



Extraordinary Employee Onboarding that Creates Business Value_

Key insights from Talmundo and Charlotte Kitteridge of LexisNexis RSG



Talmundo

Onboarding by Talentech

AGENDA

- Introduction: host & guest
- Extraordinary onboarding defined
- Value of good onboarding
- Charlotte's journey: onboarding at LexisNexis RSG
- Actionable insights
- Key takeaways
- Q&A





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EXTRAORDINARY ONBOARDING DEFINED

A comprehensive, **digital** process designed to share **knowledge**, communicate **values**, build **connections** and manage **compliance** to transform new hires into confident, **empowered team members** and ambassadors.



THE VALUE OF GOOD ONBOARDING_

» FOR NEW HIRES

- Clarifies role and expectations.
- Drives positive engagement.
- Shortens time to productivity.

» FOR HR TEAMS

- Saves a great deal of time.
- Gives space to shift focus from admin to action.
- Builds employer brand.

» FOR BUSINESS

- Boosts retention.
- Reduces recruitment spend.
- Long-term growth.

For more detail and data, read [this article](#).





LexisNexis®

RISK SOLUTIONS GROUP



VISION BOARD

- BUILD AN EXCEPTIONAL & SUSTAINABLE ONE THAT EXCITES, GROWS, CONNECTS & ENGAGES TALENT.
- REDUCING ATTRITION WITHIN YEAR ONE OF EMPLOYMENT & BUILDING ON OUR EMPLOYEE BRAND

TARGET GROUP

- EE's who join:
- RECRUITMENT
- ACQUISITION
- INTERNAL MOVEMENT

NEEDS

WHAT DOES IT SOLVE?

- NOT JOINED UP
- COVID-EFFECT
- STORY-COMPANY BUSINESS ROLE
- MUST HAVES & MUST DO'S

PRODUCT

WHAT IS IT?

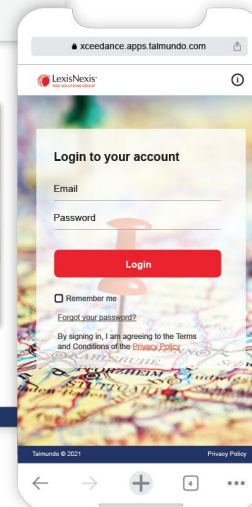
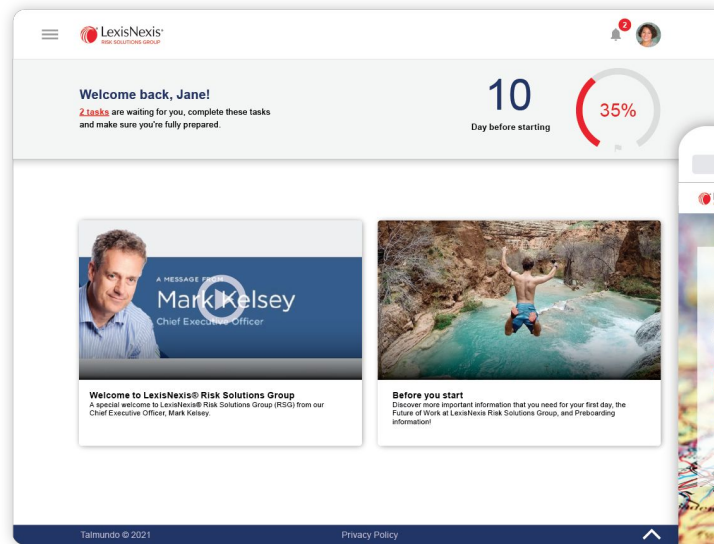
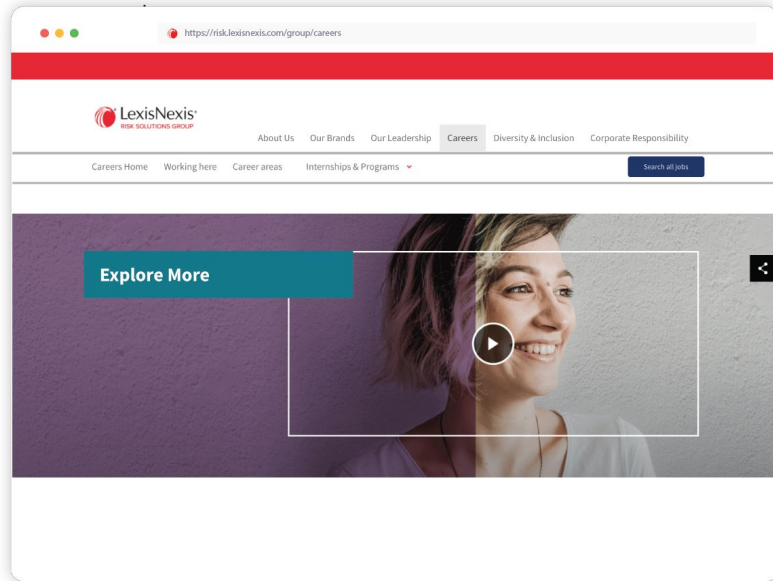
- A GUIDE
- Employee Journey
- Promotes Self-led Learning

BUSINESS GOALS

HOW IS IT GOING TO BENEFIT RSG?

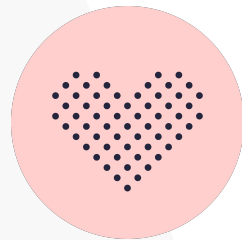
- COMPREHENSIVE
- JOINED UP
- PERSONAL & RELEVANT
- OUTLINES REQUIREMENTS
- CONNECTS

RECRUITMENT



ONBOARDING

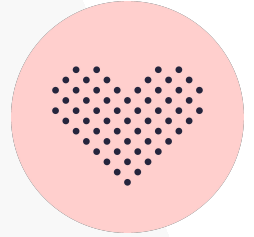
LEXISNEXIS ONBOARDING: OUTCOME



- Created a **lot of efficiencies** in getting our 150-200 new hires per month set up.
- Upward trend in **retention** since the launch.
- A real driving force in bringing together business leaders and showing how we can create the **best digital experience** for someone joining the team.



LEXISNEXIS ONBOARDING: OUTCOME



- Managers have been really connected to the program roll out and we are building an **additional manager feature**.
- **Scaling up** roll out in other parts of the business. **2800 Line Managers** will have access to the Talmundo platform from April.
- **We have been able to tell our story. We have not just built a platform, this has become a successful digital program.**



GETTING STARTED: FIRST STEPS

1

Ask New Hires and
Hiring Managers **What
Good Looks Like**



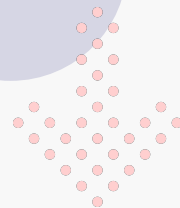
2

Build four
**Onboarding
Chapters**



3

Build a **Content
Planner**



6

Engage your **EVP**



5

Mix up the
**Onboarding
Experience**



4

Place Focus on The
**New Hire
Experience**



GETTING STARTED: DOs & DON'Ts

» DOs

- Reflect on current onboarding.
- Get internal support from Executive Sponsors.
- Gather stories: the good, the bad, and the ugly.

» DON'Ts

- Don't make it complicated.
- Don't leave managers in the dark.
- Don't focus on tasks, look at the whole experience for new hires.

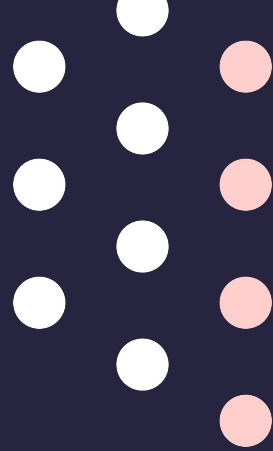


KEY TAKEAWAYS

- Ask new hires what they need and check in regularly with hiring managers.
- Onboarding is a collaborative piece of work across the business to ensure new hires feel welcome and are ready to go.
- Be creative, test out what is a simple way of welcoming someone. Make it engaging, exciting, and a great experience.



Q&A_



GET IN TOUCH FOR A CONSULTATION



m.josan@talmundo.com

www.talmundo.com/onboarding-advice-15-minute-call



A decorative graphic in the top right corner consisting of three vertical columns of dots. The first column has four white dots, the second has five white dots, and the third has five pink dots.

THANK YOU!



Talmundo

Onboarding by Talentech