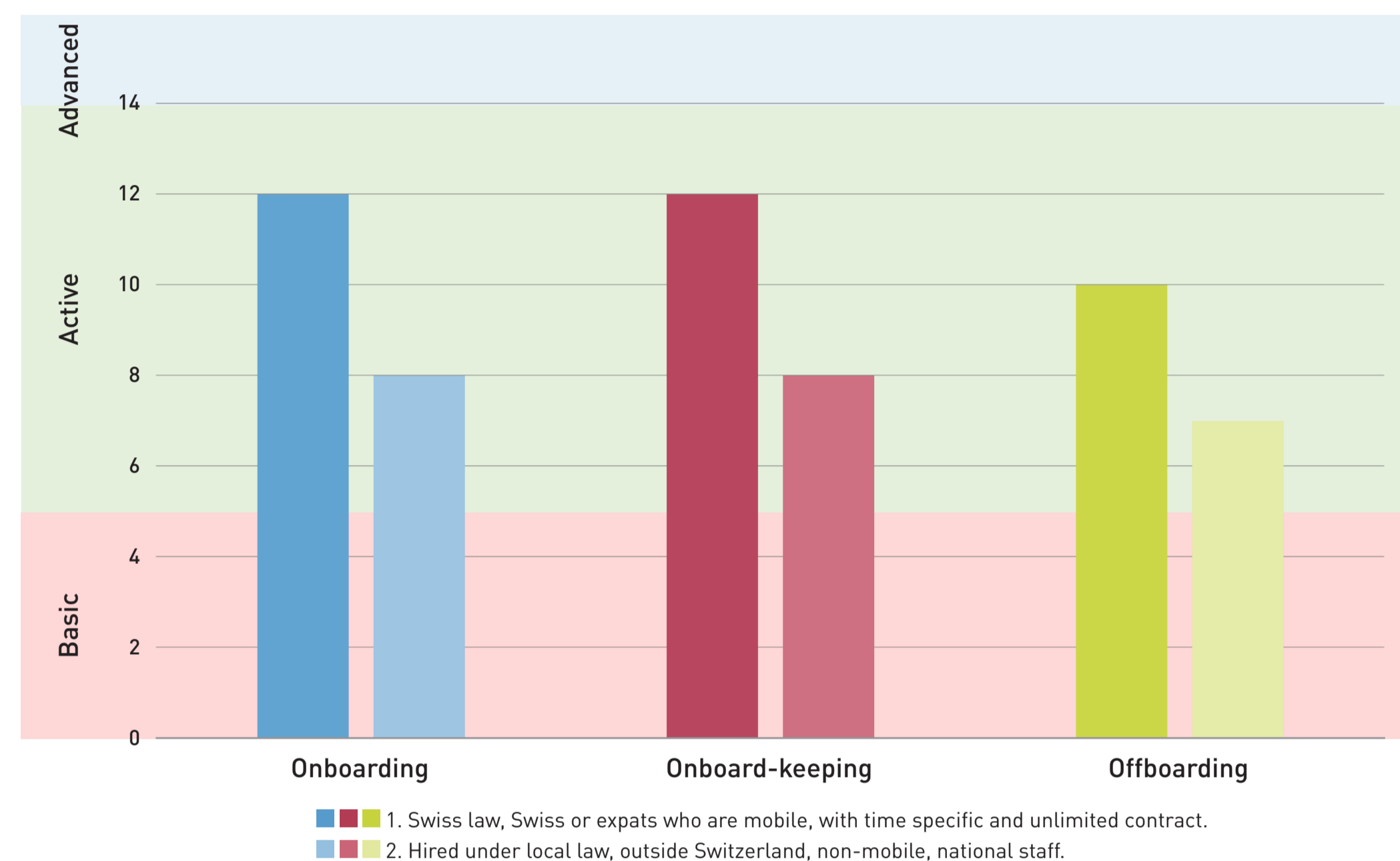


At a glance:

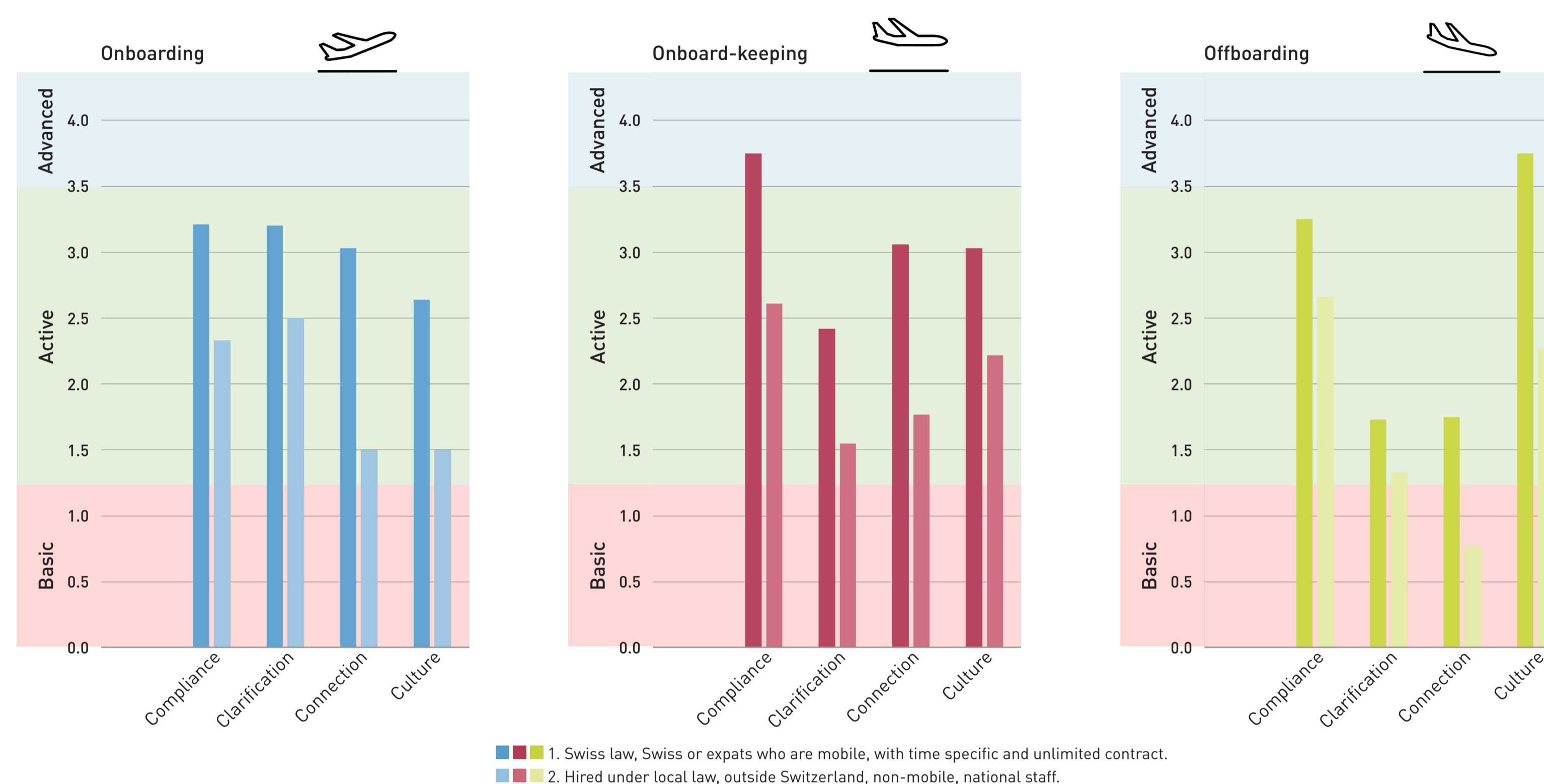
Members' engagement with onboarding, onboard-keeping and offboarding

These are the average scores how members implement onboarding, onboard-keeping and offboarding activities. These practices are classified into four types (4 C's): Compliance, Clarification, Connection and Culture. You can find more details in the study.

Average scores across phases



Average scores for each phase and type of practice



Main findings of the study:

- More practices for staff hired under Swiss law (Swiss or expats) than for staff hired under local law.
- More practices during onboarding and onboard-keeping, less during offboarding phase.
- Larger organisations have more formal, defined processes.
- Smaller organisations have more staff involvement in policy development.

'Every second week we have a lunch meeting with a thematic input.'

'We take the time for a parting apero as sign of appreciation for the departing employee.'

'We provide fruit and standing desks to all our employees.'

'We regularly organise something called „midi sandwich“ to inform our support staff about the projects we are working on.'

'We reinvented our introduction day – no more powerpoints but things to touch, 3D-models to remember.'