

beyondboarding™ is a strategic approach to employee and organizational growth and development that accounts for the cost of hiring and retaining a company's most valuable resources, its talent.

**The cost of turnover is often invisible.
Yet its impact on the bottom line is undeniable.**

beyondboarding™ provides long-term benefits to your organization and people by linking pre-boarding, onboarding and post-boarding. Organizations today must create a company culture that nurtures employees throughout their career with them. This begins with an understanding of what's needed when selecting new talent, continues through the hiring process, and for the duration of the employees' service to the company.

"Leaders of companies that go from good to great start not with 'where' but with 'who.' They start by getting the right people on the bus, the wrong people off the bus, and the right people in the right seats."

Jim Collins, Good to Great

By embedding a **beyondboarding™** initiative into your talent management process, your organization will realize the following benefits:

- Reduced employee turnover
- Engaged leadership who empower their employees
- Higher levels of employee satisfaction
- An environment focused on learning and development
- Attraction of a highly qualified talent pool that is eager to join your organization
- Employees who feel a sense of community and belonging

Why **beyondboarding™**?

- 31% of employers worldwide are having difficulty filling positions due to talent mismatch. There are not enough sufficiently skilled people in the right places at the right times. (Manpower's 2010 Talent Shortage Survey)
- Companies that have no formal process for onboarding experience failure rates in excess of 50% when it comes to retaining new talent. (Egon Zehnder International, Inc.)
- 89% of new hires lack the institutional knowledge required to get up to speed quickly and become effective on the job within their first 90 days. (DDI)
- Only 30% of employees are fully engaged in their job. (Blessing White Engagement Report)
- It is difficult for HR organizations to train their staff, stay current with new practices, and create a culture of business partnership among their HR leaders. (Bersin & Associates)