Elion Inc.

POWERING UP ONBOARDING

How to capitalize on the collective wisdom of your organization to sustainably increase onboarding effectiveness and improve performance.

Enhancing Onboarding Effectiveness

"Onboarding is, not only, the induction of a new employee into an organization, but is the dynamic process of ensuring new employees have the knowledge, skills, and organizational awareness to become committed, effective members of the agency."

U.S. Office of Personnel Management

A 2018 survey by Jobvite indicates that nearly 30% of job seekers will have left their jobs within the first 90 days of starting, with 43% of those citing as their reason that their day-to-day role was not what they expected. Similarly showing how companies botch their early interactions with employees, a March 2019 study published by Gallup lists the failure to reflect the company culture as one of the seven major problems with onboarding programs.

The same study points out that only 12% of employees say that their organization does a great job of onboarding.

The advantages of an advanced view of organizational culture and success behaviors

New hires join organizations often having put together, at best, a piecemeal view of the organization's culture, collected from information obtained through the company's website, online company reviews, personal testimonies, and impressions formed throughout the interview process. New recruits usually accept jobs having received, at best, a superficial view of the specific team they join.

Organizational and team culture are often experienced before they can be appropriately grasped. By then, the hiring organization and receiving team have made a substantial investment (in money, time, and emotional energy) to integrate the recent hire into the organization.

Providing a clear view of organizational and team culture _ahead_ of hiring and onboarding can increase significantly the effectiveness of your recruiting efforts.

While active management involvement in onboarding shifts substantially the _perception_ of the onboarding experience (employees are 3.4 times as likely to strongly agree their onboarding experience was exceptional), it does not necessarily close the cultural awareness gaps, nor equips new hires adequately to be most effective in a wide array of situations they'll encounter as they take on their new job duties.

There's a trove of corporate wisdom around a wide array of areas that normally goes unrecorded, and that, the when shared, has the potential to elevate the performance and effectiveness of any individual substantially and immediately.

The practical wisdom of the organization's most successful leaders, the "how-to" wisdom they posses that distinguish them as superb time managers, or decision makers under uncertainty, or negotiators, delegators, mentors, or exemplarly as they use any

number of valuable skills, will not be found in the organization's Standard Operating Procedures. The edge a leader may have on a specific discipline is usually, at best, passed to a select set of individuals that may have benefitted from close contact with this leader before his or her departure from the organization.

Elion's Corporate Wisdom Preservation program makes possible for the organization to put in the hand of the newly onboarded or prospective employee, a guide on Success Practices and Company stories that can serve to ramp-up a new hire's performance significantly.

In a single moment, candidates can learn about the stories that epitomize company culture, and new hires gain access -even before day one on the job- to proven best practices that work within the organization. This compendium of practices not only boosts performance, giving a new hire the advice top leaders have to offer, but also transmits culture, shortens the ramp-up curve, and promotes best practices as standard behaviors within a new population.

The power of company stories to shape culture cannot be underestimated. To a job candidate, stories can convey clearly who the company recognizes as heroes, the attitudes towards innovation, risk taking, and the free flow of ideas. Stories can convey the company's stand on social responsibility, diversity and inclusion, care for its workforce and customer base, and a multitude of other areas, in a way that may not be otherwise possible through the regular interview process.

Onboarding is a process that touches many aspects of a new hire's professional life. Many legal, administrative and logistical matters can be resolved to completion quickly. Many other aspects, however, such as understanding the organizational and team culture, as well as learning and adopting road-tested best practices, can take months, and even years, to learn about and master.

An organization's culture is a key contributor to employees' effectiveness and job satisfaction. The earlier new hires learn about it and understand it, the better. Elion works with the organization so the onboarding process is used

productively to shorten the learning curve.

With a strong need to bring into the organization the right talent and equip it to contribute and succeed as soon as possible, it behooves organizations to shorten the cultural and personal effectiveness learning runway for new employees and see performance, contribution, engagement and productivity rise as fast as possible. ∎

Step up your onboarding program.
Improve your hiring effectiveness and retention rate.
Shorten your new hires' organizational learning curve.
Maximize your new hires' contribution.

Capitalize on your organization's true and tested wisdom.

Multiply impact.

Lead your organization farther.

To learn more about how Elion can help you enhance your organization's performance, contact:

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