

Onboarding: Creating a Program That Works

In the competitive pursuit of talent, onboarding is a key business strategy to accelerate talent growth and development—and it doesn't stop at week one. Great organizations engage new hires early on and continue that welcoming experience throughout the first 18 months of employment.

This interactive and hands-on program will equip you to be successful in the onboarding space by helping you make the business case for comprehensive onboarding, build a successful program to improve results and promote your culture, and understand the unique considerations of virtual onboarding. Improve employee retention and engagement by ensuring the success of new hires from the beginning!

Learning Objectives:

- Assess needs and establish a business case for executing an onboarding program.
- Analyze the components of successful onboarding programs from pre-boarding through 18 months.
- Examine virtual onboarding options and best practices.
- Design an onboarding framework for use at your organization that addresses the needs of your new hires, outlines activities, and identifies roles and responsibilities of stakeholders.
- Evaluate success and ROI using metrics.



CEUs: 0.3 (3.5 hours)	HRCI Credits: 3.25 HR (General)	SHRM: 3.25 PDCs
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Learning Options:

- Classroom training
- Live Online
- At your location

Who Should Attend:

- HR professionals who are responsible for developing and implementing an initial onboarding program or seeking new ideas to refresh an existing program.

Learn. Grow. Succeed.

Delivery options include learning at MRA, at your location, or online. Contact MRA to explore how this program may be customized to your unique individual and team training needs.



www.mranet.org

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Course Outline

- **Understand the definition and business case of onboarding**
- **Review the components of successful onboarding programs**
 - ◆ Implementing buddy or mentor systems
 - ◆ Leveraging technology for virtual onboarding
- **Clarify your onboarding goals by considering your company's culture and employer brand**
- **Create an onboarding framework to take back to your organization**
- **Utilize metrics to establish ROI for your onboarding program**

“ I learned a lot about the different ways to create an onboarding process and customize it to fit my organization's needs. This program gave me a lot to think about in terms of how we can improve, and I loved learning and hearing from other people's experiences. The different activities were really helpful. ”



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