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# Is Onboarding the Key to Retention?



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Let's start by looking at some facts

**90 %**

of companies use pre-hire assessments

**76 %**

use assessment to evaluate leadership potential

**62 %**

use assessment to build employee development plans

**32 %**

of companies use onboarding in a formalized way

**29 %**

of these companies has onboarding activities running 1 - 3 month

**8 %**

of these companies extends the onboarding activities beyond 3 month

**50%**

of companies using onboarding has better retention rates

**54 %**

of companies using boarding identifies better effectiveness from the new recruit

\* Research from Aberdeen Group



## Onboarding at four levels\*

### Compliance

Lowest level of Onboarding with introduction to rules and procedures

### Clarification

Ensure understanding of role and expectations and agreement on targets and action plan

### Culture

Ensure understanding of formal and informal organizational norms

### Connection

Include critical interpersonal relationships and information networks required for success in the role

Take the assessment results into account when developing a target & action plan

Include experience from other new joiners

Allocate a mentor for confidential dialogues

Ensure status session with team members after 3 - 6 month

\* Onboarding New employees:  
Maximizing Success, Talay N. Bauer