SHRMLabs

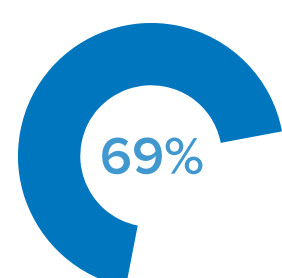## Onboarding at Startups—It Matters!
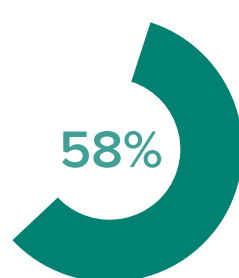*Tips to implement an effective onboarding process in your start up*
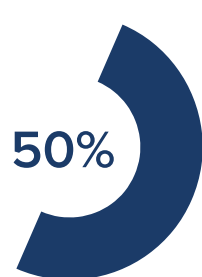
The numbers tell a story

69% — **69 percent** of employees are more likely to stay with a company for three years if they experienced great onboarding.

58% — New employees who went through a structured onboarding program were **58 percent** more likely to be with the organization after three years.

50% — Organizations with a standard onboarding process experience **50 percent** greater new-hire productivity.

Tell your Startup's Story

- Who are you?
- Why does your organization exist?
- What does your startup do and how does it operate?

> *Include your organization's structure, vision, mission and values*

What else?

- Clarification. Ensure new employees understand their new role along with the duties and expectations.
- Culture. Focus on exposing new hires to your organizational values and norms.
- Connection. Connect new hires to colleagues and information networks. Consider assigning a mentor or work buddy.

Onboard—It's Worth It!

Additional Tools and Samples

Checklist for Developing Onboarding/New Hire Practices

New Hire Orientation Checklist

New-Hire Orientation Process

Your active SHRM membership provides you access to the above tools and samples, along with additional key tools and resources to support your day-to-day role as we continue to make better workplaces for a better world. Stay connected to a community of 300,000+ HR and business leaders across the globe. **Become a SHRM member**, if you aren't already.

About SHRMLabs

As leaders of all things work, we are uniquely positioned to identify needs and find solutions. We are bridging the gap between HR and tech to solve our most pressing workplace challenges. We are inspiring innovation to create better workplaces.

SHRMLabs is the vehicle that supports workplace tech startups, investors, HR professionals and business leaders.

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