

Making the business case for digital onboarding_

Getting onboarding buy-in from decision makers



Talmundo

Onboarding by Talentech



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WHAT TO EXPECT

RETURN ON INVESTMENT



Discover different ways to demonstrate the ROI of digital, remote-friendly onboarding.

LOW RISK, HIGH REWARD



Position onboarding technology as a low risk, high benefit investment into your organization's future.

PROJECT ACCELERATION



Create momentum for your onboarding project through compelling data that inspires buy-in from top-down.

THE PEOPLE FACTOR

What do your new hires say?

Their feedback and insight can be valuable tools in helping you convince your C-suite of the importance of best practice digital onboarding.



**YOUR
AUDIENCE_**

**What are decision makers
looking for in a business case?**

YOUR AUDIENCE

TRANSPARENCY

They want a clear understanding of what they're getting with as few 'I don't know's' as possible.

FLEXIBILITY

They're looking for flexibility in both pricing and set-up that can expand and retract to match organizational needs.

1

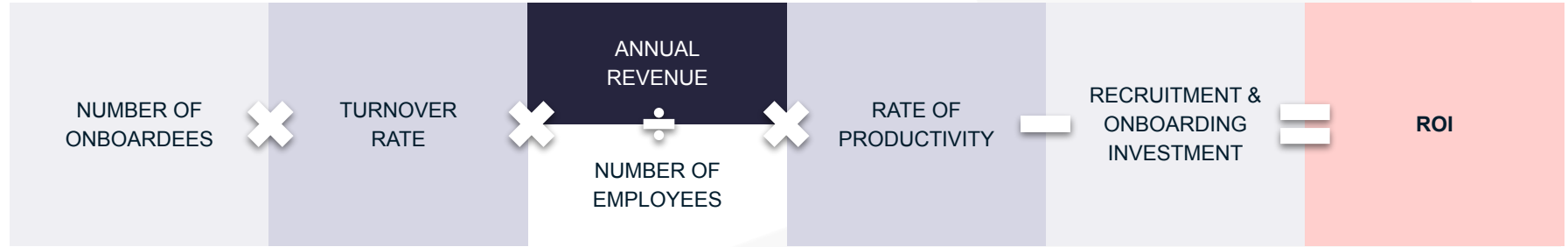
PART 1: RETURN ON INVESTMENT



Falco Wienberg
Head of Marketing



HOW TO CALCULATE ONBOARDING ROI



OUR ASSUMPTIONS



Organization size

A medium-sized organization of approximately 400 employees



Turnover rate

An average employee retention rate of 15%



Cost per new hire

An average cost per new hire of €3500

Sources:

Turnover rate: (2018), HR Metrics, TalentLyft <https://www.talentlyft.com/en/blog/article/242/hr-metrics-how-and-why-to-calculate-employee-turnover-rate>

Cost per new hire: Human Capital Benchmarking Report (2016), Society for Human Resource Management
<https://www.shrm.org/about-shrm/press-room/press-releases/pages/human-capital-benchmarking-report.aspx>

2

PART 2: RISK ASSESSMENT



Ellen Joris
Head of Customer Success



RISK ASSESSMENT_

RISK #1

The impacts
of change
management

People typically do not respond well to sudden procedural change. Push-back will come from stakeholders happy with existing processes.

Solution: Involve onboarding stakeholders in the process from the beginning.

RISK ASSESSMENT_



RISK #2

Low adoption rate

A portion of your new hires may not utilize the software. This may be due to poor comms, low tech competence, or a myriad of other reasons.

Solution: Varies depending on the reason behind the low adoption rate.

RISK ASSESSMENT_

RISK #3

Missing the mark with onboarding content

Sometimes HR delivers a journey that is not actually helpful or relevant for new hires. This tends to happen when a process is developed in isolation, or from a narrow POV.

Solution: Involve stakeholders (including new hires) and map the journey to key job milestones.

RISK ASSESSMENT

RISK #4

Expecting a tool to solve all onboarding problems

A digital onboarding solution is only as good as the work you put into it. A good strategy is still required and there is a certain level of work that goes into setting up a successful system.

Solution: Set expectations for all stakeholders, top-down. Ensure they are aware of what the tool WILL do, and what it WON'T.

RISK ASSESSMENT_

RISK #5

A drop in in-person, or
personalized
connection

This is more of a perceived risk rather than actual risk. In reality, if used correctly, a digital onboarding tool should allow HR to reallocate time that would usually be spent on admin, for other, more profitable endeavors like personal touch, etc.

Solution: Use your tool as it is supposed to be used and INCREASE personal touchpoints.



PART 3: HARD DATA

THE BASICS



Source:

33% Engagement: Davis, K. (2018). The Incredible Impact of Effective Onboarding [Infographic]. Bamboo HR. <https://www.bamboohr.com/blog/effective-onboarding-infographic/>

70% Productivity: Laurano, M. (2013), The True Cost of a Bad Hire, P.12 <https://b2b-assets.glassdoor.com/the-true-cost-of-a-bad-hire.pdf>

82% Productivity: Laurano, M. (2013), The True Cost of a Bad Hire, P.12 <https://b2b-assets.glassdoor.com/the-true-cost-of-a-bad-hire.pdf>

MORE TO SHARE

Onboarding supports performance

Effective onboarding can improve employee performance by up to 11.3%

Partnership for Public Service report

Source:

Booz, Allen, Hamilton (2008), Getting On Board, Partnership for Public Service
https://www.opm.gov/WIKI/uploads/docs/Wiki/OPM/training/Getting_On_Board__A_Model_for_Integrating_and_Engaging_New_Employees-%5B2008.05.12%5D.pdf



MORE TO SHARE_

Digital onboarding supports Long-term retention

69% of employees are more likely to stay with a company for three years if they experienced great onboarding

Society for Human Resource Management analysis

Source:

Hirsch, A. (2017), Importance of Good Onboarding, Society for Human Resource Management
<https://www.shrm.org/resourcesandtools/hr-topics/talent-acquisition/pages/dont-underestimate-the-importance-of-effective-onboarding.aspx>

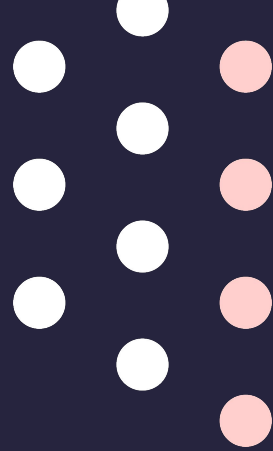


WHAT NEW HIRES SAY IS MISSING

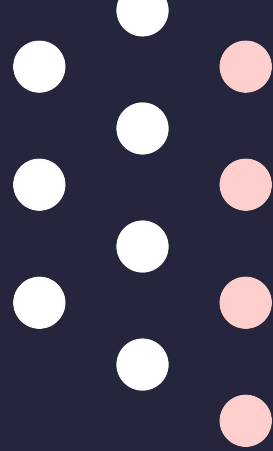


Source:
Talmundo (2018), Expectations vs. Reality of Onboarding, Vlerick Business School
<https://www.talmundo.com/vlerick-onboarding-study>

ANY QUESTIONS?



THANK YOU_





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