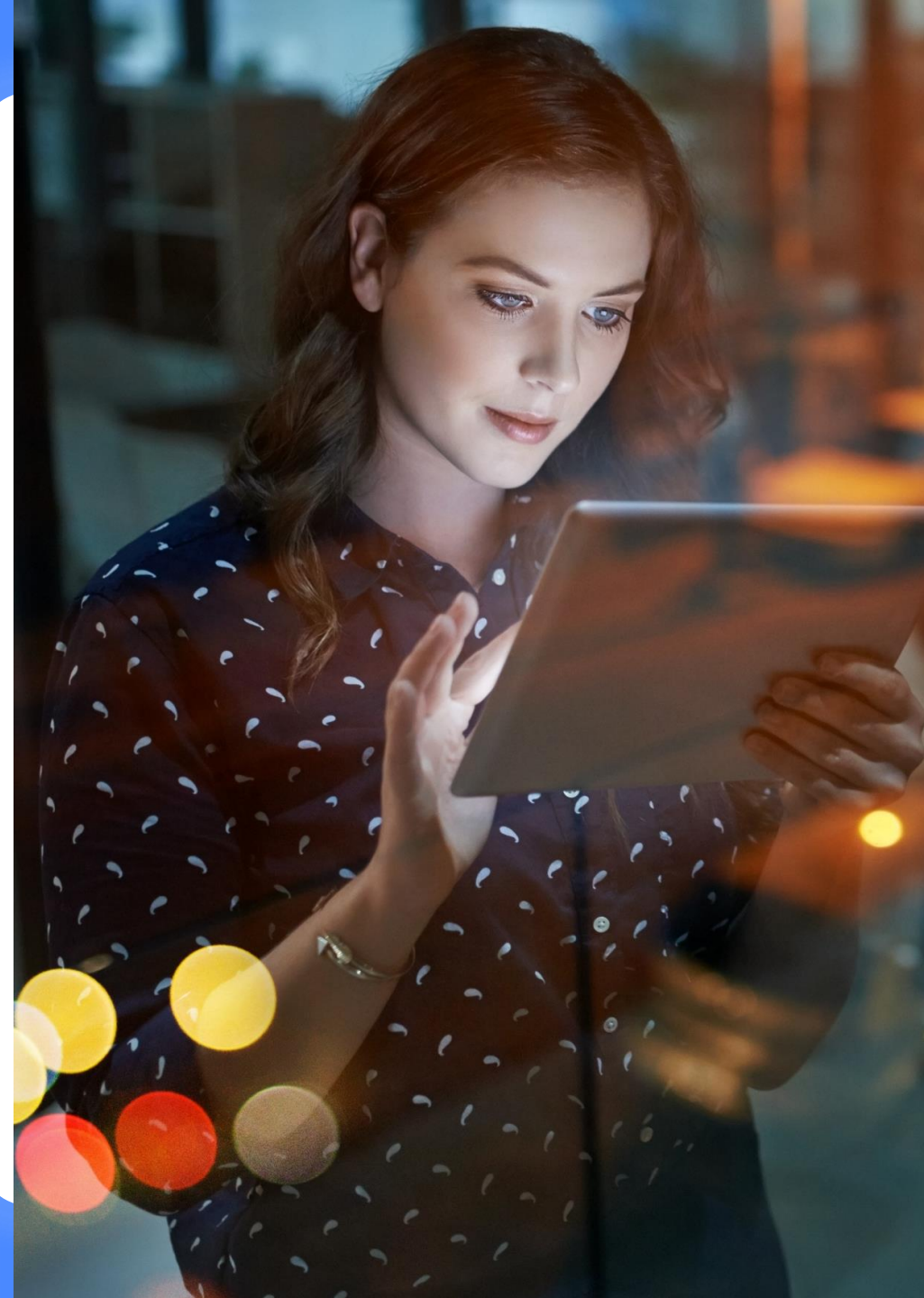




**THINK OF ONBOARDING
AS A JOURNEY,
NOT AN EVENT.**

**MAKE HYBRID
ONBOARDING WORK.**

Instantly and profitably.





Business Case for Onboarding

- ✓ Only 12% of employees felt their company did a great job with onboarding
- ✓ Only 29% of new hires felt prepared and supported to excel in their new role.
- ✓ Over 69% of employees are more likely to stay with a company for three years if they experience great onboarding.
- ✓ Organizations with a standard onboarding process experience 50% greater new-hire productivity.

Gallup Survey



Induction

The process of welcoming a new team member into the organization and its culture.

– lasts from 1 day to 1 week

Orientation

The process of familiarizing new hires with the company's policy and guidelines.

– lasts max 1 day at the end of the first week

Most companies have an **Induction and Orientation Program**

Onboarding

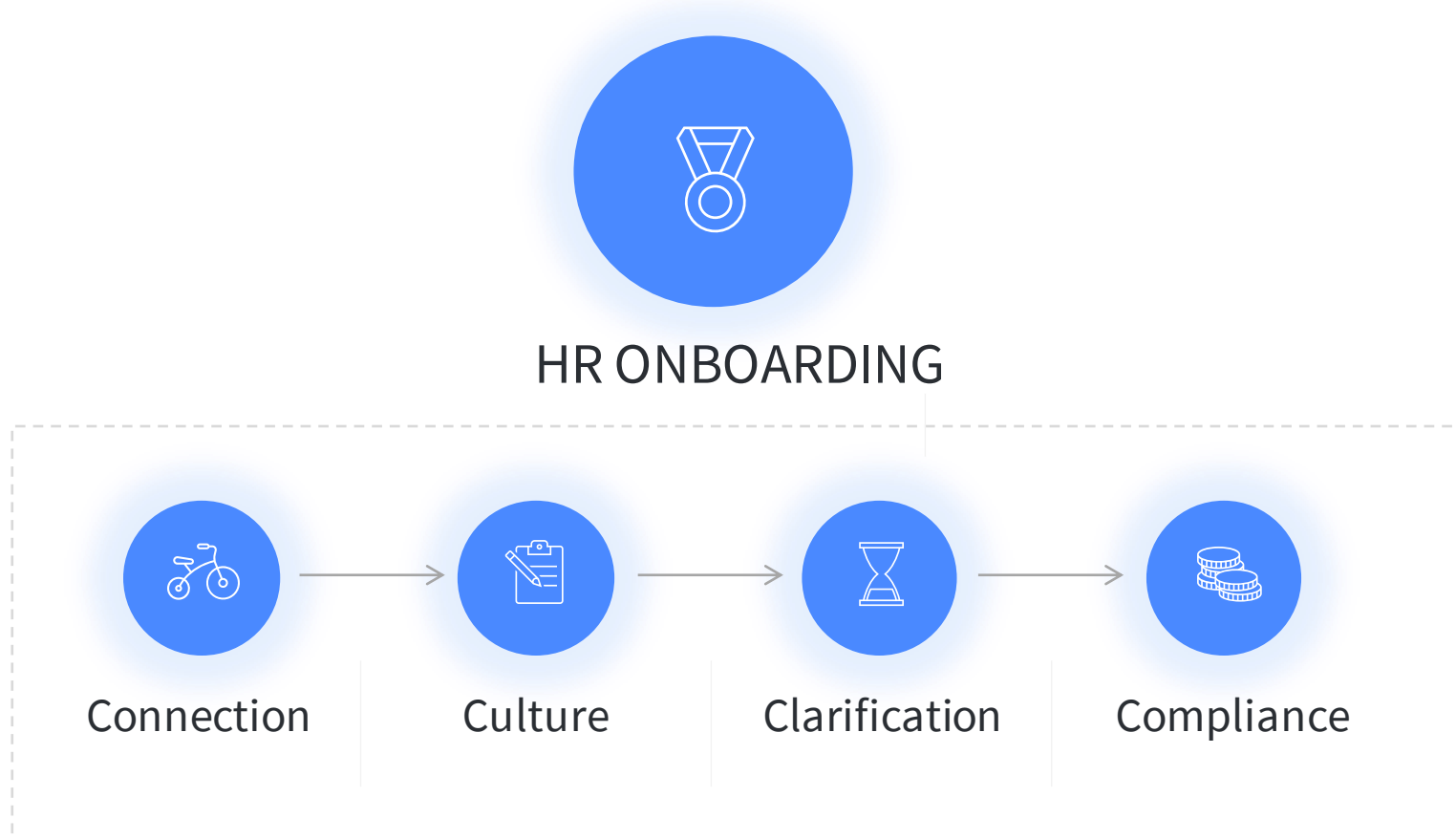
The process in which new employees gain the knowledge and skills they need to become effective members of an organization. Starts when the employment offer/ contract is signed and ends when the employee is fully settled in the new role and integrated into the company culture.

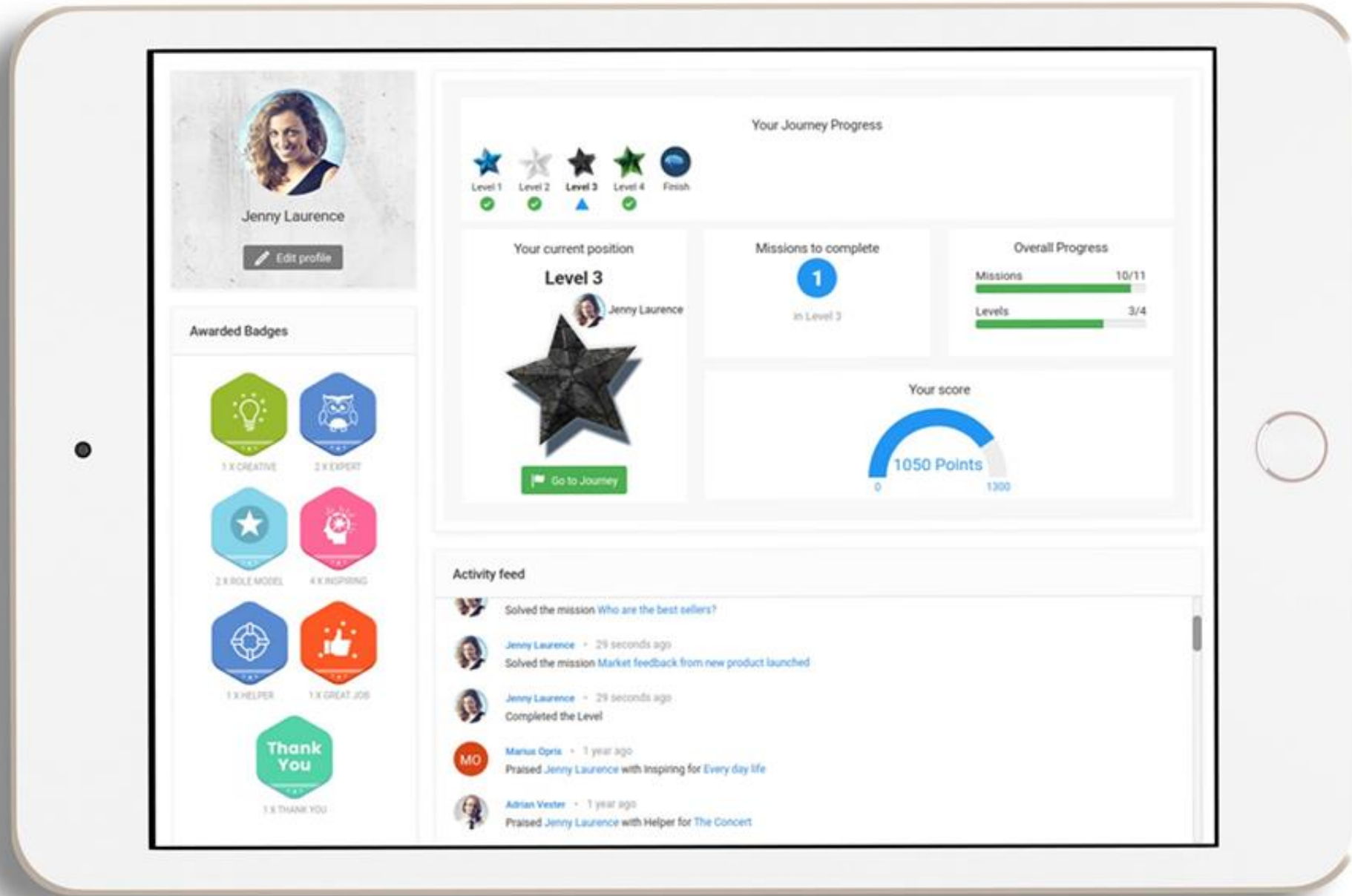
– lasts from 1 month to 1 year

Few companies have a **real Onboarding Program**



For HR Managers, Code of Talent connects learning with practical application to increase retention and improve time to productivity.







Key Players

A good onboarding comes with benefits for all players



New employee

- The journey is easier with the right guides
- You don't get lost
- You reach performance quickly and as a consequence job satisfaction



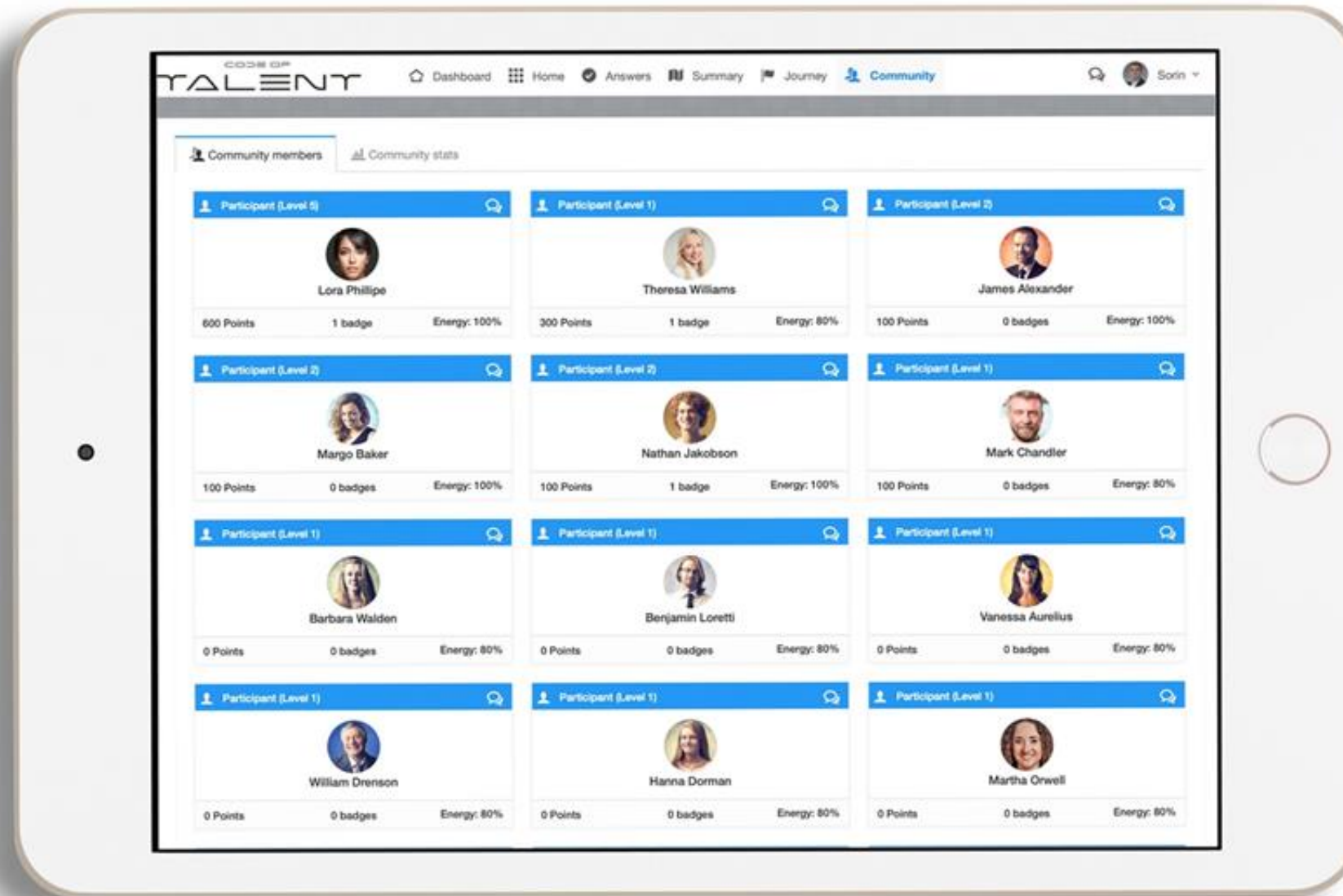
Buddy / Mentor

- You prepare senior employees for a managerial career



Manager

- Continue to develop leadership skills on the job





Timeline of the Onboarding Process





Level 1

1 Missions



Level 2

1 Missions



Level 3

1 Missions



Level 4

1 Missions

Milestone 1



Level 5

1 Missions





OUR VALUE PROPOSITION IS A MIX OF FEATURES BUILDING TO AN ENHANCED LEARNING BEHAVIOR

We transform static content into engaging digital learning journeys with tasks of 3-7 minutes





The main Characteristics of Microlearning



Bite-Sized

It's short in duration.
3 - 7 minutes, but no more than 20



Specific

It focuses on a specific concept, skill, idea, topic.



Diverse

It relies on a variety of content, including text, presentations, infographics, video, audio



Handy

Microlearning and mobile learning are a match made in heaven!





5 things new hires expect from an onboarding program



Understand the higher purpose of the organization

"What do we believe in around here?" I don't want to learn about "nuts and bolts"; I want to understand and integrate in the company's culture.



Build on the strength you have hired me for

Employers should invest in strengths-based learning and development as part of the onboarding program.



Understand the role you have hired me for

It's nearly impossible to be successful at something with unclear expectations



Know my partners

Getting work done depends on collaboration within and across departments.



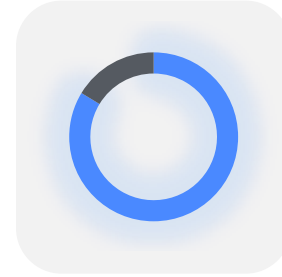
Understand what my future here looks like?

Is not too soon for managers to have conversations with employees about their career paths, hopes, and dreams.



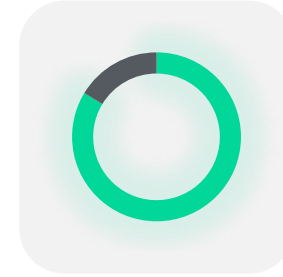
What

- Turnover **decreased by 40%**
- Time was **optimized by 85%**
- Employee's **motivation and performance increased**
- **More meaningful** discussions about the organization's culture, work-related responsibilities, workflow and team dynamics.



83.5%

Average Completion



84.3%

Average Energy

As a mobile, dynamic and practical oriented solution, Code of Talent is easily adopted by participants.



What



3806
Badges



1626
Missions



9226
Answers



3668
Likes



4,9

**Onboarding
Rating**



Market Validation

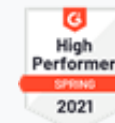
Training Companies



Enterprises



Global Recognition





THANK YOU!

