

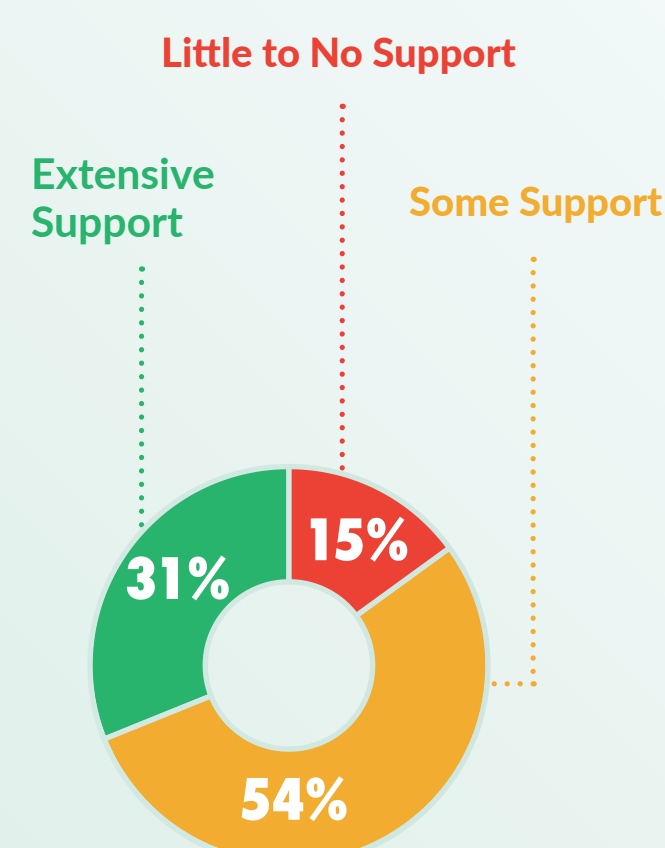
# C-SUITE SUPPORT FOR ONBOARDING CRITICAL FOR ENTERPRISE ORGANIZATIONS' SUCCESS

Large organizations\* in which top executives invest, promote and collaborate in onboarding practices are twice as likely to have onboarding aligned with business goals and talent strategies, and linked with development and learning.

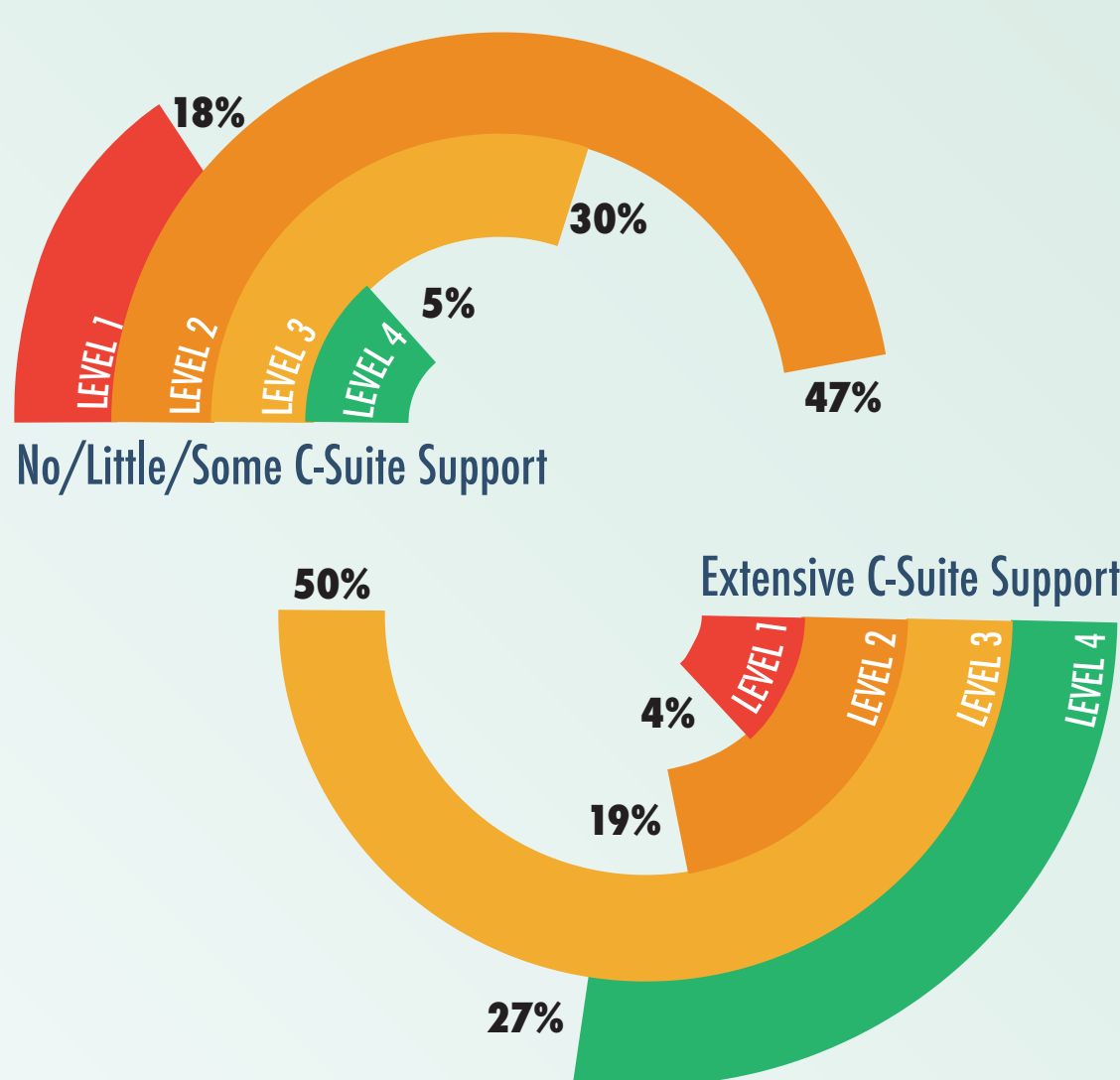
## Maturity of ONBOARDING PROGRAM\*\*



## C-SUITE'S LEVEL OF SUPPORTING For Onboarding



## IMPACT OF C-SUITE SUPPORT on Onboarding Maturity



### INSIGHT

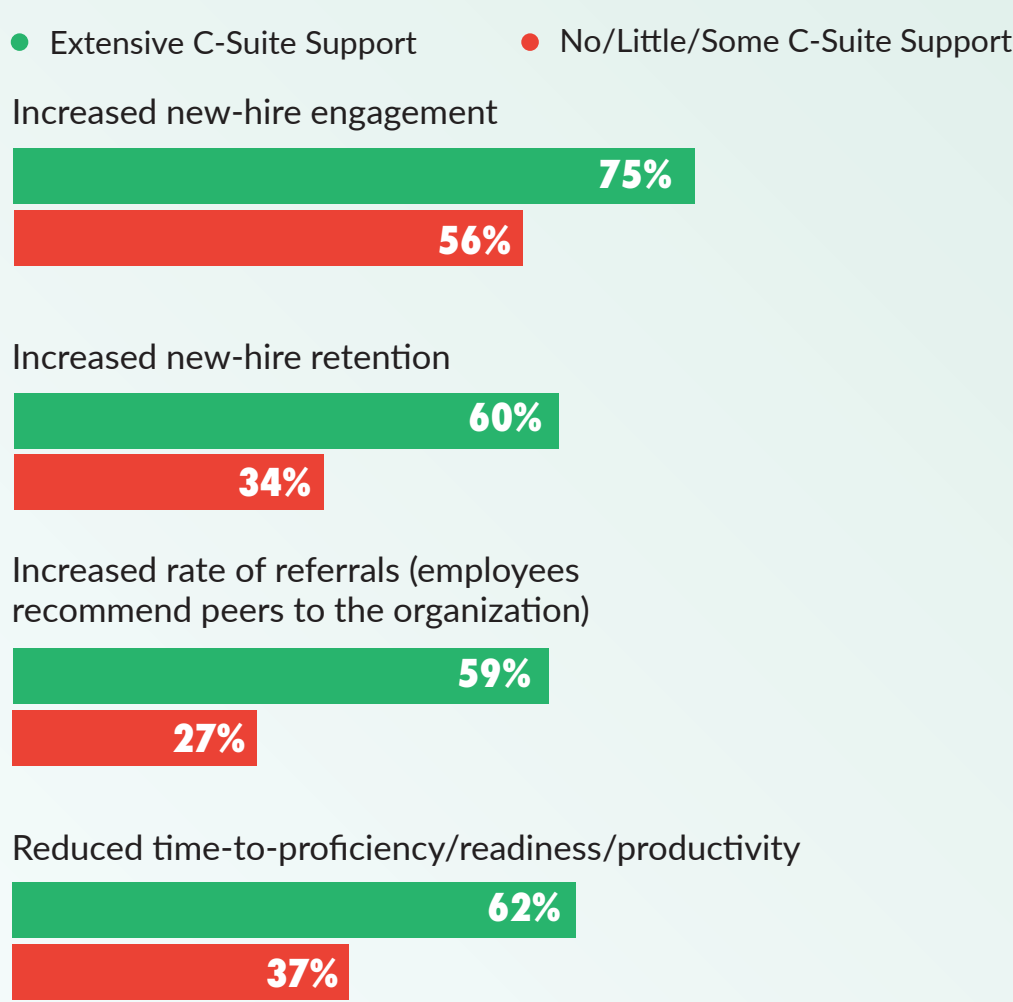
Organizations with extensive C-Suite support are **5 times** more likely to be at Level 4 in onboarding maturity, which means onboarding is strategic, fully linked with learning, fully automated, and utilizing assessments and assimilation practices.

Organizations with extensive C-Suite support were **34% to 127% more likely** than other organizations to see increases in key new-hire metrics over the past year.

### INSIGHT

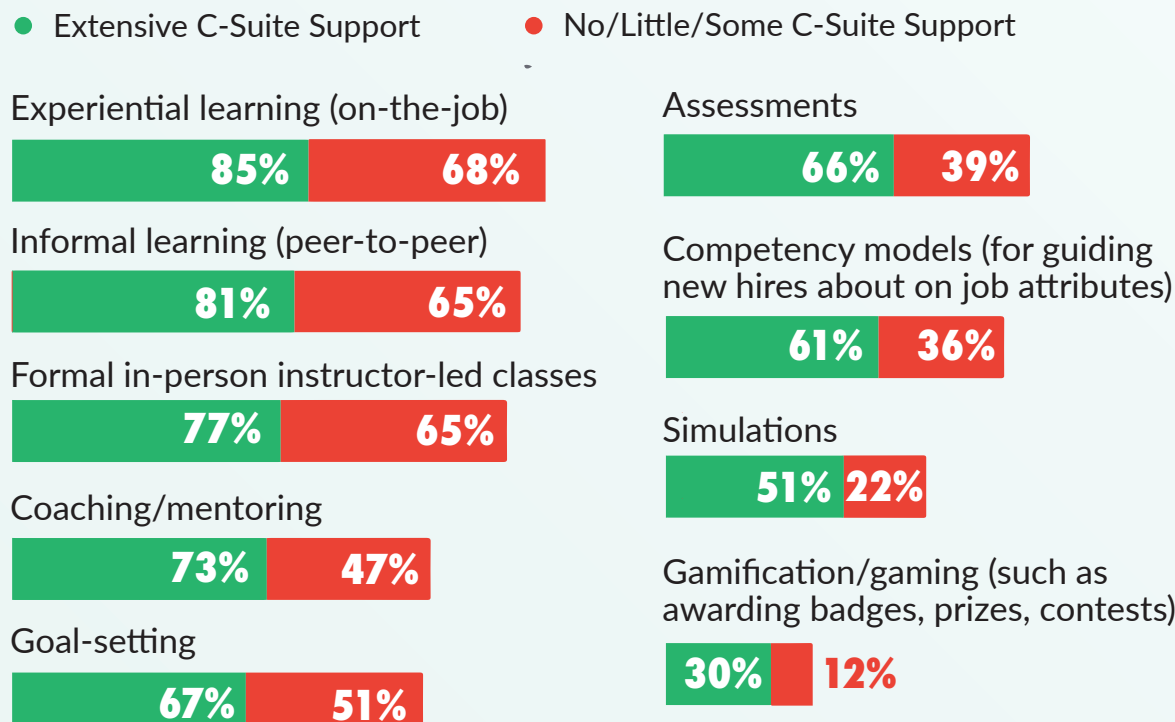
## INCREASED NEW-HIRE METRICS

Last 12 Months



\*Percentages represent organizations that utilize these metrics

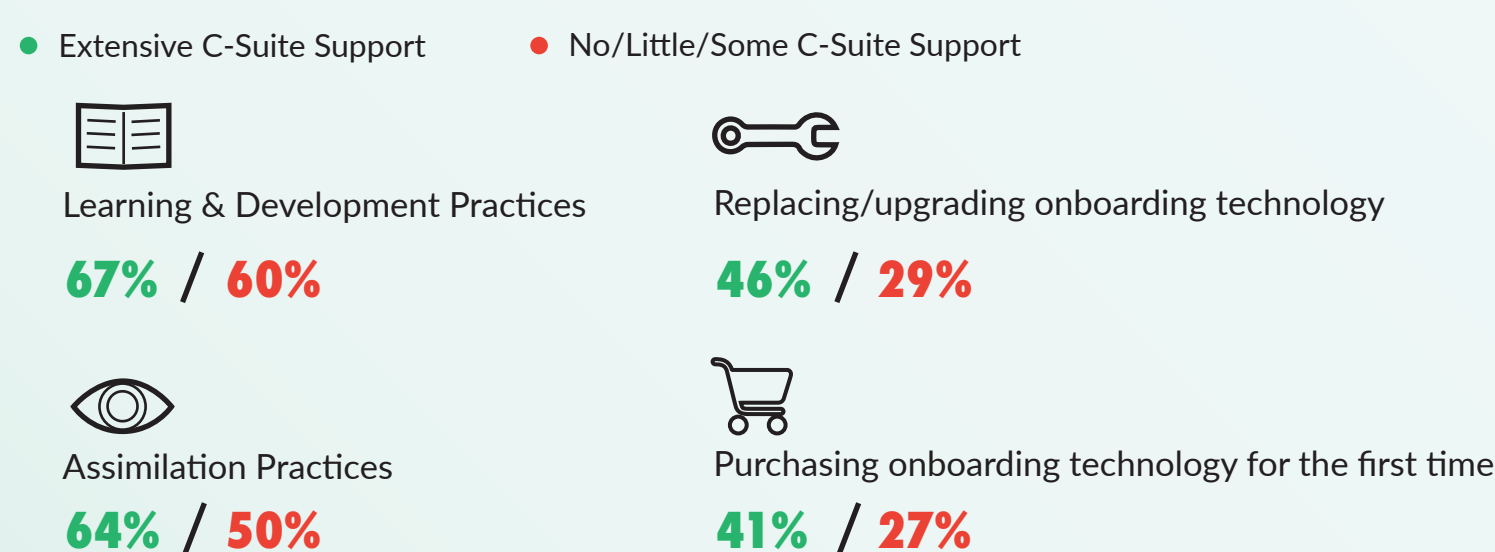
## Currently Using LEARNING & DEVELOPMENT During Onboarding



### INSIGHT

Organizations with extensive C-Suite support for onboarding outperform other companies in their use of learning modalities during onboarding and were more likely to use innovations such as gamification (**2½ times more likely**) and simulations (**2½ times more likely**).

## READINESS TO ADDRESS ONBOARDING IMPROVEMENTS (Within Next 12 Months)



### \*\*Full Legend for Onboarding Maturity

**Level 1:** Onboarding is mostly done on an ad hoc basis; there is a lack of process and supporting technology or tools; there is little or no investment in onboarding resources.

**Level 2:** We are currently developing a formal onboarding process; intend to acquire dedicated onboarding technology in the near future; current onboarding practices are primarily related to document/task management and equipment provisioning; some measurement of the effectiveness of onboarding.

**Level 3:** We have a formal onboarding process aligned with organizational goals and integrates with talent management strategies; a dedicated onboarding technology solution is used; consistently measure effectiveness of onboarding through surveys, retention, first-year performance (quality hires); attention is paid to new hire engagement and assimilation.

**Level 4:** Onboarding is strategic and fully linked with development and learning; have a fully dedicated onboarding technology solution integrated with ATS and other systems like an LMS; assessments are utilized within onboarding; high potentials are identified; engagement and assimilation practices are fully implemented; new hires are provided with mentors; organization continuously seeks to improve practices.

\*Large Organizations are defined as having 5,000 or more employees (n=200)