

## Project Title

# Onboarding Optimization: Enhancing New Hire Experience through Structured Learning

Analysis	Design	Development	Implementation	Evaluation
<p>Retention issues, lack of structured training, inconsistent new hire experience.</p> <p>Gather feedback from recent hires, managers, and HR on pain points.</p> <p>Define key learning objectives aligned with business goals.</p>	<p>Develop a structured onboarding program with clear milestones.</p> <p>Create interactive training content, mentorship opportunities, and self-paced modules.</p> <p>Outline assessment methods to measure effectiveness (knowledge checks, surveys).</p>	<p>Build training materials (e-learning modules, onboarding guides, job aids).</p> <p>Integrate content into an LMS or onboarding platform.</p> <p>Develop communication strategies to engage new hires effectively.</p>	<p>Roll out the new onboarding process to a pilot group.</p> <p>Train managers and HR partners on delivering the program.</p> <p>Provide support channels for new hires (coaching, Q&amp;A sessions).</p>	<p>Assess effectiveness using Level 1-4 Kirkpatrick Model (reaction, learning, behavior, results).</p> <p>Collect feedback from new hires and stakeholders to refine the program.</p> <p>Adjust training content and delivery methods based on insights.</p>