



30 · 60 · 90 and

BEYOND

Transforming Onboarding into a
Culture of Continuous Learning



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Today's conversation

- 1** How to incorporate learning in the flow of work to maximize learning outcomes – from Day 1 to beyond
- 2** Practical ways to measure business outcomes tied to learning experiences



Studies have shown

69%



of employees are more likely to stay with a company for more than three years if they have been provided with a very good onboarding experience. *

Audience Poll

Think back to your own onboarding experience—what would have made the biggest difference in helping you feel truly supported and engaged?

A: Continued learning opportunities beyond the first weeks

B: Regular check-ins and mentorship from leadership

C: More information about company-wide topics

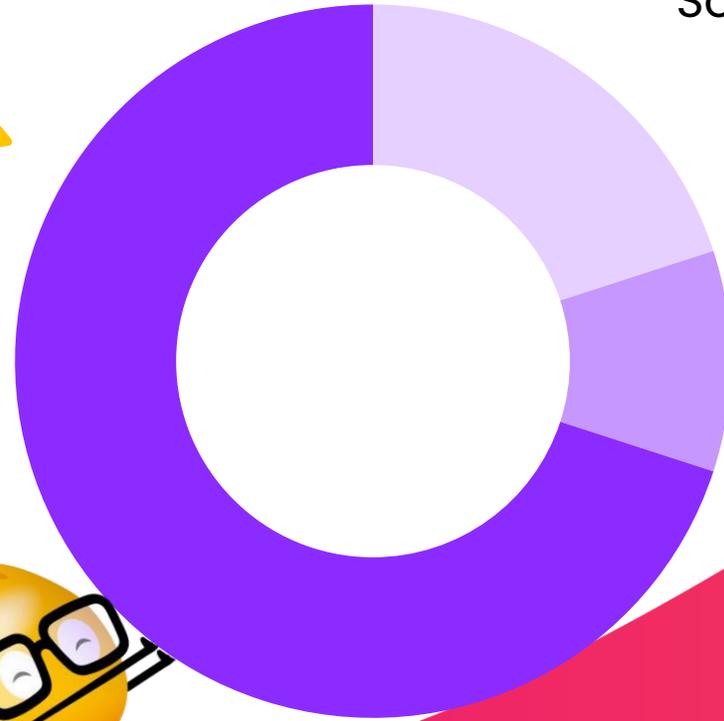
D: More role specific training

Where learning occurs

70%
On-the-job
Experience

20%
Social Learning

10%
Formal Learning



Onboarding timeline

30 DAYS

On the job: Review strategy, process, budget, and goals of relevant project(s) with new employee.

On the job: Have new employee shadow a teammate.

Formal: Assign new employee compliance and HR courses (policies, benefits, culture).

Formal: Assign new employee relevant product or service trainings.

Formal: Have a 30-day check-in for employee onboarding feedback

Social: Introduce new employee to their onboarding buddy and team members.

60 DAYS

On the job: Gather employee feedback on current systems/processes relevant to their role.

On the job: Work with employee to determine "Quick Win" project and determine KPIs for the project.

Formal: Continue discussion of long-term growth and professional development goals.

Social: Ask employee to present a high-level overview of "quick win" project to the team.

Social: Have a 60-day check-in where employee provides feedback on the onboarding process.

90 DAYS

On the job: Transfer ownership of all role-related deliverables and frameworks to employee.

Formal: Continue to focus on having the employee learn more about your company's customers, product, team, and industry.

Social: Have a 90-day check-in where employee can discuss their progress toward professional development goals and give feedback on the onboarding process.

BEYOND 90 DAYS

On the job: Job shadowing allows individuals to watch experienced employees in action. This helps bridge the gap between theory and practice.

Formal: Incorporate Microlearning modules to build new skills. Rather than overwhelming employees with lengthy training sessions, L&D professionals can introduce bite-sized, easily digestible learning segments over time.

Social: Mentorship and peer support provides employees with a go-to person for guidance. This approach facilitates relationship-building and helps all employees navigate their roles more confidently.

Social: Create opportunities for ongoing social integration. Company culture is learned over time, so encouraging participation in team events, social gatherings, or employee resource groups helps employees build meaningful connections and fosters a sense of belonging.

Building the right learning ecosystem for a better employee experience





Implementing Just in Time Learning

1. Anticipate Learners' Needs
2. Stick with the Necessities
3. Reduce Cognitive Load to Support Problem-Solving
4. Design with Accessibility in Mind

Formats for microlearning



Video Clips



Interactive Simulations



Infographics



Print-Based Materials



Podcasts



eLearning Modules

Measuring business outcomes in L&D

Performance Appraisals



Managers assess changes in employees' productivity or application of skills.

Key Performance Indicators



Metrics directly tied to the individual's role or department goals.

Real-Time Feedback



Collecting feedback shortly after training helps monitor immediate job performance impact.





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