


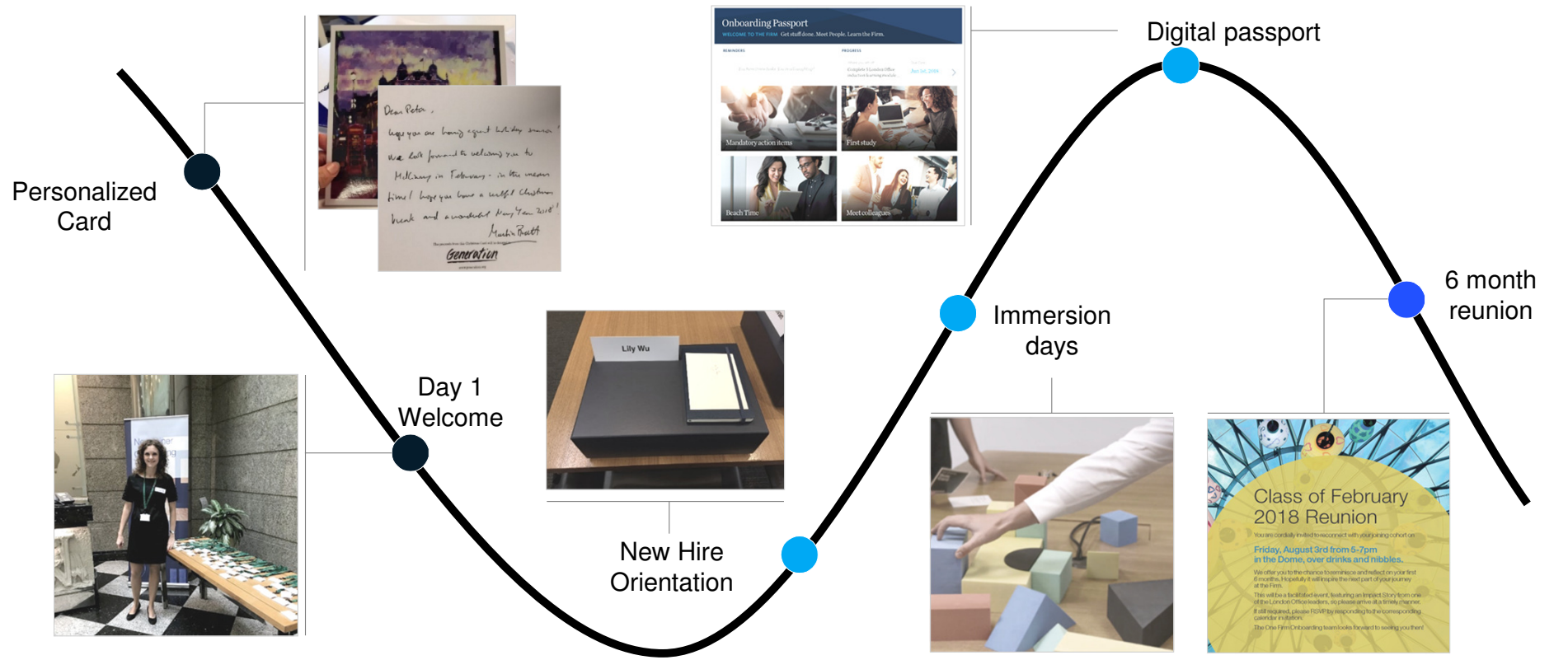


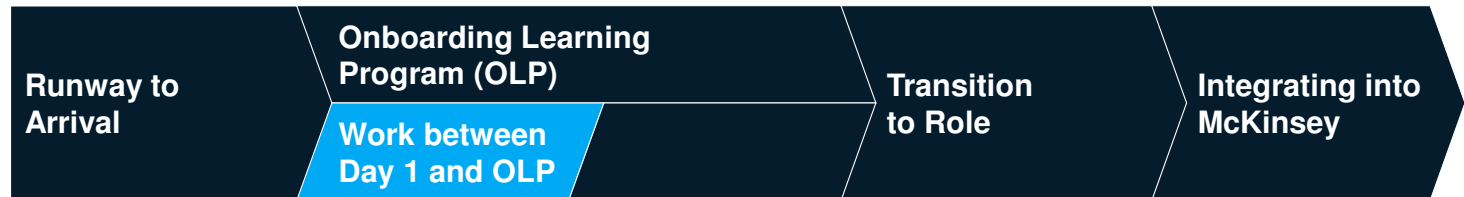
# Approach to Onboarding






		From	»»»	To
A		<b>Onboarding is a multiphase journey...</b>  Onboarding seen as a ~1-2 week program		6-12 month onboarding program that starts pre-day 1 and continues after the initial learning programs
B		<b>...delivered through a cross-functional approach...</b>  Learning focused Onboarding program		Cross-functional onboarding program, creating a holistic integrated journey for new joiners
C		<b>...for ALL new joiners (no one slips through the cracks)</b>  Onboarding program focused on client serving populations		Onboarding for all new joiners
D	<b>Enabling support:</b> <ul style="list-style-type: none"> <li>• <b>Cross-functional coordination</b> between HR, PD, Learning, Recruiting, IT, etc. to deliver integrated experience</li> <li>• <b>Support from central Onboarding COE</b> in forecasting, planning and delivery support</li> <li>• <b>Provision of additional budget</b> to enable expanding onboarding to include ALL new joiners</li> </ul>			

# One Firm Onboarding addresses the journey from offer acceptance through to the new joiner being fully integrated









# Onboarding consists of a cross-functional set of activities and processes which help deliver an outstanding Experience Journey



- |  |   |  |
|--|---|--|
| <b>1 Communications</b>                  |    | <ul style="list-style-type: none"><li>• All written and oral outgoing communications to new-joiners, focused on providing new joiners with information on their Onboarding, as well as generating excitement around joining the Firm</li></ul> |
| <b>2 Learning</b>                        |    | <ul style="list-style-type: none"><li>• Virtual and in-person trainings that are required or recommended based on the Firm-member's path, role and tenure, to help new joiners build the relevant skill-set</li></ul>                          |
| <b>3 Support &amp; Mentorship</b>        |    | <ul style="list-style-type: none"><li>• Form and informal support and mentorship mechanisms to help Firm-members navigate their journey in the firm</li></ul>  |
| <b>4 Admin &amp; HR</b>                  |  | <ul style="list-style-type: none"><li>• New-joiner facing admin &amp; HR activities to ensure they are equipped with the right information and tools to perform their roles</li></ul>  |
| <b>5 Class &amp; Office Connectivity</b> |  | <ul style="list-style-type: none"><li>• Social events and activities aimed at building a connective network between the new joiner and different people/groups within the Firm</li></ul>   |

Enabling these activities is a **Gold-Standard HR process**

# A robust, multi-channel set of offerings underpins our “Individual Excellence” journeys beyond OFO

Example Leadership-focused offerings				Example expertise and Tech-focused offerings		
						
	<b>Master-classes</b>	<b>Experienced hire deep dives</b>	<b>Signature leadership development</b>	<b>Business Essentials</b>	<b>Industry/ Functional foundations</b>	<b>Technology foundations</b>
<b>Headline</b>	Growing library of 2-4 hour <b>deep-dives on specific skill areas</b> led by faculty who are truly distinctive on the topic	Integrated suite of workshops, mentor programs, and on-demand toolkits for <b>Experienced Hires to navigate their first-year</b> and integrate into the Firm	Renowned full-week <b>global leadership development</b> programs that also offer reflection, celebration, and culture-building	Highly tailorable 20+ hour program that ensures colleagues have the <b>basic business acumen</b> needed for their job	Set of practice-specific programs for colleagues to begin exploring and building <b>functional and industry expertise</b>	Full-week virtual program that builds technical <b>depth across foundational digital &amp; analytics</b> topics
<b>Format</b>	Virtual	Blended – virtual, digital self-paced, in-person	In-person	Blended – virtual, digital self-paced	Blended -- virtual, digital self-paced, in-person	Blended – virtual, digital self-paced
<b>Audience</b>	All – self-directed / elective	Experienced hires	All – core	All – core	All – colleagues – select specific L1s	Non-Digital or Analytics hires