Objective

PROCESS DISCOVERY

HR On-Boarding and Off-Boarding

Bringing industry leading intellectual property and metrics based on industry research and real-world examples, we will benchmark your existing processes, and provide you with a business case-ready understanding of the benefits to be gained by automating your human resources on-boarding, probation, and off-boarding processes.

HIGHLIGHTS

Quantify the costs of your as-is process

Compare your process against industry benchmarks

Build a business case for change and improvement

BUSINESS BENEFITS

Reduced process time

Reduced errors

Avoid bottlenecks

Improved staff retention and engagement

Increased productivity for new starters

Reduced risk when undertaking probation and off-boarding employees

THE BUSINESS CHALLENGE

Do you have a view of how well you are managing the on-boarding, probation, and off-boarding of employees? Do you have access to industry benchmarks and real world examples, to measure the efficiency of your processes? In our experience, organisations find it difficult to quantify both the cost of their current process, and the potential gains to be made through process automation.

Through both industry research and collaboration with our customers, Objective can help you understand the current cost of your human resources processes, and where you might stand to benefit through automating those processes.

PROCESS DISCOVERY WORKSHOP

Objective will facilitate a collaborative and interactive discovery session, which will identify and quantify your business challenges around HR on-boarding and off-boarding. The information and metrics obtained during the workshop will be used to produce a business-case ready report, which will quantify the potential ROI for your business.

WHY SHOULD WE PARTICIPATE?

Improving and streamlining business processes within an organisation leads to increased value and decreased costs. We work with you to understand:

- Whether you can increase efficiency by automating your on-boarding, probation, and off-boarding process

- How you compare with industry benchmarks and SLAs

- How you might improve productivity, employee turnover, staff engagement, and accountability across your HR processes

- How you might reduce the risk associated with off-boarding an employee

The report delivered as a result of the workshop provides a benchmark of your current process and its metrics. This information can then be used following implementation of a solution, as the baseline against which to measure and quantify improvements achieved.

WHAT'S INVOLVED IN THE DISCOVERY WORKSHOP FOR CORRESPONDENCE

Leverage the wealth of Objective experience

The workshop is run by Objective Senior and Principal Consultants who have in-depth experience in designing and implementing HR on-boarding and off-boarding solutions for our clients.

Preparation

Prior to the workshop you will receive a questionnaire, which aims to uncover details about the process.

Workshop sponsor

The workshop is sponsored by a senior executive or manager who is ultimately accountable for the processes in question. They will be the recipient of the report and can enact the changes to progress.

Who should attend?

The workshop participants are responsible for and have a key role in the process. For HR processes these are typically:

- Information manager

- Human Resources manager

- Human Resources staff involved in on-boarding, probation, and off-boarding

- IT manager

- Line managers and department representatives who are regularly involved in on-boarding and off-boarding employees, and are familiar with the requirements for successful fulfilment of these processes. For a large organisation, a range of representatives from various business units is recommended.

How long does it take?

We send you a pre-workshop questionnaire to be completed by each participant, which takes 10-15 minutes to complete.

The workshop is a 2-3 hour discovery session in which we will work with you and your team to understand how well the process is operating at your organisation, what you are doing well, and what could be improved.

What do you get from participation?

The outcome of the workshop is a report outlining how you compare against a number of benchmarks, and the potential benefits. This will contain:

- A business case ready value proposition highlighting the benefits gained from implementing a robust HR on-boarding and off-boarding solution

- A persuasive argument to help you gain support for the initiative

- The insights into your business to help you realise the efficiency gains and to be able to report this back to your stakeholders

What does the service cost?

Because we are focused on our customers achieving increased value from Objective solutions, Objective is pleased to offer the service free of charge.

What are the next steps?

Book a workshop at **www.objective.com/process-governance-workshop** or contact your Objective Account Manager, Practice Leader, or Business Consultant today.

ABOUT OBJECTIVE

Objective Corporation (ASX:OCL) creates information and process governance solutions that are effortless to use and enable organisations to confidently advance their own digital transformation.

Designed for regulated industries, these solutions turn the imperative of compliance, accountability and governance into an opportunity to streamline business processes and deliver the innovative services that customers expect.

With a heritage in Enterprise Content Management (ECM), Objective's expanded solutions extend governance across the spectrum of the modern workplace; underpinning information, processes and collaborative work-spaces.

Through a brilliant user experience, people access the information they need to progress processes from wherever they choose to work.

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