

Onboarding is a journey, not an event. Don't miss a critical step in the engagement of your people. Partner with us for onboarding that results in high-performing, committed employees who positively impact your organization.



The Challenge: Organizational leadership often challenges the effectiveness of onboarding

What we hear

"If we are going to invest in onboarding, it needs to be quick and it needs to show immediate results. We need our team selling..."

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The Business Need

Organizations need speed to proficiency and want to see immediate impact to bottom-line performance.

Real Results

Automating onboarding tasks results in



greater achievement of the employee's first performance goals.

(Solar, Aria. "The Onboarding Statistics You Need to Know". Urban Bound)

2

What we hear

"If we are going to compete, we need everyone on board. We need advocates, we need a one team approach."



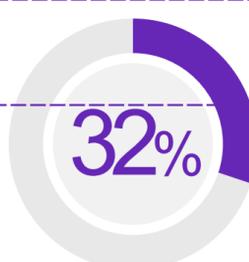
The Business Need

Organizations want brand advocates and want to increase their market share.

Real Results

Only 32% of organizations communicate their core values to a candidate and new employees

(Lachey, Zach. "Welcome to the 21st Century Onboarding".)



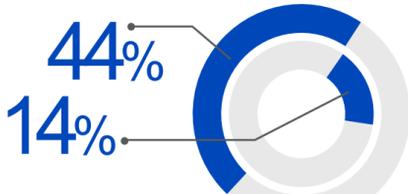
What we hear

"We want to be like the other hot tech companies. We want to be an employer of choice, a destination job, not a transition job."



The Business Need

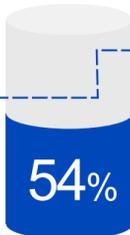
Organizations want to increase employee retention, commitment, and loyalty. The onboarding experience is critical to engaging employees and helping them connect their job to the strategic



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Real Results

Effective onboarding programs have been shown to reduce employee turnover from 44% to 14% and improve new hire time-to-productivity by approximately one third. (Aberdeen Group)



54 percent saw significant gains in employee engagement metrics, including employee turnover, absenteeism, productivity, and employee

(Lagunas, Kyle. "Drivers of Engagement in New Hire")

What we hear

"I need to justify the cost of this."



Real Results

Organizations that have invested time and resources to improve their onboarding are consistently outperforming the rest. 78% saw increases in revenue in the last fiscal year.

(Lagunas, Kyle. "Drivers of Engagement in New Hire")

The Business Need

Organizations fear costs of onboarding and too much time to achieve business results.

4

What we hear

"The firm is so wide spread and diverse. Each territory builds their own onboarding..."



The Business Need

Organizations need tailored global solutions and want employee commitment to the company.



65%

5

Real Results

65% of global employees are considering changing jobs (either passively or actively)

(Deloitte Talent Edge 2020)

Services Offered

Learning strategy to identify top business measures for new employees

Leverage technology to support global organization

Measurement and business impact

Analysis to identify key cultural, job, and business dynamics

Onboarding program design and content development of innovative custom solutions for multiple platforms

Conduent Learning Services Proven Results

Speed to proficiency:

Decreased onboarding time by

30%

Reduction of carbon footprint:

Leveraging a virtual instructor led platform, the Conduent Learning Services team was able eliminate

200,000 miles traveled annual-

Technology Enabled Blended Learning

Onboarding, today, often is an event that lacks engaging the employee and gaining their commitment to stay. At Conduent Learning Services, we believe that onboarding should be a journey. Research emphasizes that onboarding must be a continuous process. We do rapid analysis to understand how stand-out performers do the work, what tools and resources they use to do it, and how the company culture impacts them. We work with our clients to design a challenge-based program, leveraging technology and informal learning to provide easy access to needed tools and resources. Peers and mentors are essential to any onboarding experience, we advocate their involvement from day-one to support team members on their onboarding journey.

Advancing onboarding past a basic orientation will quickly assimilate channel partners, accelerate productivity, and strengthen employee retention.

