

# ONBOARDING

Give new hires the information they need to succeed.

The onboarding process for new employees can be tedious and confusing to workers who are eager to begin contributing. REFFIND can streamline the process and deliver a better first impression to new hires by providing a fast, simple and fun way for them to get up to speed in their new role.

## Why Use REFFIND for Onboarding

Videos are a powerful tool for bringing content to life and engaging viewers.

With REFFIND, you can create a library of new hire training videos with tutorials and best practices for every role across the company. You can introduce your company culture through executive video presentations.

Most new hires spend their first days and weeks awash in details. Product demos, job responsibilities, benefits options, team introductions, executive welcomes, company policies, and more. It's an overwhelming amount of information, and most new hires won't remember much more than the basics.

## Three reasons why using video for Onboarding makes sense

Improve the consistency of your onboarding initiatives.

For businesses with multiple offices around the world, it's important to ensure that company culture and policies are communicated in a consistent way.

Including video in your onboarding program ensures that this need is met. With video, your HR and employee development teams can ensure that every new hire hears the same welcome messages, learns essential skills and processes the same way, and starts off on the right foot, every time.

## Personalize the onboarding experience.

A new employee's onboarding needs quickly become more personalized. Job-specific training and team-specific policies take greater precedence, enabling new hires to get productive and contribute within their organizations.

With video, you can develop an onboarding program customized to the needs of individual organizations and job roles. Personalized video playlists provide a learning path that new recruits can follow over their first few months, and microlearning videos make it easy for employees to consume information in bite-sized chunks.

## Reduce the cost of onboarding.

Getting new employees up to speed can cost up to 30 percent of their annual salary. Of course, there's good reason for that investment, as effective onboarding programs help prevent early turnover for as many as 1 in 4 new hires.

With REFFIND, you can build an onboarding program that scales cost-effectively. Record new hire training once and eliminate the need for managers, subject matter experts, and trainers to spend additional time repeating basic information. New hires can then watch those recordings right from their smartphone, reducing travel and logistics costs of on-site training.

## How Burger Project have overcome the challenge of continuously educating a young mobile workforce

Burger Project sought a reliable mobile education platform that will be available to employees at any time, from any location. To maximise participation, it was important that the process be fun, innovative, and engaging.

REFFIND replaces time-consuming and costly traditional forms of training by delivering the ability to send content such as short video clips to mobile employees. For instance, it can convey a video message from the CEO, send timely messages on changes to company policies or compliance requirements and deliver new product training. Content can be delivered as a single card or chained together into a course of cards.

Burger Project's staff will be able to conduct all of their initial training on their smartphone. A follow-up survey will ensure they have understood the content and, if they ever need a

refresher, they can easily access the training content. Information about new products or processes will also be communicated to all staff across the chain, regardless of their working hours.