



TRIBOARDING

Enabling a complete lifecycle of employee engagement.



WHAT IS TRIBOARDING?

If you want better employee engagement you better engage your employees throughout the entire employee lifecycle.

Triboarding provides a strategy and framework for intentional programs and activities designed to engage employees throughout every milestone in their careers.

- **Onboarding** - engage them starting day one.
- **Reboarding** - intentional focus on engaging and re-recruiting employees every day.
- **Transboarding** - enabling more efficient and effect employee transitions.

WHY TRIBOARD?

- For the last 20 years, employee engagement remains between 30-40%.
- The cost of employee disengagement is estimated to be between 450-500 billion dollars annually.
- Break the cycle of conducting employee engagement surveys that lead to no action.

A different strategy and approach is needed.

THE LIFECYCLE



ONBOARDING

Effective Onboarding (not new hire orientation) can improve employee retention by as much as 82% and increase productivity by 70%.

How we can help.

- Assess current onboarding activities
- Develop a future onboarding vision
- Partner to implement a dynamic and engaging experience
- Measure ongoing onboarding program impact

REBOARDING



Disengaged or under-engaged employees cost US organizations between \$450 - 500 billion dollars per year and companies with highly engaged employees are 21% more profitable.

How we can help.

- Baseline and QuickView™ employee pulse surveys
- Team engagement development
- Individual Lead Where You Are training
- Leader support advising and training



TRANSBOARDING

Enhancing talent transitions and mobility strategies will reduce time to productivity, reduce turnover, improve overall employee engagement, and capture job knowledge.

How we can help.

- Assess current talent mobility plans and strategies
- Provide individual and team talent assessment instruments
- Facilitate high potential development
- Measure transition effectiveness



**HOW CAN WE HELP
ENABLE YOUR ENGAGEMENT?**

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