

## Onboarding 360

It's a well-known fact that it's a candidate's market out there right now. Less known, is that a shockingly low percentage of new hires go on to stay and succeed in their new role.

It's important to engage and retain employees from day 1!

Given that a strong onboarding process can result in higher retention and productivity, yet only approximately 1 in 10 employees think their employer does a great job of onboarding (according to Gallup), there's clearly room for improvement with many organisations.

That's why we designed our Onboarding 360° assessment.

Our assessment is focused on 6 key competencies: Relationship Building, Prioritisation, Communication, Initial Impact, Team Leadership, and Organisation Awareness.

The results provide valuable support to individuals during a period where they have not yet fully acclimatised, established themselves, or adjusted to a new culture, and can radically shorten the time taken to reach full effectiveness.

What is it?

An Onboarding 360° assessment looks and feels like a typical 360° feedback questionnaire but is aligned to the specific competencies and behaviours required to make a successful transition into a new organisation as smoothly as possible.

Why should I use it?

Aside from the obvious cost savings of not repeating a costly and time-consuming new hire process, a major benefit of good onboarding is that it enables new hires to settle into their role and reach full productivity faster; thus, producing more value.

When?

The process generally commences approximately 12 weeks into the candidate's employment; the feedback report would then be generated approximately 17 weeks into the candidate's employment.

Can it be tailored?

Yes of course, we operate a bespoke service.

We can also brand the assessment and report if required (at an additional one-off cost).