Our Onboarding Expertise

Kaiser’s approach to onboarding focuses on the principle that onboarding must be both systemic and strategic rather than an isolated HR activity executed for each new hire. Our approach integrates 4 key pillars designed to prepare, orient, integrate, and position new hires to excel within their organizations, driving increased performance levels and enabling organizations to more efficiently and effectively execute against their business strategies.

We bring a deep analytical rigor and business performance perspective to our work to drive measurable, mission-oriented outcomes for our clients.
**Kaiser Associates’ model for blueprinting and implementing a systemic onboarding program**

In addition to providing individual onboarding services, clients often ask us to take a soup to nuts approach for designing and implementing an enhanced, systemic onboarding program.

We employ a 7-step, collaborative approach that integrates people, processes and technology to ensure the program is as effective and efficient as possible in driving the desired results. We incorporate quick wins and change management activities to foster momentum and sustain program changes over the long-term.

### Case Studies in Brief

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<th>World-class Onboarding</th>
<th>The Situation</th>
<th>Our Solution</th>
<th>The Results</th>
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<td>Diagnostic and Redesign</td>
<td>25,000-person leading strategy and technology consulting firm wanted to redesign and implement a world-class new hire onboarding program</td>
<td>Kaiser conducted a diagnostic assessment of client's onboarding program, identified key gaps relative to best-in-class programs, and then facilitated the detailed redesign and pilot of an enhanced program</td>
<td>The client's ATD award-winning enhanced program now includes an engaging new hire orientation experience, clear accountabilities and handoffs for program delivery, and a robust performance measurement dashboard</td>
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| Onboarding Program Business Case Development | 65,000-person leading professional services firm and Fortune 100 “Best Company to Work For” required support evaluating potential costs and benefits, and developing business case for the centralization of onboarding within the organization’s training “university” | Kaiser conducted research and analysis to determine associated costs and key value drivers and developed a detailed business case to support the centralization of onboarding | Kaiser delivered to the client detailed guidance for developing a business case to determine the best strategy, structure, and approach for onboarding going forward |

| Onboarding Metrics Dashboard | A rapidly growing Fortune 15 “Best Company to Work For” needed a detailed metrics dashboard to quantify and evaluate the impact of onboarding on the new hire experience | Kaiser developed detailed metrics and a performance measurement dashboard based on leading practices and subject matter expertise | Onboarding dashboard empowered client to measure and assess the impact of existing and anticipated changes to its onboarding program and continuously improve program over time |

| Experiential Learning Program Development | Fortune 500 technology & services company wanted support with design and development of supporting collateral for its Face-to-Face New Hire Orientation Experience (NHO) | Kaiser conducted working sessions to finalize core program elements/activities for NHO and worked with client to build facilitation materials (e.g., instructor guidelines, handouts, etc.) | This work enabled client to transform the NHO experience from a static PowerPoint presentation to a day-long, fully interactive learning experience focused primarily around the organization’s core values |

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Founded in 1981, Kaiser Associates is an international strategy consulting firm that serves as a key advisor to the world’s leading companies. We provide our clients with the unique insight to drive critical decision making and solve their most pressing problems.