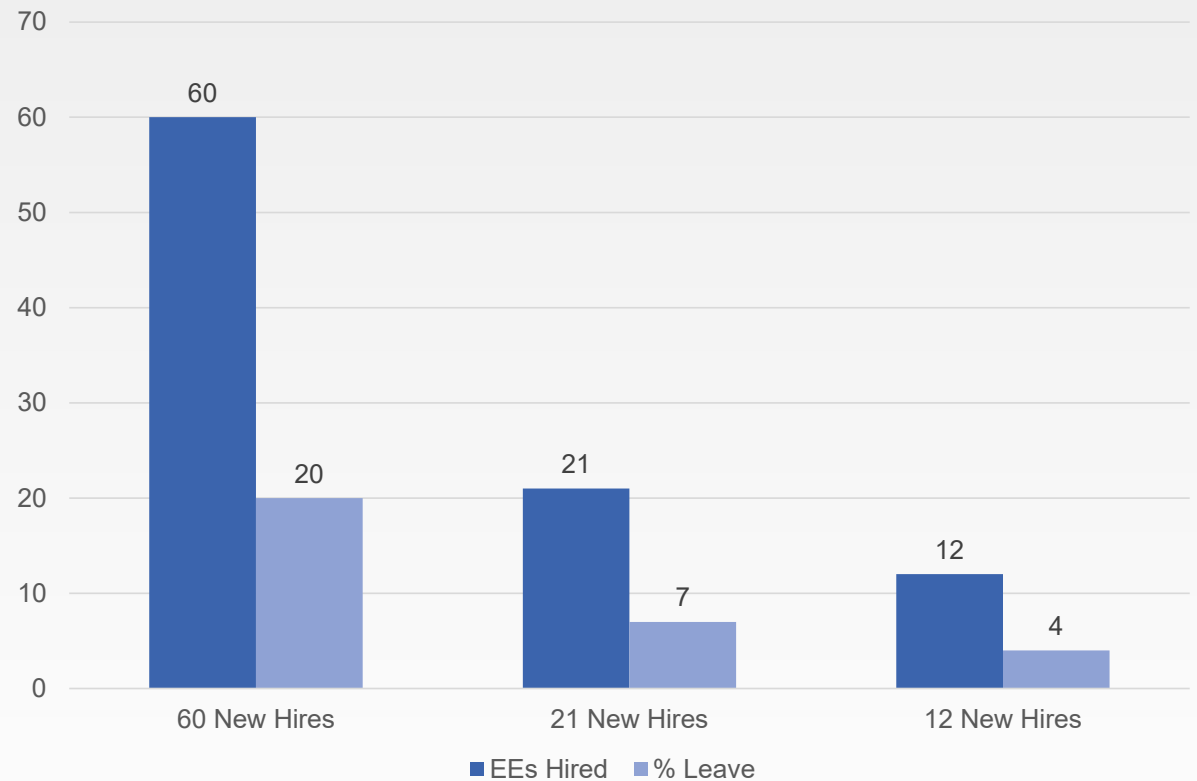
At the conclusion of this session, learners will be able to:

- Recognize the impact new team member onboarding has on talent retention and productivity.
- Identify best practices related to team member onboarding.

Impact of Onboarding to Retention

Almost **1/3** of new employees decide to leave their jobs within the first **90** days of being hired.

- SHRM



Impact of Onboarding to Productivity



Organizations with standard onboarding programs increase new hire productivity by **70%**.

– Talent LMS



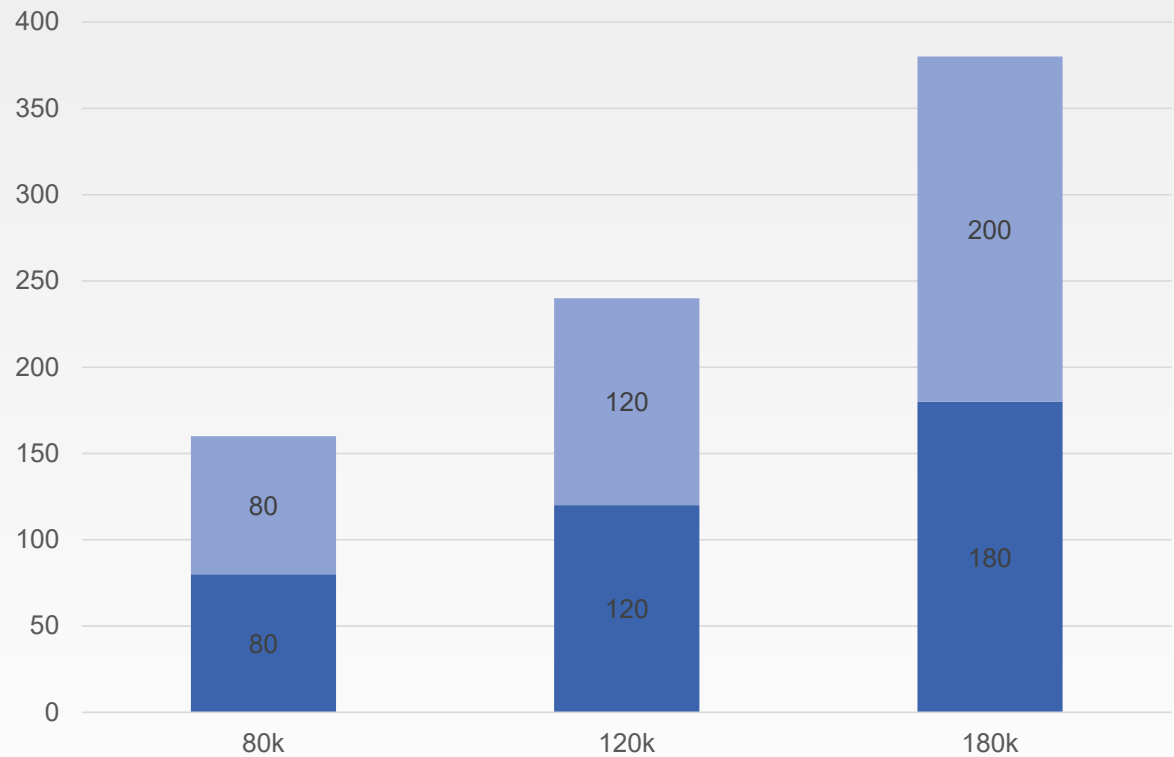
Cost of Employee Replacement

The cost of replacing an individual employee can range from **0.5 to 2** times the employee's annual salary.

-Gallup

C-level positions are up to **213%** of the individual's salary.

-SHRM





Pre-Start Date

- How do you determine a new team member's training/orientation schedule?
- How do you know what training they will need?





A hand holding a wooden stick with a white sign attached. The sign has the text 'WHAT TO EXPECT' in a bold, black, serif font. The background is a bright blue sky with scattered white clouds.

**WHAT
TO
EXPECT**



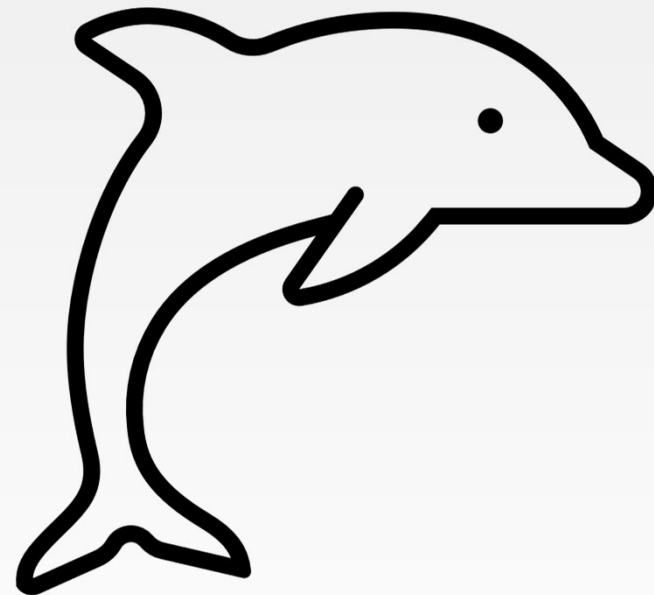
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Group Activity

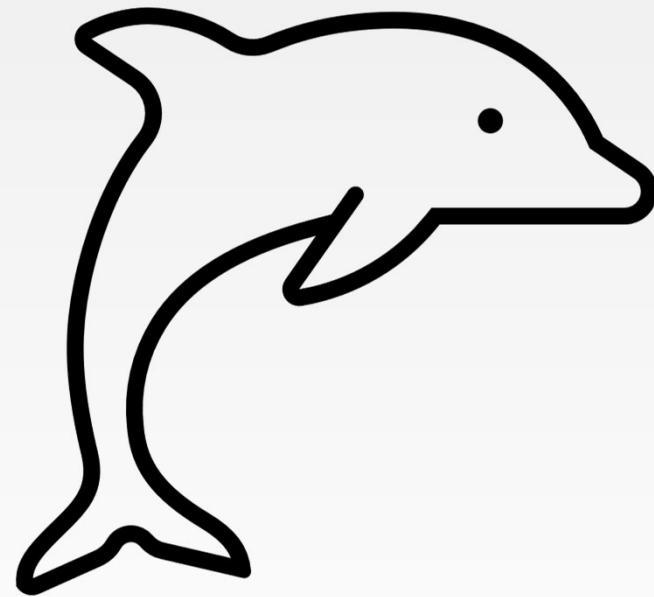
Using the resources provided, build an animal.





Group Activity

Using the resources provided, build an animal.





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Within the First Week

- Day 1 - Be prepared!
- Training Manuals



Within the First Year

- Regular check-ins
- Feedback



Group Share

- What is working well in your experienced hire onboarding process?
- What lessons have you learned or are you learning as you have developed or are developing your experienced hire onboarding process?

Take Aways

- How do you want team members to feel when they go through onboarding?
- New team member survey
- Onboarding plan
- Being prepared
- Training manual
- Regular check-ins
- Ask for feedback!

PRESENTERS



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