

# SumTotal<sup>®</sup> Onboarding

Engage, Equip and Empower New Hires for Success

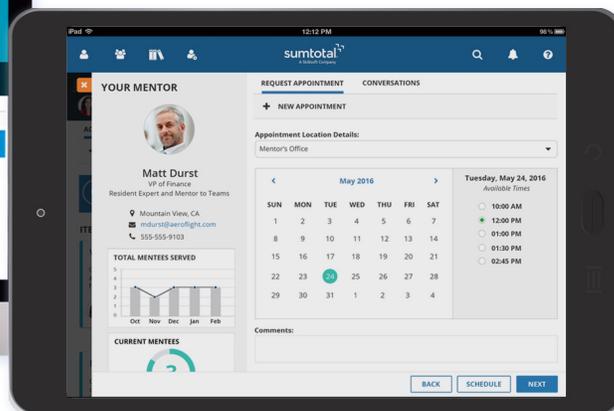
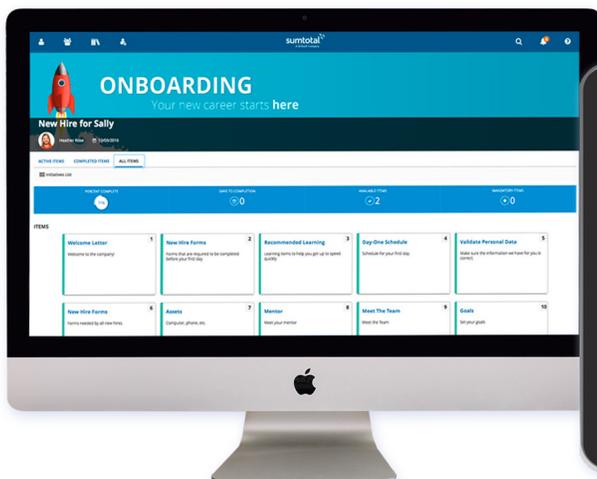
You've hired the best person for the job—but don't stop there. Optimize the employee experience by making onboarding a strategic initiative that's more than just paperwork. When done right, onboarding delivers on the promises made during talent acquisition, helping new employees become engaged, productive, happy members of your organization.

With a single roadmap for success, SumTotal Onboarding boosts:

- **Collaboration:** Even before day 1, help new hires navigate the organization, connect them with their managers, colleagues and mentors to help them feel like part of the team.
- **Culture:** One of the main reasons new hires don't stick around? Lack of cultural fit. Create a people-focused culture that demonstrates an investment in collaboration, performance and development.
- **Performance:** Connect people to critical talent and learning tasks, like goals and development plans, through seamless access to personalized learning recommendations and key content.

20% of new hires leave in their first 45 days<sup>1</sup>

Organizations with a standard onboarding process experience 50% greater new hire productivity<sup>2</sup>



From a single dashboard, new hires have a roadmap to success for accomplishing critical learning and talent milestones, from connecting with peers to setting the development plan and goals.

Collaboration is critical to success: SumTotal Onboarding makes it easy to connect with mentors, team members and coaches all from one place.

<sup>1</sup> "Talent Pulse: Onboarding Outcomes: Fulfill New Hire Expectations." Human Capital Institute, 2016

<sup>2</sup> "18 Jaw-Dropping Onboarding Stats You Need to Know." Christine Marino, HR.com, May 23, 2016.

## Give New Hires a Foundation for Success

From one unified place, new hires—and even internal employees moving among roles or teams—have a sequenced roadmap for connecting to peers and mentors, setting goals and development plans, launching recommended learning and completing other critical tasks.

SumTotal Onboarding makes it easier to engage your employees in their growth and career. Accelerate time to performance and improve retention and satisfaction, creating a seamless transition from hire to contributor.

Onboarding can fill another critical need organizations often overlook: Equip workers who are changing roles with the tools they need to succeed. Moving within the organization—especially into a first-time manager or leader role—can be just as difficult a transition to navigate as starting at a new firm. Make it easier for employees to succeed in new roles with a plan that helps them define goals, acclimate to a new team or division, and ensure they're performing their best.

SumTotal Onboarding connects disparate processes in one intuitive place, from the welcome letter, forms and first day schedule to recommended learning and collaboration with peers and mentors to create an immediate and personalized welcome to the organization and culture.

## Features

Unify learning, talent & HR with one configurable and personal view

Deliver insight into progress and priorities

Serve learning recommendations tailored to each employee's needs

Create a personalized experience

## Benefits

### **Increase time to productivity:**

Put all of the tasks people need in one place

**Improve performance:** Serve up the most relevant learning and development actions to boost capabilities

**Engage employees:** Create a personalized experience that engages each employee in their own growth and performance

**Support collaboration:** Ensure new employees can navigate the organization with ease

### **Make onboarding strategic:**

Move beyond paperwork and processes to drive a culture of development

