

# HOW GE LEVERAGED STRATEGIC ONBOARDING TO UNCOVER \$6.5 MILLION IN ROI

## DIGITAL & INDUSTRIAL

Leading a new productivity revolution

## GREAT PORTFOLIO

Solving big global problems

## GE STORE

Foundation for world-class performance

## VALUE

Win in the market, build with investors

## CULTURE

Simplification for customer outcomes



### Digital Industrial Portfolio

Revenue: \$123.7B  
GAAP: \$1.00

2016 Revenue

GET TODAY

## Global Footprint

**997**  
CITIES

with GE offices or facilities

**251**  
COUNTRIES

with current job openings

**3,800**  
JOBS

available

THE CHALLENGE

Volume of hiring and promotions exceeded system's capacity



Reliance on time-consuming manual workflows and expensive paper-based processes

Lack of consistent global experience

## Goal: Be the Enterprise Standard for Onboarding

THE STRATEGY



Save resources through automation



Speed up time to productivity



Increase engagement



Reduce Turnover

EMPLOYEE EXPERIENCE

**Education:**  
Culture, history, businesses, message from CEO



**Enculturation:**  
Align hires with buddy, social media outlets, performance & training resources

**Personalization:**  
Different tasks for roles, location, department

GLOBAL ROLLOUT

## 3-4 Waves are Always in Motion



Discovery



Build



Transition to Support Model

5-6 countries per wave



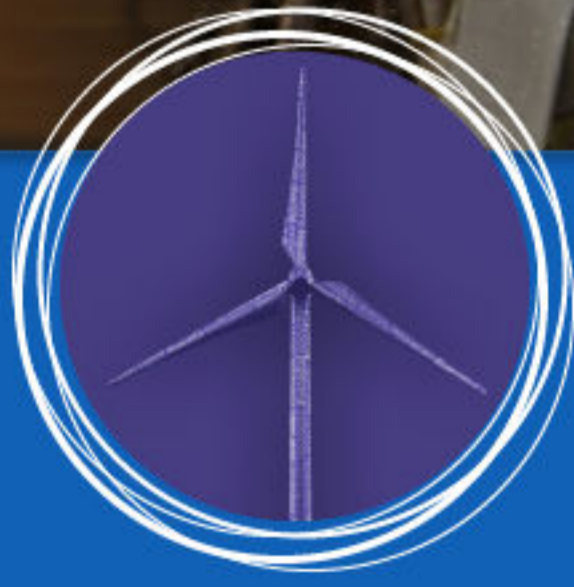
User Acceptance Testing



Launch/Deploy

12 week cycle

## IMPACT OF GE HIRE



A personalized experience for every employee in the complex modern workforce, at enterprise scale.

I wish we had something like GE Hire in every process, with the accessibility and data integration!  
-HRM, Sweden

That was easily the best onboarding process I've completed to date. Very smooth process.  
-GE employee

GE Hire is a tremendous improvement, with all information in one place.  
-HR Ops, France

GE Hire is really easy to use and navigate. GE Hire is making our work simpler & more digital.  
-HRM, Saudi Arabia

I used GE Hire to complete my paperwork and it was AWESOME! The onboarding and paperwork process has really changed and is super easy to use!  
-Rehired GE employee

GE Hire is so user friendly and time saving.  
-HR Ops, France

**GE Hire saved \$6.5 million over three years.**

38,000 hires processed in 2016



21 languages



Eliminated 1,200+ pages of paper



26,000 I9 & e-Verify processed in 2016

Reduced cycle time by 50 minutes per hire



516 custom eforms



78 countries in production

