

Foundations of a Life Time Relations through First 101 Days

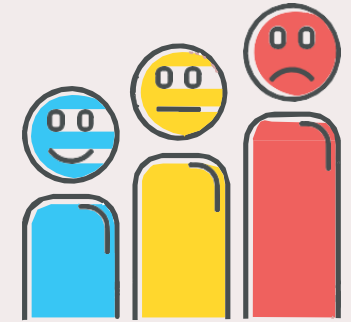
Energetic + Socialise + Productive

First 101 Days (1 - 51 - 101 Pulse Study & satisfaction trends) is a SaaS based model, captures the sentiment levels across the onboarding Process (-7 days from the date of joining to 101 days of post joining) in an easy going method and flags the heat wave for proactive action plan.



CURRENT STATE

➤ The Standard Reactions



“I was pampered so much on day 1 and there after it has been a rude surprise & shock, to observe such a diverse and different state of emotions towards me’

“Why was there a simple, ineffective feedback mechanism on day 1, when I hardly knew the organisation’

“As HRBP how do you expect me to remember these dates of day 1, day 51, day 101 for each of the new employee and seek feedback from them’

“How do we collate feedback across organisation from new employees post 101 days when they have already got assimilated across functions and geographies”



CHALLENGES



- ▶ Lack of resources in the current HRBP / Shared Services / Onboarding teams to collate feedback across the lifecycle and make inferences from them
- ▶ Long list of irrelevant questions act as deterrent for many employees / associates who shy away from participating in those studies.
- ▶ Lack of consistent questions across the lifecycle to measure the trend or emotional map and thereby make inference
- ▶ Strategic decision making by managements need to be done based on data that doesn't reflect the pulse of the employees as of "now"



▶ The essence of First 101 Days is to capture the emotions on the following 3 dimensions across the lifecycle

▶ **Energetic** : Capture the energy levels across the various milestones and alert if a 'dip' is noticed. More than often, in the initial days the default setting is high and then the trend can go any ways

▶ **Socialise** : Socialisation or Assimilation into new culture is the key for employee to look for a long term relationship. Capturing the understanding of new culture and building comfort with it is key to measurement for reduction in infant morality

▶ **Productive** : Race to Productivity is key between an Average Hire and Good Hire. Measuring the employee readiness to contribute to his / her fullest is key to good hiring and induction



First 101 Days



➤ The Key (SoB) Analysis

- ▶ Strength of Bond (SoB) Analysis checks for the Employee sentiment across the onboarding lifecycle on a set of consistent questions / parameters
- ▶ The Five Key Questions are spread across from gouging his / her Self belief to coming across as a Brand Ambassador thereby advocating. Some of the Sample Key Questions / Parameters are as follows :
 - I am feeling welcome here
 - My experience of the organization has matched my expectations
 - Overall, I am satisfied with the onboarding experience



➤ The Day 01 Analysis

The Day 01 Analysis is triggered after 24 Hours of Joining and the Questions / Parameters on the following dimensions :

- Recruitment Sales Story and Actual Experience (Match / Mismatch)
- Experience of EVP

➤ The Day 51 Analysis

Questions / Parameters on the following dimensions :

- Productive
- Engagement / Assimilation
- Role Alignment
- Organisation Alignment
- Induction Depth

➤ The Day 101 Analysis

Questions / Parameters on the following dimensions :

- Productive
- Engagement / Assimilation
- Role Alignment
- Organisation Alignment
- Collaboration Depth

The Science



SOFTWARE



▶ Idiot Proof

A cloud based online tool (web/mobile) which is simple to answer. 2-4 questions with multi choice answers and approx. time of 2-3 minutes only

▶ Auto Pilot - Self Sustained

The launch of survey is automated based on the trigger dates and identified segments and thereafter its works on its own without any interventions

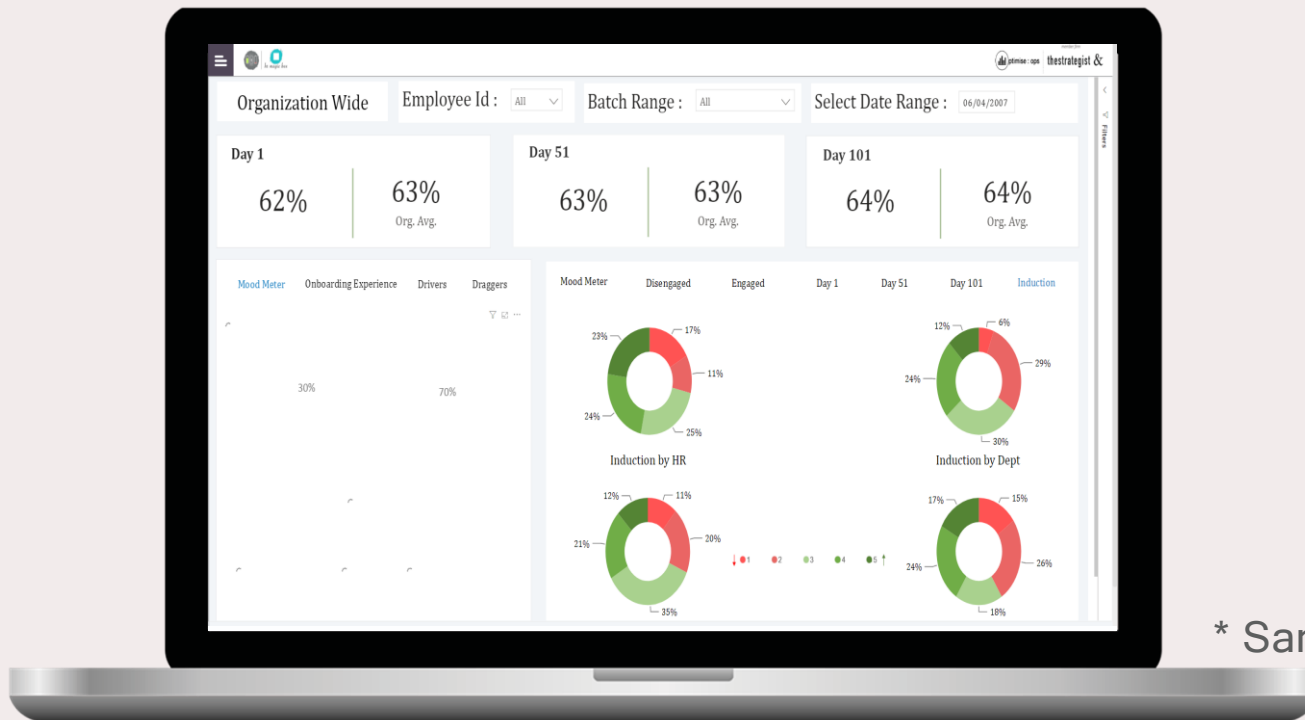
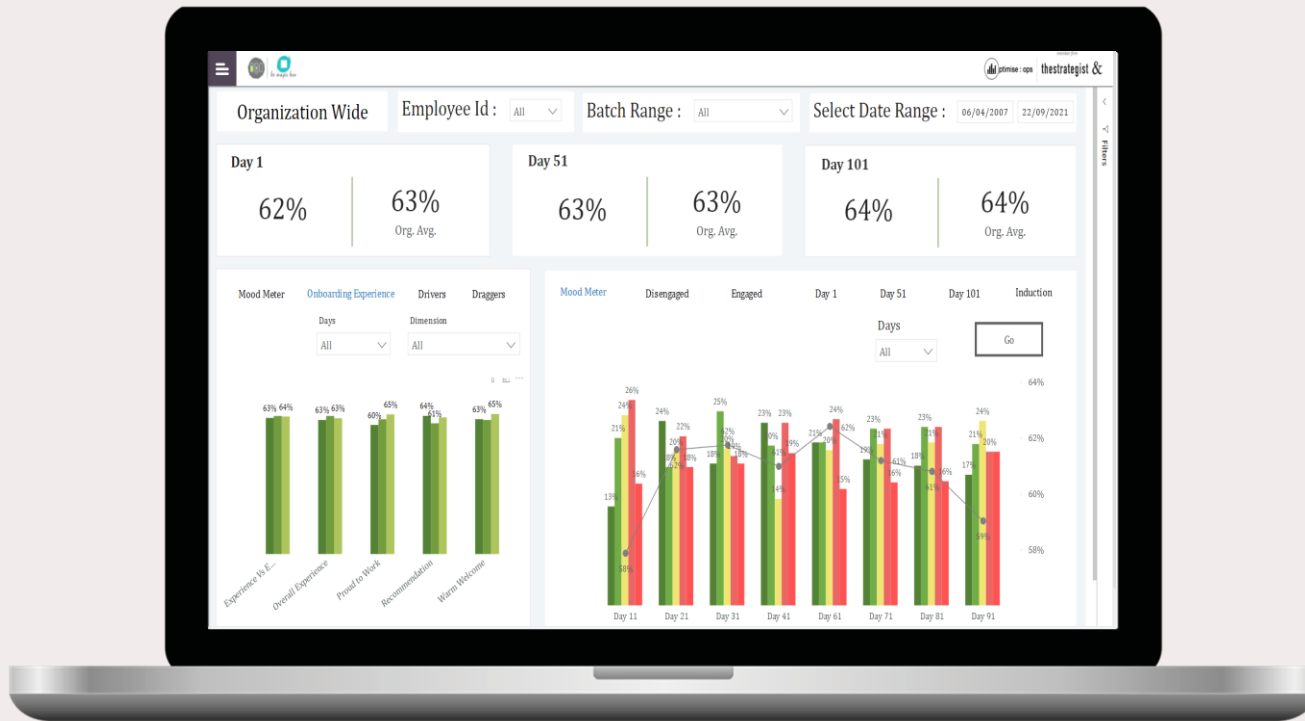
▶ Intelligent

An intelligent tool with dashboards

▶ Cloud based

No hardware required





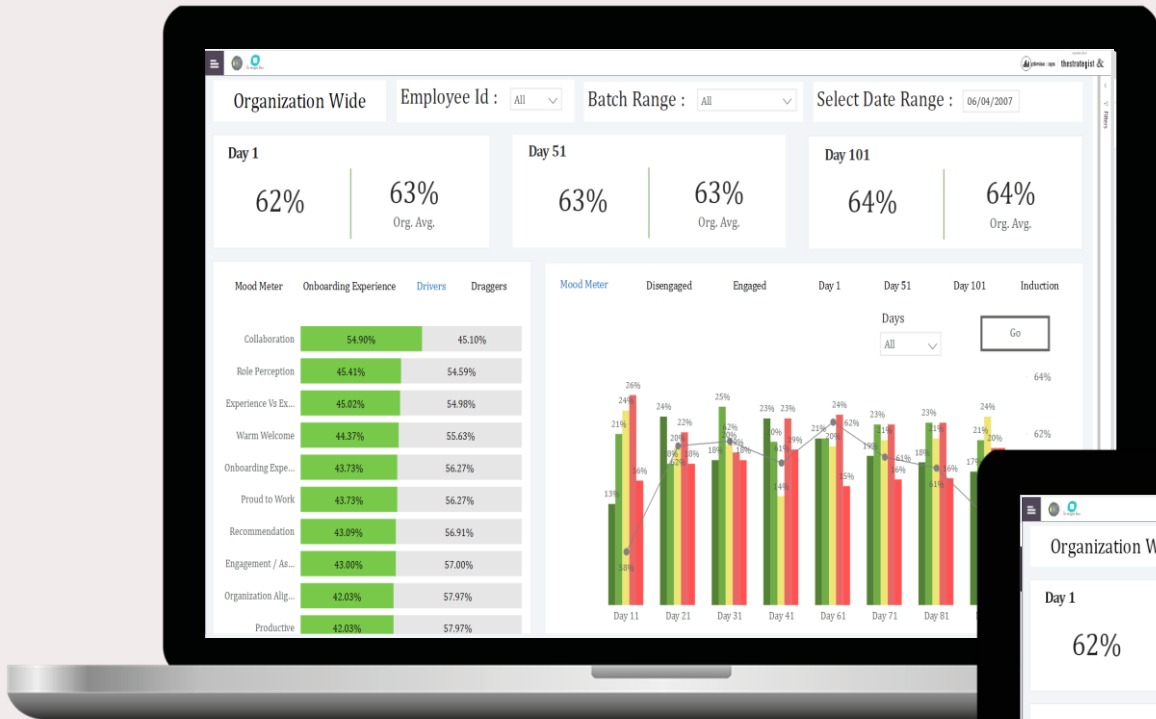
DASHBOARD

- Key features of dashboard
 - ▶ Overall SoB *Strength of Bond analysis
 - ▶ Demographic parameter choices Choice of filters
 - ▶ Question/ dimension analysis
 - ▶ Dimension and question wise scores
 - ▶ Date line analysis
 - ▶ Trend line analysis
 - ▶ Vox populi analysis
 - ▶ Vox populi sentiment analysis

* Sample illustration



DASHBOARD



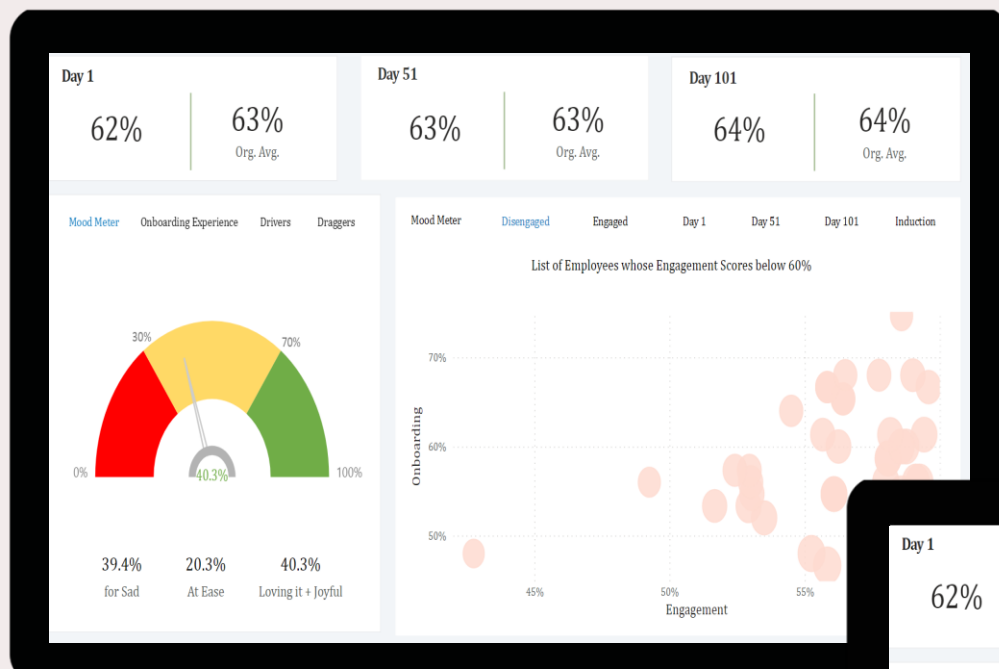
► Trend Line analysis displays the score of the mood / sentiment on a Day 1, Day 51 and Day 101 basis.

► Showcases the overarching sentiment across the organization in a word map captured in the blank space of the survey

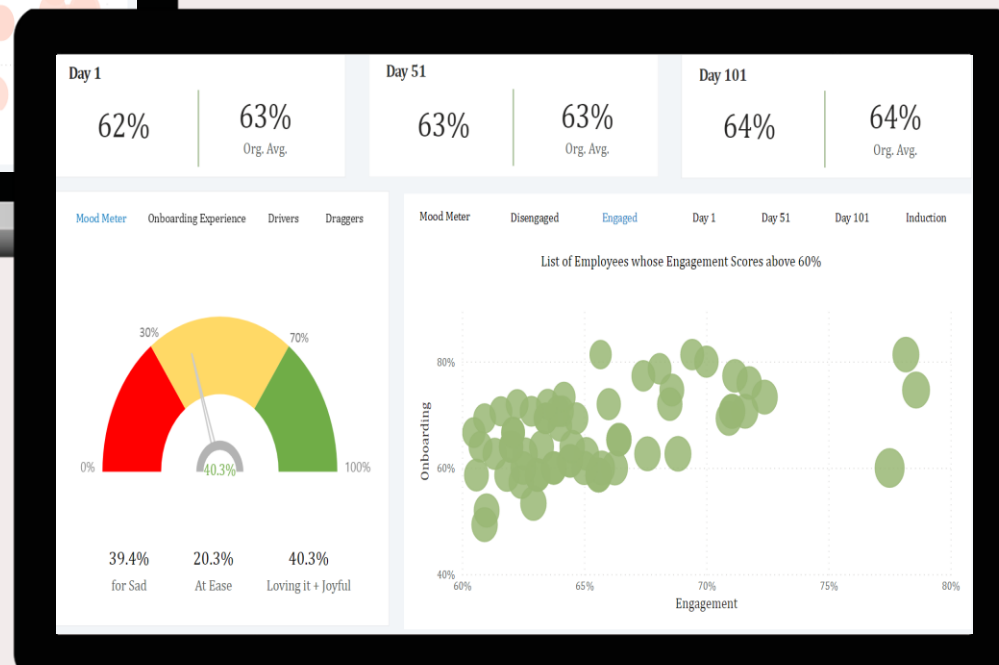


* Sample illustration





Detailed analytics with multiple filters to gain knowledgeable insights.



ANALYTICS





hr magic box features



Mobile- Desktop: The survey can be accessed through mobile/desktop. Triggered by SMS & Email



Auto-Pilot: The tool is designed to auto-trigger the survey through HRIS at the scheduled timelines after the 1st survey triggered



Cloud based: The tool is based on Cloud and you don't need to invest anything on the hardware and software.



Confidential: Coded survey links which protect the identity of the participant and prevents fraud of forwarding etc.



Flexibility 2 trigger: The Admin (HRBP) has the flexibility to trigger any one | multiple dimensions based on the situation.



Subscription: Subscription model, where in the changes are based on usage beside a basic retainer for minimum usage guarantee.



hr magic box
portfolio

V O I C E

Post Interview Feedback

LEAVES DNA
E : X : T

Exit Interview



Onboarding & Induction



Happiness Index (Mood Meter)



Engagement Index

R : R : T : E

Training Effectiveness



Millennial Connect Index



Employee Lifecycle Experience



Collaboration Index



Audience Listening Profile

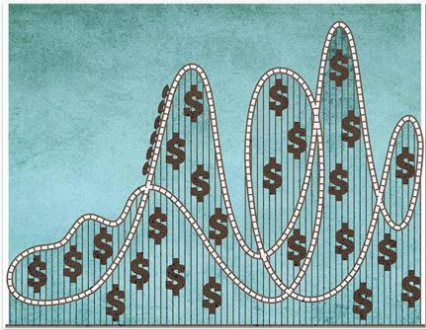


Growth & Development



Our Proud Partners in the Journey so far . . .

Outsource : Exit Interviews



A leading provider of investor communications, technology-driven solutions, data and analytics partnered for outsourcing Exit Interviews for 12 mths

EXIT: Exit Interviews



One of the world's largest travel technology company partnered for conducting Exit Interviews

Outsource : Voice of Candidate



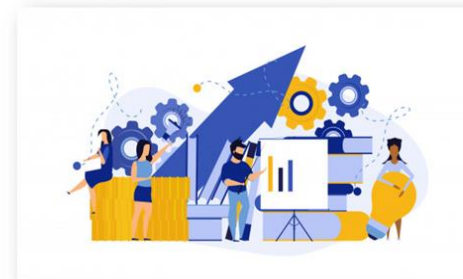
A leading provider of investor communications, technology-driven solutions, data and analytics partnered for outsourcing Voice of Candidate for 12 Mths

HI : Happiness Index



A leading provider of product and services partnered for evaluating the mood of the organization in terms of engagement

myManager Connect



A leading IT services provider partnered for evaluating level of employee engagement and manager connect

myManager Connect



A leading provider of product and services partnered for evaluating level of employee engagement and manager connect

Technology : Engagement



World's leading mechanical engineering company into the automation and IoT business partnered for designing employee engagement framework

Wellbeing : SoS - Secretes of Success



India's leading fabric and fashion retailer, partnered for building awareness among its employees on wellbeing and stress management

Engagement : myManger Connect



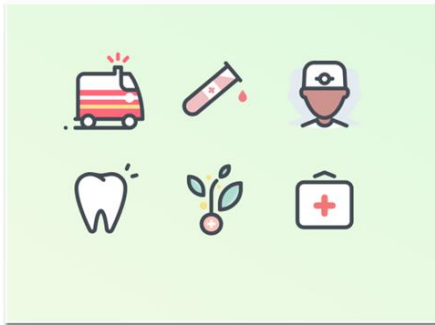
A leading industry partner for India's space program, responsible for putting Indian on Moon, partnered for assessing engagement levels among the employees

Advisory : Psychometrics for Hiring



India's leading chain of restaurant known for Hyderabadi Biryani partnered for building psychometric assessments based on Visuals

Technology : OKR Dashboard



India's leading Not for Profit agency which focuses on Transforming Primary Healthcare Delivery Systems partnered for designing an technology tool for real-time dashboard based on OKR

Coaching: My IDP



One of the world's largest Packaging company partnered for coaching their employees

Technology : OKR Dashboard



An international energy and water company operating in 11 countries partnered for designing an technology tool for real-time dashboard based on OKR

Learning : Coaching



World's leading analytics company partnered for coaching its future leaders in the HR domain

The above are a select few clients, for more about them or other clients, reach us,

muchmore

knowmore@thestrategist.in



member firm
the strategist &
decoding the people science

