

How to Turn Virtual Onboarding Into Your **Most Powerful Weapon Against Turnover**

INTRODUCTION

COVID-19 means we're perched on a cliff-edge of plummeting employee retention – and the winners will be those who evolve their onboarding fastest.

Your people are the heart of your workplace, propelling the business onwards and upwards. Every important initiative, priority and project hinges on the employees who power them.

It's no surprise, then, that organizations worldwide continue to grapple with the perpetual issue of employee retention.

- **How do we retain our best people long-term?**
- **How do we avoid the ever-increasing costs of high turnover?**

And more important...

- **How does the organization build and maintain the workforce needed to compete, in an increasingly challenging landscape?**

Retaining your top performers is a major priority – but it's also an increasingly huge challenge, especially in some industries.

And that challenge has never been bigger, in a post-COVID world. If organizations don't take fast action the pandemic risks turning into a retention crisis that'll hurt progress for years to come.

The fact is, turnover rates have been increasing for a decade¹ – and that trend is poised to skyrocket.

Employees leave for a tangle of reasons, and the complexities of every industry and workplace make the turnover problem hard to unravel and address. But one factor has been emerging for years as crucial to keeping your people: onboarding.

And now we're at an inflection point for onboarding.

The pandemic has been a watershed moment – and like any watershed moment, there are opportunities and challenges; risks and rewards; winners and losers.

Keep reading. This guide will shine a light on the winning path, by:

- Delving into the complexities of turnover and examining possible root causes
- Exploring the devastating impact of COVID on retention and engagement
- Laying out a framework to turn onboarding into your biggest retention tool



Research suggests up to 20% of new hires leave in the first 45 days of employment

¹ Nintex, [Definitive guide to America's most broken processes](#), 2018.

ARE YOUR BEST PEOPLE STICKING AROUND?

Voluntary turnover has been increasing for years. And turnover costs have almost doubled in the past decade¹.

2,000,000/year

Voluntary turnover in the US has increased by around 2-million employees annually for the last four years²

42,000,000

In the US alone, 42-million people voluntarily left their jobs in 2019³

Too-high voluntary turnover hurts your organization's bottom line. It's that simple.

It's also bad for business beyond the obvious costs of finding, hiring and training replacement staff.

The total cost of losing an employee ranges from

90% to 200%

of the employee's annual salary⁴

The total cost of losing an employee is estimated to range from

90-200%

of the employee's annual salary⁵

Studies consistently prove high turnover links back to concrete business outcomes, both in the short- and long-term. Ultimately, the most successful businesses hold onto their best people, keeping voluntary turnover low.

And that's even more true today, with COVID intensifying competitive pressure, escalating challenges and increasing risk.

For example, Deloitte say the epidemic will hurt sales volume, cash flow, customer/client service, supply chain management and overall business management. Plus the obvious pressures around organizing remote work and keeping employees safe.⁶

Improving employee retention and getting a handle on organizational churn has never mattered more.

1 Work Institute, [2019 Retention Report](#), 2019.

2 Work Institute, [2019 Retention Report](#), 2020

3 Work Institute, [2019 Retention Report](#), 2020

4 Enboarder, [What is the cost of employee turnover for your business?](#), 2018.

5 Enboarder: [Saying Goodbye: What is the Cost of Employee Turnover for your Business?](#)

6 Deloitte, [How to reduce the pandemic impact on employees: A guide for company leaders](#), 2020.

WHY ARE YOU LOSING GREAT PEOPLE?

While some turnover is a natural and desirable part of a healthy organization, too-high turnover is a red flag. It begs the question: WHY?

To answer that question, you need to look closely at industry trends as well as universal turnover drivers.

78% of voluntary turnover is preventable¹

Are external trends to blame?

Some industries notoriously suffer from higher turnover than others. LinkedIn analysis puts the worldwide average staff turnover rate at 10.9% and identifies several industries battling above average turnover.² For example:

13.2% Technology

13.0% Retail

11.4% Media & entertainment

Within every industry, there are specific turnover drivers that other industries mightn't face. For example:

- **Retail** has a reputation as a high-churn industry. The pay is typically low and small hourly increases can attract job-hoppers. Retail is often seen as a "first job" without longer-term career prospects. Plus managers are typically promoted from sales positions and may not be great people managers, driving employees away.

- **Technology** is a highly competitive industry, with high demand and huge salary increases on offer for in-demand talent who move jobs. This environment typically creates a buoyant job market where the best people are "eager to jump on new opportunities [...] as employers and offers get more competitive".³

- **Media and Entertainment** organizations are often project-based, which can often see staff coming and going as projects start or end. And the pandemic has delayed or derailed many projects across the sector, which is likely to impact employment figures.

Understanding the industry trends you're subject to helps you formulate targeted retention strategies that overcome them. Like, offering tenure-based incentives for retail workers or offering more lateral opportunities.

But overcoming industry-based drivers of turnover isn't the full story.

1 Work Institute, [2020 Retention Report](#), 2020.

2 LinkedIn, [These three industries have the highest talent turnover rates](#), 2018.

3 LinkedIn, [These three industries have the highest talent turnover rates](#), 2018.

Or are internal factors pushing people away?

Once you've analyzed possible industry drivers, it's time to hold up a mirror to your people practices. There are a number of universal factors that drive turnover across every industry, organization and geography.

According to Work Institute, reasons for leaving fall into ten categories:¹

- *Work environment – 6% of turnover*
- *Involuntary – 6% of turnover*
- *Retirement – 6% of turnover*
- *Compensation and Benefits – 9% of turnover*
- *Relocation – 9% of turnover*
- *Well-being – 10% of turnover*
- *Job characteristics – 10% of turnover*
- *Manager behaviour – 12% of turnover*
- *Work-life balance – 12% of turnover*
- *Career development – 20% of turnover*

Three of those reasons are unavoidable (or the best outcome for the situation) – involuntary, retirement and relocation.

Then three raise immediate questions about your hiring practices – work environment, compensation and benefits, and job characteristics.

- Was the employee the right hire initially?
- Was the cultural and environment fit right?
- Did your recruiters manage expectations correctly?
- Are you paying in-line with the market?

But the biggest group of factors relate directly to employee engagement.

- Is your work environment positive?
- Do you look after your people's wellbeing?
- Are your managers effective?
- Do you facilitate work-life balance?
- Do you offer growth opportunities?
- Is the job challenging and fulfilling?

Provided you're doing the functional things right – like not dramatically underpaying people or miscommunicating your roles during recruitment – that means your biggest driver of employee turnover is employee engagement.

Your biggest driver of employee turnover is employee engagement.

¹ Work Institute, [2020 Retention Report](#), 2020.

VIEWING RETENTION THROUGH THE LENS OF ENGAGEMENT

Time and again, research proves engaged employees are more likely to stay with their employer.

24%

In organizations with high employee turnover, **highly engaged business units achieve 24% lower turnover.**¹

59%

In organizations with low employee turnover, **highly engaged business units achieve 59% lower turnover.**²

Why wouldn't they?

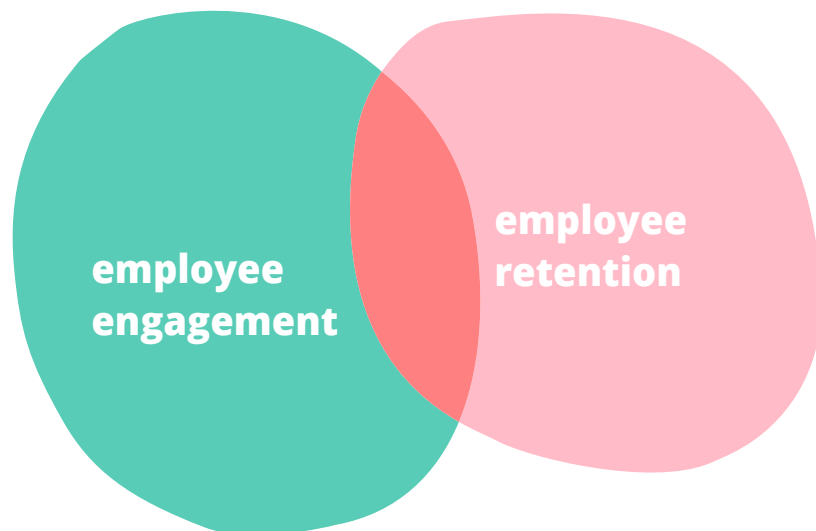
Engaged employees are happy, fulfilled, motivated employees who feel valued, challenged and inspired. That's why engagement doesn't only impact **retention** but also **absenteeism, productivity, shrinkage, safety, customer metrics** and – ultimately – **profitability.**³

"Engaged employees are highly involved in and enthusiastic about their work and workplace. They are psychological 'owners,' drive performance and innovation, and move the organization forward."

Gallup, State of the Global Workplace Report⁴

The problem is, global engagement levels have been abysmal for decades – and despite HR leaders' best efforts, there's been little overall progress.

So what's going on?



1 Gallup: [State of the Global Workplace Report 2017](#)

2 Gallup: [State of the Global Workplace Report 2017](#)

3 Gallup: [State of the Global Workplace Report 2017](#)

4 Gallup: [State of the Global Workplace Report 2017](#)

IT'S SINK OR SWIM FOR ENGAGEMENT

We've been knee-deep in a workplace revolution for the past few years – and now post-COVID we're up to our necks.

Converging trends mean our workplaces are fundamentally changing – and most organizations simply haven't kept up. Trends like:

- Sweeping digitization changing how we work – and how we want and expect to work, with the speed, ease and convenience of consumer experiences.
- Rapid globalization changing how teams collaborate, creating new pressures and the need for new boundaries.
- The snowballing gig economy changing employees' perceptions of work, and their expectations from employers.

“Organizations and institutions have often been slow to adapt to the rapid changes produced by the spread of information technology, the globalization of markets for products and labor, the rise of the gig economy, and younger workers' unique expectations.”

-Gallup's [State of the Global Workplace Report](#)¹

Our workforces have been teetering on the edge of an engagement cliff-edge for years. And that's before you add COVID into the mix.

¹ Gallup, [State of the Global Workplace Report 2017](#), 2017.

IS COVID-19 THE STRAW THAT BROKE THE CAMEL'S BACK?

Through the pandemic, employees have needed support more than ever. Organizations have either shown up – or let them down, in a very noticeable way.

Unfortunately, despite HR working at a million kilometers an hour to adapt, the latter has been common. Our State of EX: COVID Edition report identified a major disconnect between leadership and employees, for example, and a massive increase in employee anxiety.¹

Employees are more burnt-out², under more pressure and battling new challenges in how, when and where they work.

At the same time, the pandemic has driven people across the world to re-evaluate their priorities at unprecedented scale.

“People have had time to reflect, reassess, and recalibrate their priorities in their personal and professional lives during this crisis. [...] This introspection coupled with a “life is too short” spirit is poised to fuel career pivots among people who would never have made such high-risk, high-reward moves before”

Eagle Hill Consulting³

The end result is an engagement crisis – one that’ll become a retention crisis that hurts enterprises for years, if we don’t act fast to reignite engagement.

25%

1/4 of employees plan to leave their organization once the pandemic is over⁴

33%

1/3 of employees with children remote learning at home plan to leave their organization once the pandemic is over⁵

4x

Employees who report burnout are four times more likely to leave their organization after the pandemic is over compared to colleagues who aren’t burnt out⁶

2,000,000

By October 2020, more than 2-million women left the US workforce – leaving the lowest percentage of American women working since 1988.⁷

¹ [Enboarder, State of EX: COVID-19 Impact, 2020](#)

² [Eagle Hill Consulting, Employee burnout on the rise, 2020](#)

³ [Eagle Hill Consulting, The employee turnover tsunami is coming, 2020](#)

⁴ [Eagle Hill Consulting, The employee turnover tsunami is coming, 2020](#)

⁵ [Eagle Hill Consulting, The employee turnover tsunami is coming, 2020](#)

⁶ [Eagle Hill Consulting, The employee turnover tsunami is coming, 2020.](#)

⁷ [The Washington Post, Virtual schooling has largely forced moms, not dads, to quit work. It will hurt the economy for years, 2020.](#)

“These days consumers are seeing technology show up in all walks of their lives, from booking their tickets on planes to self parking Teslas in their garages. They are demanding easier and intuitive experiences using the modern day technologies of cloud, mobile and AI. Technology, if created wisely, can also provide a better platform for diversity and inclusivity in all talent practices.

Technology is now seen as the accelerator for democratizing HR. Cloud-based solutions are asking for simplification of processes, and placing much in the hands of employees and managers. HR tools are now the harbingers of culture change within the company.”

-Rajamma Krishnamurthy, Director HR Technology, Microsoft

Reigniting engagement: what does it take?

All HR leaders should be laser-focused on one major question right now:

What do our employees need, to become and stay engaged with their work?

As the stats from the previous pages show, employees become disengaged for a whole heap of reasons. Engagement can be a difficult knot to untangle – and one negative event can quickly spiral, to change how employees feel about your business.

A million-and-one things could light the disengagement touchpaper. Like:

- A disagreement with colleagues
- An ungrateful client or customer
- A manager being short and snappy
- A manager being busy, distracted or forgetful
- A meeting where ideas aren't heard
- An off-hand comment
- A snippy email
- A forgotten meeting invitation

And that's before you even consider the big stuff, like... missing out on a promotion without explanation. Or feeling you don't have the right skills to do your job. Or endless back-to-back meetings that eat into your productivity and make meeting deadlines impossible.

The point is – you simply can't prevent every single possible negative interaction happening at micro-scale. That's impossible.

So that only leaves one solution: creating a backdrop culture of engagement, respect and inclusion where those negative interactions are a) less likely to happen and b) mean less when they do.

So how do you create that culture of engagement? Well – there's definitely a logical place to start. The beginning.

INCREASING ENGAGEMENT WITH ONBOARDING

38%

Employees who left a job during their first year in 2019¹

In 2019, more than one third of employees left their organization during their first year. And of those, two in three did so in the first six months.

That's testament to an absolutely crucial truth:

You'll struggle to build a culture of engagement unless your employees start off engaged.

We all know the old adage about first impressions. Not only are they hard to undo –but you might never even get the chance, before new hires leave for a competitor. Plus, early turnover costs you most, because you recoup near-none of your recruitment investment. Lose, lose.

What do we mean by onboarding?

Onboarding has evolved far beyond functional orientation. Onboarding helps new recruits get acquainted with their new organization, adjust to all aspects of their new role and reinforce their decision to join.

It propels them beyond “newbie” status to become a productive employee who understands the organization's purpose and their role and can form strong workplace bonds.

In other words, onboarding is a fundamental mechanism to build engagement from day one. Your onboarding experience will shape the employee's entire experience with your organization; it's the foundational building block of your culture.

And right now, thanks to COVID, we're at an inflection point. That's a huge opportunity, if you seize it. Or a huge risk, if you let it pass you by.

78% of organizations investing in onboarding reported increases in revenue in their last fiscal year, 64% saw positive gains across their organizational KPIs, and 54% saw significant gains in employee engagement²

¹ [Work Institute, 2020 Retention Report, 2020](#)

² [Training Magazine, New hire onboarding as a driver of employee engagement, 2014.](#)

A WATERSHED MOMENT FOR EMPLOYEE ONBOARDING

On page 8, we talked about how the pandemic has caused some of the last decade's most powerful workplace trends to accelerate. One of the biggest fallouts is likely to be the shift towards remote working, at least in some capacity.

“COVID-19 may prove to be a major tipping point for the digital transformation of the workplace. It looks near impossible to put that digital genie back in the bottle, once the health emergency is over”

Dr. Maria Mexi, Digital labor specialist¹

Long-term, that'll likely be a fantastic thing for engagement – flexibility has been a major driver of engagement for years².

But in the shorter-term, it's placing huge pressure on businesses to evolve their working practices. That's far from exclusive to onboarding but it definitely prompts major questions about your new hire processes:

- How do we ensure remote employees have the same early experience as in-person employees?
- How do we recreate our offline onboarding processes digitally? Is 'recreate' even the right approach?
- How do we onboard partially remote employees? Or mixed intake groups with both remote and non-remote employees?

- How do we upskill existing employees to buy-into and collaborate with this new-look onboarding process?
- How do we meet employees' new support needs – for example, with setting better work-life boundaries, coping with long COVID, or bereavement?

Plus, at the same time, COVID has shifted focus onto employee engagement in a powerful way. A myriad of worrying statistics mean business leaders are especially, sometimes newly, aware of the employee experience.

And we've seen a dramatic uptick in the organizations seeking to invest in onboarding, as onboarding maturity grows and COVID thrusts everyone into this new digital world.

Back in 2018, two in five organizations were using a dedicated onboarding technology platform, with another 18% planning to invest in the following 12-months³.

We were on the brink of an experience-driven onboarding explosion even before COVID. Now the train has well and truly left the station.

The upshot is, the bar is being raised. As enterprises everywhere race to adapt, it's becoming less of an opportunity gap for acting now and more of a major risk if you do nothing.

So let's look at what you could be doing.

¹ [Social Europe, The future of work in the post-COVID-19 digital era, 2020.](#)

² [Enboarder, Beyond COVID-19: What will the future of work look like?, 2020.](#)

³ [Brandon Hall Group, The impact of strategic onboarding, 2018.](#)

WHAT SHOULD ONBOARDING LOOK LIKE IN 2021?

Our Experience-Driven Onboarding model builds on Dr. Talya Bauer's classic Four C's model¹, which suggests onboarding has four major building blocks:

Compliance

Issuing forms, contracts, health and safety, legal information. The most basic level of onboarding.

Clarification

Ensuring new hires clearly understand their job and expectations.

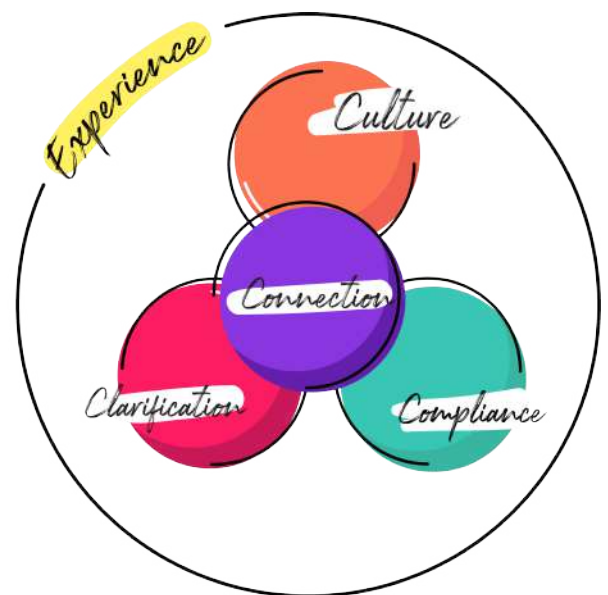
Culture

Communicating your organizational norms. Your politics, goals and unique language.

Connection

Helping new hires build strong interpersonal relationships and friendships at work.

Experience-Driven Onboarding goes several steps further, putting human connection at its core and using experience as a delivery mechanism to scale impact.



In practice, there are four major pillars of Experience-Driven Onboarding (and they stand whether you're onboarding virtually, in-person or a combination of both).

¹ SHRM, [Onboarding new employees: Maximising success, 2010.](#)

Four Pillars of Experience-Driven Onboarding

1 – Revisit your basic onboarding logistics

90%

Recent new hires that had an issue with IT during virtual onboarding¹

You might've been doing a great job with the logistical info pre-COVID – but the shift to virtual means revisiting your processes.

How will you get new hires' the right equipment if they're working virtually? How will you equip them with the right security training to use that technology with confidence virtually? Who will they contact if there's a problem, and how?

Companies that use preboarding retain 81% of their first-year hires².

Preboarding is the time between the new hire accepting the job and their first day on the job. Preboarding is the perfect time to get some of the paperwork out of the way, so you can fill the first day with energy and fun.

It's also a chance to capture the excitement and enthusiasm your new starters are feeling about being offered a new role.

Preboarding can be about more than forms and paperwork. Why not invite your new hire to lunch before they even start? Or send them some organization-branded gifts to create a sense of belonging before they start?

2 – Educate and engage managers

70%

Managers account for 70% of variance in employee engagement scores³

Getting your managers on-board with better onboarding is make-or-break. But a recent study of 350 organizations found 57% of HR leaders believe managers lack the time and bandwidth to support, implement and improve the onboarding process⁴.

Increasing the rating of a supervisor from "very good" to "excellent" doubles the odds the employee will report intent to stay with the organization long-term⁵.

¹ [Pepperdine University, Assessing best-practices for the virtual onboarding of new hires, 2020](#)

² [Aberdeen Group, Perfecting the Onboarding Funnel, 2016](#)

³ [Gallup, Why great managers are so rare, 2016](#)

⁴ [HCL and Kronos, New hire momentum: driving the onboarding experience, 2018](#)

⁵ [Work Institute, 2020 Retention Report, 2020.](#)

That must change. For example:

- Educate managers on the organization-wide impact of onboarding
- Incorporate onboarding performance into their KPIs
- Collaborate with them as you develop, implement and review onboarding
- Get a buddy involved to share the burden for onboarding
- Use technology to automate mundane processes and create more time
- Re-train managers on the virtual onboarding experience

3 – Empower new hires to build connection

20%

Number of US employees that say they've got a best friend at work⁶

Only **20%** of US employees say they've got a best friend at work⁷. Increase that to **60%**, and businesses enjoy:

- **36%** fewer safety incidents
- **7%** more engaged customers
- **12%** higher profit

Empowering new hires to build connection should be one of onboarding's major priorities – especially since the shift to remote work has made connecting harder.

Things to consider:

- Introduce a buddy program
- Remind managers to introduce new hires to colleagues early
- Have team members reach out to new hires and introduce themselves
- Set up virtual coffee meetings/lunch and learn sessions
- Boost your team and company social calendar, both virtual and in-person
- Issue pre-boarding questionnaires to understand new hires' interests
- Make pertinent introductions to appropriate
 - social and employee groups
 - Plan for virtual icebreakers and/or virtual games
- that involve everyone

4 – Revisit your processes through the lens of empathy

“For more than 100 years, work has been a contract between employee and employer. But it's always been a rough fit because employees don't experience work as a contract. They experience work as a relationship”

Sarah Fern, Director of People for EMEA, Saba Software⁸

⁶ Gallup, [Why great managers are so rare, 2016.](#)

⁷ Gallup, [Why We Need Best Friends at Work, 2018.](#)

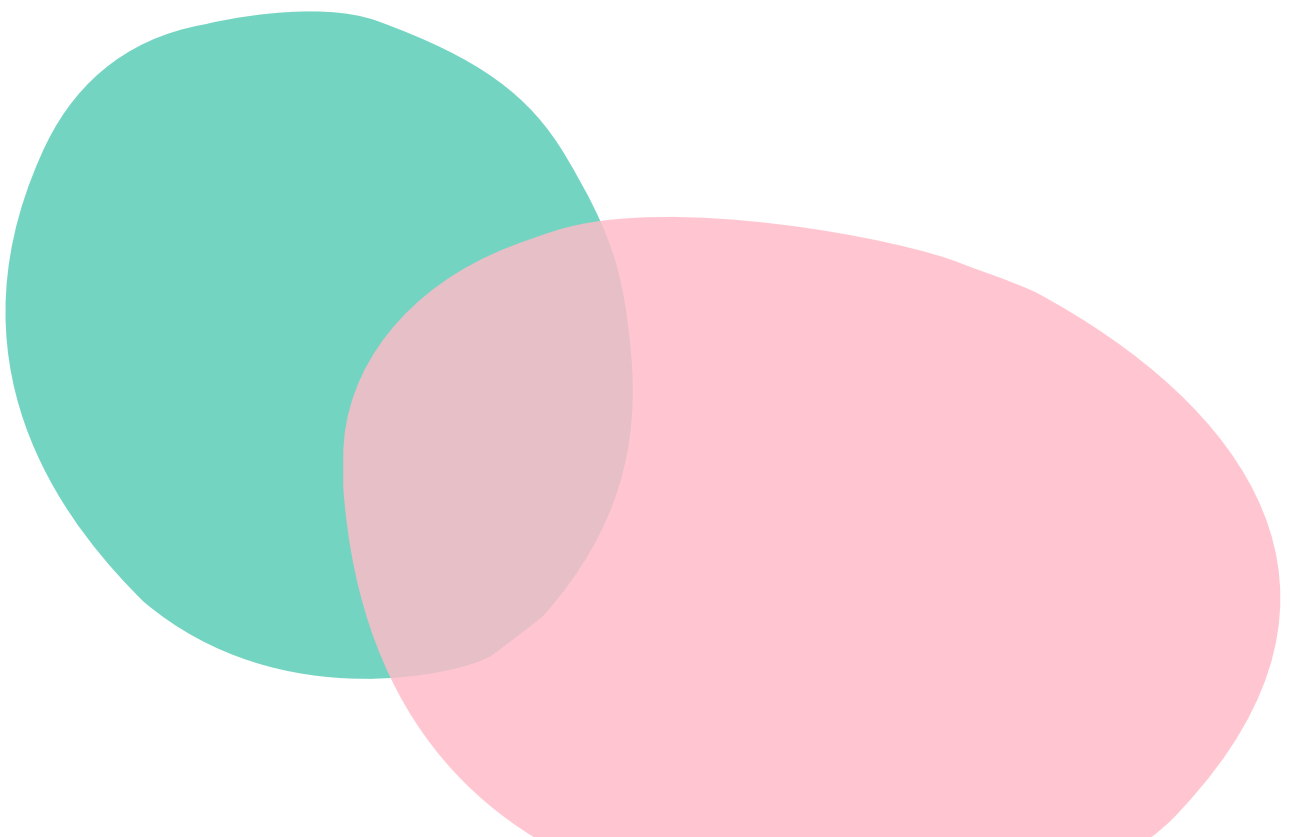
⁸ The HR Director, [Skills that matter now are empathy and human connection, 2020.](#)

Empathy is the heart of Experience-Driven Onboarding. Designing an empathetic process means:

- **Understanding new hires' needs** and designing an onboarding process that's sensitive to their experiences.
- **Recognizing new hires' challenges** and providing resources and support tailored to overcome them (without being overwhelming).
- **Predicting new hires' fears** and allaying them.
- **Appreciating new hires' priorities** and catering to them.
- **Considering managers' pressures, perspectives and priorities** and making being a great manager easier, with coaching and nudges.

However good you feel your onboarding is, post-COVID means going back to the drawing board. Ask questions like:

- How is the new hire experience different now?
- What different pressures and challenges do new hires have?
- How can we create a cohesive experience virtually?
- How can we set expectations around our process?
- What might new hires' struggle with, without in-person support?
- What context might new hires lack, when they only work remotely?



ONBOARDING ESSENTIALS

Are you asking all the right questions about virtual onboarding?

Remember, a truly Experience-Driven Onboarding program will also look at things from an employee’s perspective.

	Manager’s POV	Employee’s POV
Offer	Is all the paperwork in order? How can we get this new employee up to speed as quickly as possible?	Is this the right job and company for me? Did the letter and contract arrive as expected?
2 weeks before start date	Will everything be ready for the new hire’s first day? Business cards, paperwork, workspace, parking, tools... can this all be organized with minimum fuss? Does the new hire know about all the workplace rules and regulations?	I’m starting to feel a little nervous. I wonder what my new job will really involve? I wonder what my new manager and co-workers are really like?
1 week before start date	Is the start date confirmed? Are the tools, tech and timelines in place for the first few weeks? Have you sent a welcome email or call with first day agenda?	I wonder what will happen on the first day?
Day 1	Did we get all the basics done? Have we made a good impression? Does the new hire have all the right resources (technology, building, contacts, desk)?	Will I get a warm welcome? How will I meet my new team?
Week 1 to 30 days	Is the paperwork complete? Is everyone, especially the manager, engaged in the onboarding process?	Do I understand what’s expected of me and what the role involves? Do I know who to talk to if there’s an issue? Does my supervisor care about me?
30 days to 60 days	Is the new hire settling in okay? Are there still teething issues that need to be addressed?	Am I starting to actively contribute to the team and business? Do I know where to go with any unresolved issues?
30 days to 60 days	Is the new hire starting to contribute to the organization’s overall mission?	How can I do better in my job? How can I make this role mine? Do I have a work bestie?
30 days to 60 days	Is the new hire now an engaged and productive employee? Have we discussed performance, career goals and opportunities?	Am I doing what I do best every day? Do I love my job? Can I see myself here for another year, 2 years and beyond? Can I keep learning and growing?

MOVING TO ACTION: BETTER ONBOARDING ISN'T INSURMOUNTABLE

The truth is, many organizations continue to struggle with onboarding – so maybe the picture we're painting here feels insurmountable.

It really isn't, even at global scale, with onboarding technology to optimize and streamline. And the pandemic-driven shift to remote work means galvanizing executive support is easier than it's ever been.

Of course, better onboarding is a journey and it doesn't happen overnight. But the pandemic has radically redefined our ideas around what's possible, when.

What you've got here is a framework for change – one that drives real impact against your most important people metrics: **engagement, retention and productivity.**

Now the only question is, are you ready?

How Vodafone used COVID as the catalyst for lasting change

Pre-COVID

Pre-COVID, Vodafone's onboarding was a one-day in-person induction in their physical offices.

They were doing plenty right – like involving people across the business, facilitating networking and sharing their purpose, values and strategy. But they knew they could do more.

They wanted to expand and enhance onboarding, to create more excitement among new starters and better support managers.

Their current process involved so many different stakeholders, it was beginning to feel fragmented. And creating connection and cementing culture were two of Vodafone's main priorities, to make sure remote onboarding didn't feel remote.

COVID was the catalyst for transforming their onboarding.

Now

Vodafone used Enboarder to completely revamp their onboarding process, extending onboarding into a comprehensive journey starting from 28-days before Day 1 and continuing for 90-days.

They:

- **Broke onboarding into digestible chunks**, like introducing a series of leadership-led webinars instead of induction-day speaking slots (which leaders loved, as the flexibility worked better with busy schedules).
- **Created tailored onboarding journeys for different new hires** – like graduates, who needed longer-term support for job rotations, and people managers, who needed guidance around managing remotely.
- **Used Enboarder's workflows to create a buddy system**, and integrated Jamboard to create digital communities where new starters could connect (and eat biscuits from their mailed-out goodie bags...)
- **Personalized their onboarding** by empowering new starters to self-serve more info about topics that interested them, and tailor future content to be relevant.
- **Embedded regular surveys and check-ins** to understand how onboarding could evolve. (Enboarder makes adding or changing onboarding journeys super simple).

Now Vodafone have happier new starters, happier line managers and happier senior leaders – with a digital-first onboarding journey that better reflects their forward-thinking brand and business.

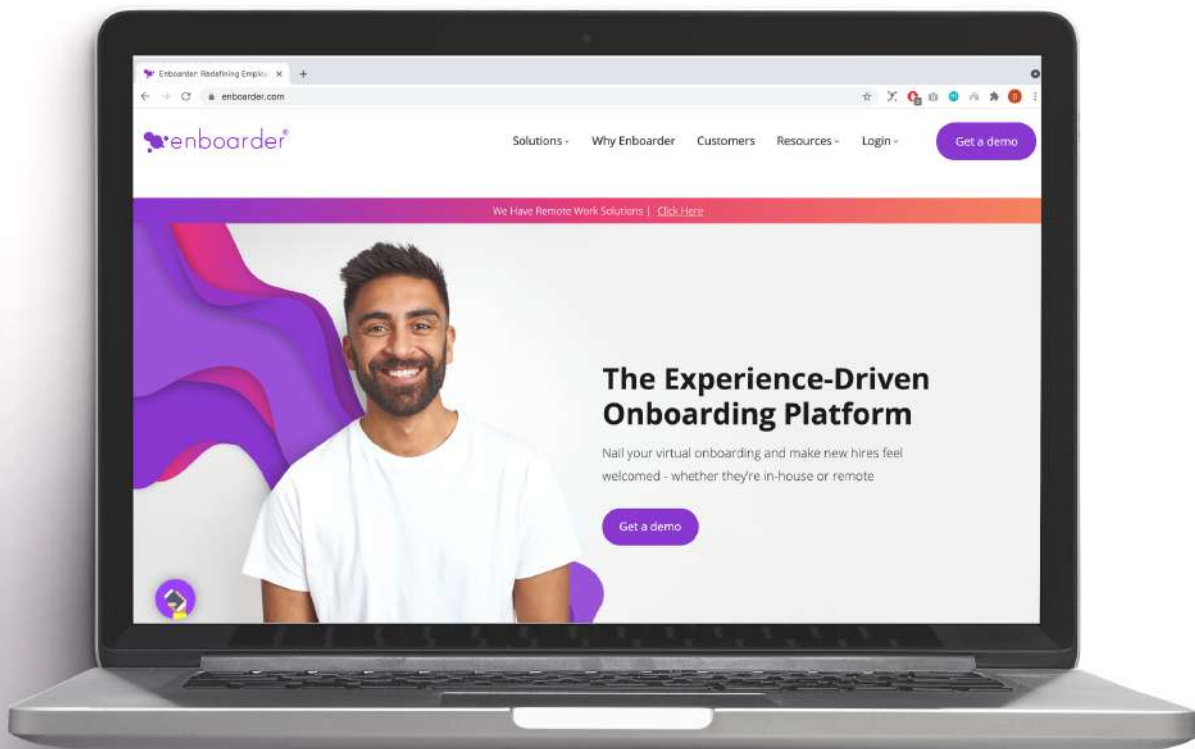
ABOUT ENBOARDER

Our mission is to empower every organization to put experience first – whether you're onboarding virtually, in-person or a combination of both.

Book a demo now to explore how our Experience-Driven Onboarding platform can help you turn onboarding into your most powerful retention tool.

Let's get cracking!

Visit www.enboarder.com to get a demo.





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