

Fact Sheet

Communicating the New Hire Process



OnBoarder



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What is OnBoarder?

An online questionnaire that enables organisations to:

- Understand the extent to which we are setting up new starters for success and driving performance
- Measure the root causes of attrition amongst our new joiners
- Explore individuals' concerns and identify solutions for re-engage them and increase performance.

How does it work?

- 6 weeks to 6 months after starting, all new starters are invited to complete an online questionnaire
- Asked to rate a series of questions relating to their engagement, our new starter processes (recruitment and induction), and performance
 - Takes 10 minutes to complete
- Individual and group reporting
 - Individual ~ allows us to explore how to re-engage individual new starters
 - Group ~ themes to inform our onboarding strategy and enhance our performance management.

What does it measure?

There are seven elements to OnBoarder:

1. Employee Engagement

New starters define themselves as being into three categories 'Leavers', 'At Risk' and 'Engaged'

2. Meeting of Expectations

Extent to which their pre-joining expectations have been met so far

3. Induction Process

Evaluation of the consistency and quality of our induction processes

4. Recruitment Process

Evaluation of our recruitment process

5. Performance Profile

Extent to which we are setting up our new starters to succeed and how well they think they are actually performing

6. Open Comments

Additional new starter feedback in their own words

7. Group breakdown

The demographic and organisational characteristics of the new starters are collected.

What happens to the information?

- Confidential HR process
 - Only HR can access the individual reports
 - External provider, great{with}talent, manages all the data
- Where appropriate, HR will conduct follow-up conversations with individual starters
 - If agreed with the individual, we will then involve the line manager in conversations
- Group themes will be shared with management at different times in the year.

Why are we using OnBoarder?

- It provides meaningful insight that we can action to:
 - Ensure we are engaging our new employees
- Understand and address our attrition risk
 - What % of starters are At Risk of leaving, and why?
- Increase our performance capability
 - Set our new starters up for success
- Enhance the consistency and quality of our induction process
- Improve how we position the reality of working for us during recruitment
 - Increase self-selection and reduce costs.

Who are great{with}talent?

great{with}talent is a third party consultancy who are providing the new hire questionnaire. great{with}talent specialises in providing tools that help organisations understand the levels of engagement, commitment and intention to leave within its workforce.

great{with}talent provides the data analysis and reports back to our organisation. The results will then be communicated back to the business, broken down by, for example, department or job role.

Additional Information

Further information about great{with}talent can be found at www.greatwithtalent.com and more information about OnBoarder can be found at: www.onboard.me.