



DISRUPTIVE

HR LIVE TRAINING

ONBOARDING



WHAT WE'LL COVER



DISRUPTIVE
HR LIVE TRAINING

1. Why is it worth thinking about onboarding?
2. Five onboarding trends
3. Helping leaders do it better
4. Onboarding tech
5. What this means for HR



EACH
EMPLOYEES
ADULT CONSUMER HUMAN

WHY IT'S WORTH (RE)THINKING ABOUT ONBOARDING

#2

33%



■ Likely to stay ■ Likely to go

FIVE ONBOARDING TRENDS

1 START BEFORE
THEY START

2 MAKE IT
SOCIAL

3 EMPLOYEE
LED

4 CUSTOMISED

5 MAKE IT
HUMAN

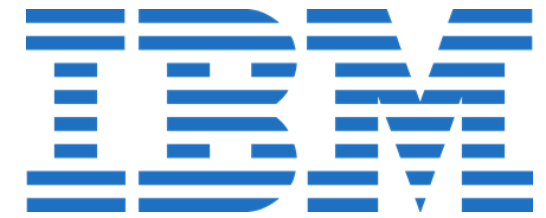
START BEFORE THEY START



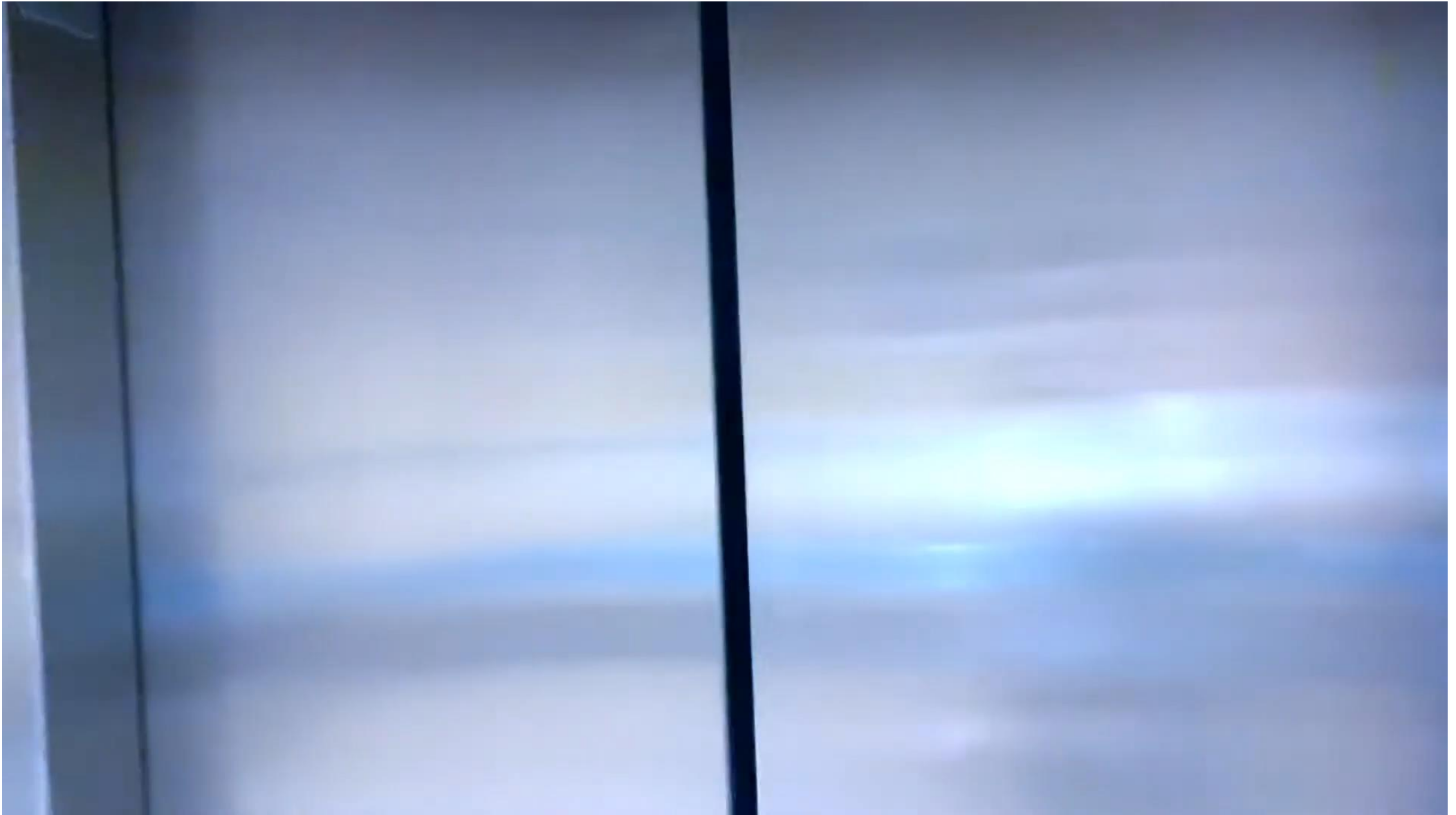
From YES to DESK



Virtual tour and
the most FAQ's



Pre-start learning



MAKE IT SOCIAL



Buddies x3



Trail guides



Intro blog

EMPLOYEE-LED



Last one in

L'ORÉAL

Pocket coach

bazaarvoice®

Scavenger hunt

CUSTOMISED



What's unique
about you?



What matters
to you?

[illegible]

A group of five young people (three women and two men) are captured in mid-air, jumping joyfully against a plain white background. They are dressed in casual winter clothing like coats and boots. Overlaid across the center of the image is a stylized graphic consisting of four horizontal, 3D-looking bars in green, yellow, red, and blue, which together form a rainbow. The people are positioned behind and in front of these bars, creating a sense of depth and movement.

- We don't measure you by how many hours you work or how much you're in the office – we just care about achieving great outcomes.
- In our line of work it's not always possible to work Monday to Friday 9 – 5, so we ask you to be flexible!
- Look after your fellow tribe – in other words please share unsociable hours!
- Client needs come first, but we trust you to manage your own workload/work pattern – just let your manager know what you're doing.
- If you work extra hours – keep your own records and take the time back within 2 months.
- We don't normally pay overtime, but it's at managers' discretion.
- Speak to someone if you feel your hours are interfering with your life or your health!
- If you want to make a formal [flexible working request](#) our policy is available on the intranet.

MAKE IT HUMAN – DUMP PROBATION



‘Getting to know each other’ period

‘Welcome’ period

‘Finding out about you’ period

‘Settling in’ period

AND give people the same benefits
from day one

HELPING YOUR LEADERS TO DO IT BETTER

1. Ask leaders to think about what they would like to know about their future employee – rather than what they want to tell them.
2. Ensure leaders are focused on getting their new hires actively contributing as quickly as possible.
3. Be clear how you'd like new employees to *feel* – and then allow managers to find their own way of doing it.
4. Provide user-friendly templates and tools to get hiring managers involved in onboarding.



Contributing within
45 minutes



Welcome,
confident, and
prepared

ONBOARDING TECH



Microsoft Viva



EACH
EMPLOYEES
ADULT CONSUMER HUMAN

ADULT

HR..

- THINK ABOUT A WELCOME PACK INSTEAD OF EMPLOYMENT POLICIES
- ENCOURAGE NEW HIRES TO OWN THEIR OWN ONBOARDING
- GET RID OF 'PROBATION' PERIODS

CONSUMER

HR..

- USE ONBOARDING TO COLLECT INSIGHTS
- PERSONALISE ONBOARDING
- FOCUS ON EXPERIENCE

HUMAN

HR...

- FOCUS ON WHAT HUMAN BEINGS NEED – SENSE OF BELONGING AND THAT YOU'RE CONTRIBUTING
- DON'T 'TRAIN' MANAGERS BUT SEND CONVERSATION TIPS



DISRUPTIVE HR LIVE TRAINING

FREE for Members of the Disruptive HR Club.
Join the Club today and get your money back
on today's webinar!

Dates for your diary!

Employment Policy 3 June

Leadership Development 15 June

Future of HR 24 June

Making Change Happen 7 July

Comms & Engagement 20 July

NEW Autumn dates announced soon!



ANY QUESTIONS?



THANK YOU AND GOOD LUCK!

www.disruptivehr.com