



Time to Disrupt Onboarding: Many HR Professionals Seek Onboarding Improvements to Increase Retention and Engagement

May 5, 2017

Does your onboarding program have what it takes to connect with new hires?

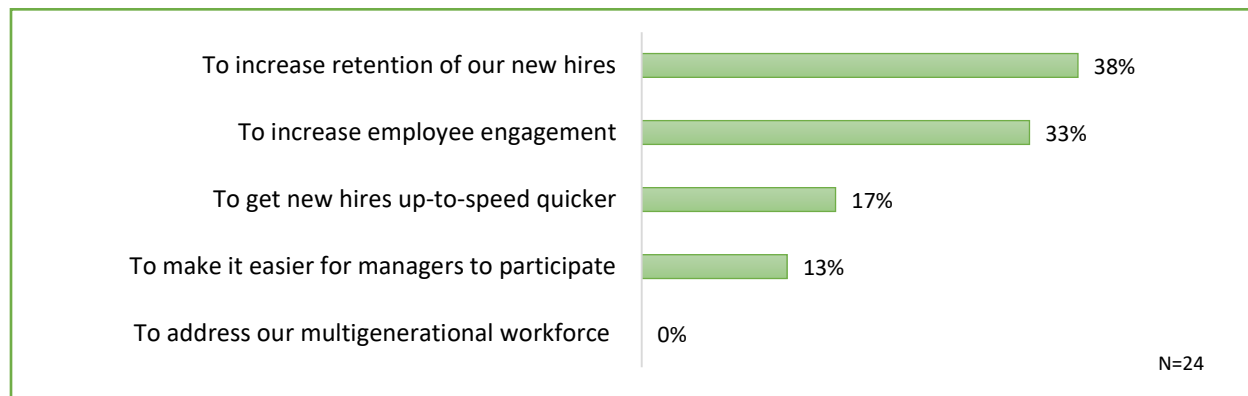
Based on feedback Brenda Hampel, Managing Director, Connect the Dots received in her May 3, 2017 presentation to the TMHRA Conference in Austin, TX, many organizations continue to look for effective ways to ensure their onboarding practices meet the expectations and needs of new employees.

Over 75 HR professionals attended her session “Disrupt Your Onboarding Experience,” designed to help participants:

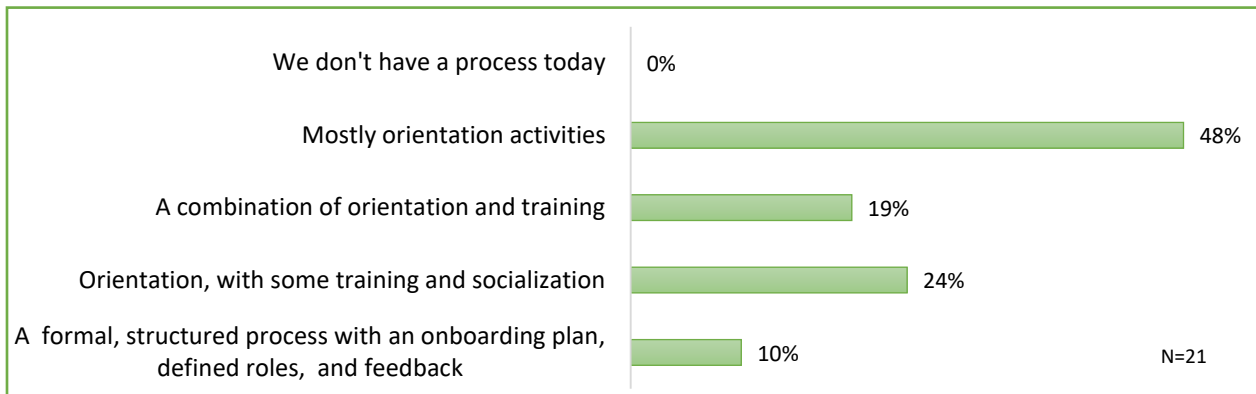
- *Identify the strengths and weaknesses of their onboarding processes and*
- *Integrate the newest onboarding technology practices and tools*

The presentation included several real-time feedback polls to assess the current state of onboarding at participants’ organizations and help CTD tailor its content delivery. The following charts outline the feedback we received during the session.

Why "disrupt" your onboarding experience?



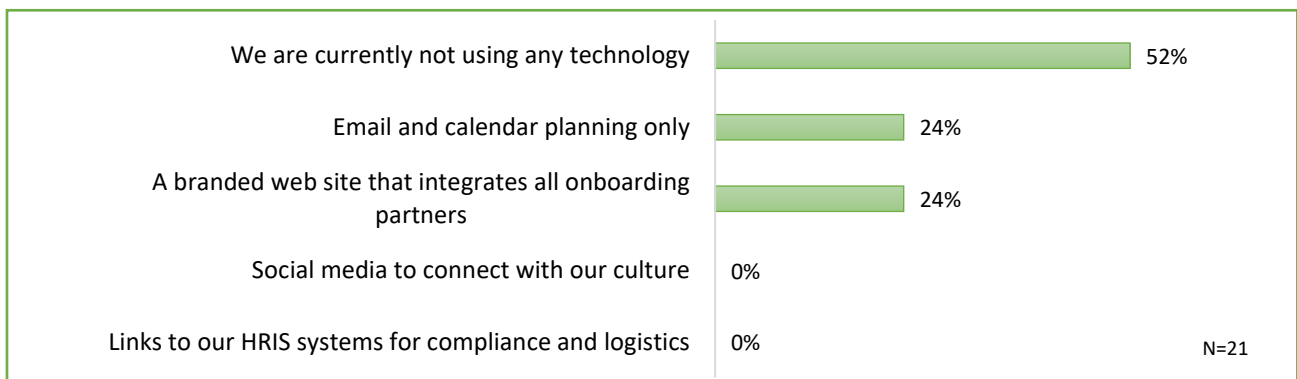
HR professionals in attendance were most motivated to improve their onboarding systems to **increase retention of new hires and engage employees, and get employees up to speed faster** (38% and 33%, respectively). Getting new hires up to speed and improving ease of manager participation were much less likely to be the drivers of change. No participants indicated a specific need to address the multi-generational workforce with onboarding.



What is the current state of onboarding in your organization?

All session participants reported that they conducted some onboarding activities in their organizations; **however, about half focused mainly on orientation activities.** Nearly 20% also included training activities, and an additional 24% also included some socialization. Only 10% of respondents reported having a formal, structured process with an onboarding plan, defined roles, and feedback.

What type of technology are you currently using for your onboarding experience



Over half of participants were not using any technology to support their onboarding processes. The remaining participants implemented a branded onboarding website (24%) or email and calendar planning only (24%). No participants reported using social media to connect with new hires or linking their systems to existing HRIS systems.

Your Onboarding Experience

Where is your onboarding program hitting and missing the mark? What best-practice updates can you make to better meet your organization's needs?

Take a look at our onboarding solutions, [building connections®](#) and [are you connected?®](#), as well as this [case study](#) illustrating how we have helped dynamic companies effectively onboard their team members.