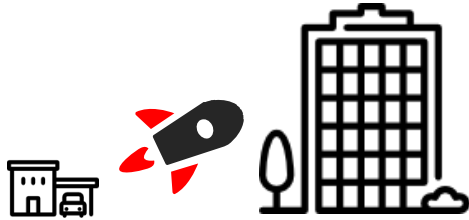


FROM TRIAL & ERROR TO EVIDENCE-BASED ONBOARDING

An INNOVISOR case available on www.innovisor.com/insights

CHALLENGE FROM 0 TO 200 EMPLOYEES IN 4 YEARS

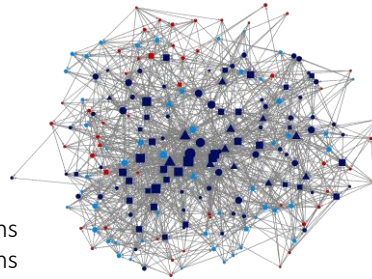


- A fintech company had grown from zero to +200 employees in only four years – and expected to continue this rapid growth
- 50% of the employees had been onboarded within the last six months in a trial & error way. The onboarding challenge was obvious.
- Innovisor was asked by the CEO to determine how successful the onboarding process had been in the past as a baseline, and – more importantly – help create a set of best practices for future onboarding

INNOVISOR INSIGHT 14 NEWCOMERS HAD SUCCEEDED

Tenure

- 0-3 months
- 3-6 months



- The data showed a positive correlation between time with the company and their network position
- Employees with more than six months tenure did not connect to colleagues who had less than six months tenure, the so-called "newcomers"
- However, a small group of 14 "newcomers" had managed to break the hidden walls and established a far stronger network than their fellow "newcomers"

ACTION EXCELLENT ONBOARDING NEEDS EVIDENCE



The company decided to:

- Learn from conversations with the 14 "newcomers". What did they do differently to get connected in the organization
- Establish a set of best practices for faster onboarding based on the learnings from the 14 newcomers
- Establish a discipline for connecting "newcomers" to more senior colleagues with central network positions in the organization