



Onboarding

Pentia

American Chamber of Commerce

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Why is onboarding important to Pentia?

We want to hear the new employees views, in the hope that they might open new perspectives!

Always trying to avoid the “we’ve done enough, we can’t do more”



Onboarding

- a warm welcome and thorough introduction is key in building a world class workplace



Recruitment software Its all about candidate experience. Even if you don't get the job.

Preboarding We invite to social events before jobstart and all employees makes a personal pledge to help the new employee – the handshake.

Onboarding software We use gamification and to-do lists to improve employee experience

LMS software Using online feedback and learning plans to identify potential gaps in roles and professional development. Pentia uses a 360° view.

Journey mapping Identifying touchpoints and improving experience. Also drawing on best practice.

...but we still believe personal dialogue is the most important (eg. Feedback, mentoring, follow ups, sit downs with all group functions, welcome breakfast, third interview).



The gains!

- We know its great for business and its more fun!



Better collaboration

We achieve more together and 97% of our people think that their colleagues are willing and able to cooperate.

Its fun

One of our core values is fun. Knowing & understanding each other better is helping our togetherness.

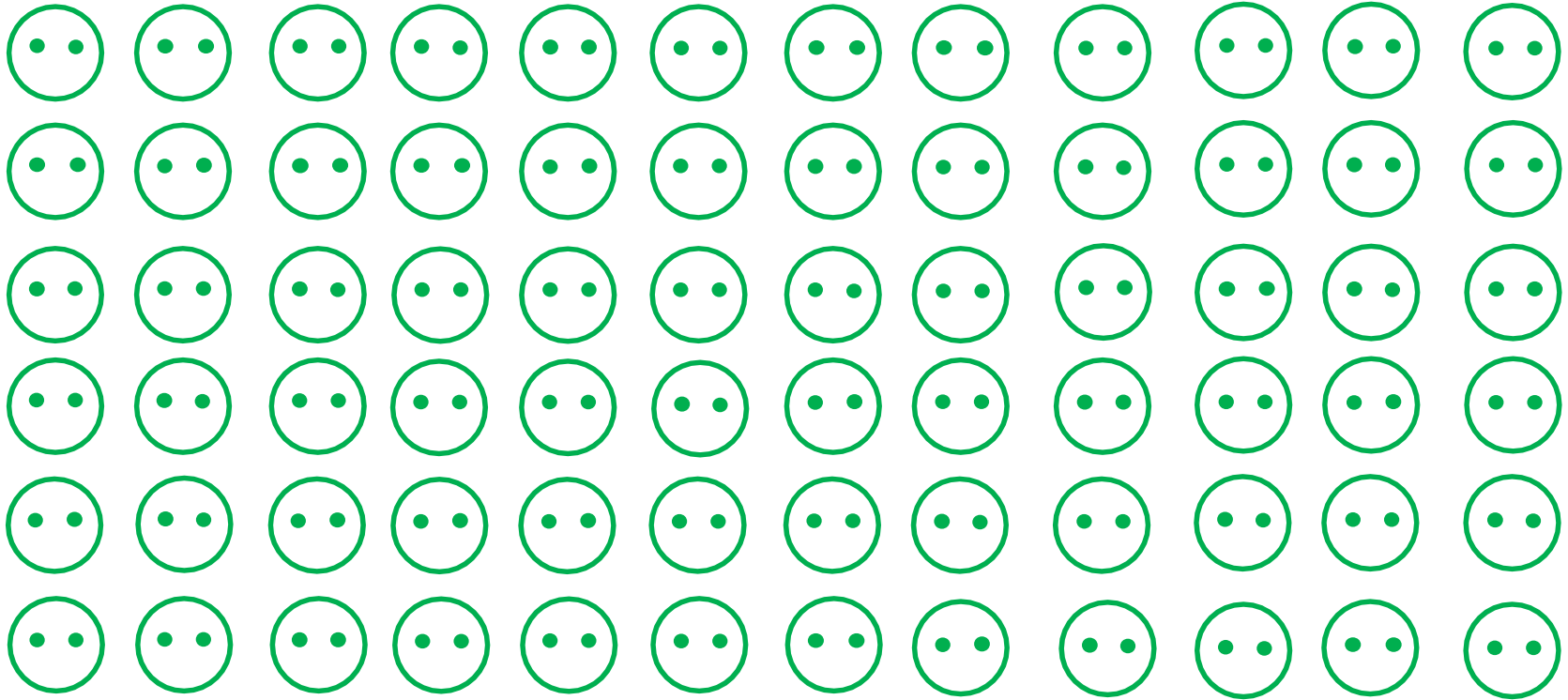
Higher engagement

Our people stay happy and engaged in their jobs from day one!

Productivity is higher

The quicker we get new employees up to speed the better results we can achieve for our customers and Pentia.





New employees feel welcome at Pentia



What we do well?

"I have quickly gained responsibility, which is great. A clear overview when I started of what I was going to do."

Note
*Culture is great
People are helpful
Great feedback*

"It's cool that, there is so much focus on onboarding and there is a redline that ensures you get around the house. Very well done."

What should we do more of?

Booking of all intro meetings before starting, that would be more efficient. Better review of Pentia's method and processes on group leader intros.

"When things go fast, the less important things can be forgotten a little."

Note
Improve use of onboarding tool, as effect could be improved...

