10 Steps of the Employee Journey

Useful Tips & HR Tech Solutions

borealis
MANAGING PERFORMANCE

Borealis Consulting
Consultancy & HR Tech Solutions

borealisconsulting.hu/en
info@borealisconsulting.hu
+36 30 445 3487

How would you like working for a company where the main steps of employee lifecycle, like onboarding or getting feedback, are easy, digitally supported and many times even fun?
Are you interested in how you can consciously build on this journey creating a competitive employee experience?

#1 Fit person & culture

Recruitment is the first and one of the most important steps of HR solutions.
"If you fail to plan, you plan to fail": in case the company does not recruit the most talented and best fitting candidates for the job advertised, even the most up-to-date process and technical solution will not be enough to achieve real business success.

The efficiency of the new quality hires also depends on whether the candidate's values and beliefs match with the company's culture. The transforming labour markets require re-engineering of the recruitment processes.
Using the classic methods are not enough any more to find the best fit for a job.

The more information we can gain about the applicants before contracting them, the more chance we have to hire, keep and engage the appropriate workforce on the long term.

Value Match
Recruitment

With the help of Value Match we support You by:

- ☑ aligning candidates' values to those of the company
- ☑ educating (from the first step on)
- ☑ customizing based on client's request

As values are the most difficult to change, we strongly believe it is crucial to see if the value-set of the future employees match with those of the company culture. Common values help to complete the mission of the company and achieve business goals.

Borealis Consulting
Consultancy & HR Tech Solutions

#2 # Get your boarding pass
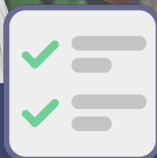
BoB
On-boarding

We support You with the help of BoB during the on-boarding process by:

- ☑ easy and quick on-boarding
- ☑ virtual buddy in your pocket
- ☑ reminders to be updated

It is a win-win situation for both the employer and the employee to be on board and to be able to work on business goals as soon and efficiently as possible. BoB helps make the on-boarding process short and have all the steps needed easily done.

Hiring competent employees is the first step to success. However if the company expects the newly hired colleagues to succeed, it is really important to integrate them appropriately. With the help of this process they will manage to effectively take part in ongoing projects and work together with their co-workers successfully.

Effective on-boarding process enables newcomers to know all the expectations, the company itself, the organisation's culture and helps to keep the employees motivated on the long term.

Therefore "on-boarding" is not only a step in the hiring process, but a comprehensive process which must not stop with a quick introduction on the first day.
New hires need real support to be integrated and fitted into the everyday business of the company in order to comply with all expectations and develop.

Borealis Consulting
Consultancy & HR Tech Solutions

#3 Set your goals

If your company has a clear vision and well-defined goals (which support the organisation to know exactly where to go) that's already winning half the battle.
It is also very important that the employees feel motivated to support the company's goals accordingly.

On a personal level, strategic objectives should be cascaded down to personal goals, so the employees clearly understand what they need to do on a daily basis in order to contribute to the achievement of strategic objectives.
This is the way companies can engage them as they feel having a significant impact in achieving company success. Including colleagues into this process will result in everybody being in the same boat.

A perfect goal setting helps the company stay on the right track.
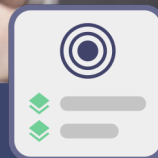
AppRAISE
Goals & Objectives

We support You with the help of AppRAISE by:

- ☑ simple goal setting
- ☑ easy and continuous follow-up
- ☑ leaders' dashboard system

Employees can work confidently, efficiently and balanced only if they have a clear understanding of their goals and objectives, can keep track of these expectations together with their leader and get support if needed.
All of these challenges can be solved with this application.

Borealis Consulting
Consultancy & HR Tech Solutions

#4 **Gain feedback on the spot**

RT Feedback
Real-time feedback

We support You with the help of RT feedback by

- ☑ leaders can get extra feedback for team-members
- ☑ developing the company's overall feedback culture
- ☑ cooperation activity

By learning from continuous real-time feedbacks and turning them into action, the employee has the opportunity to develop in various areas of his work. Colleagues are also getting closer to each other in this spontaneous collaboration and training, reducing training time and costs.

Real time feedback is one of the most important motivation tools, which helps to confirm and recognize the performance of colleagues.

It is a false notion that only leaders should provide feedback, and that constructive feedback has always a demotivating impact on the employees' performances.

If we help others to understand the negative consequence of their behaviour, they will be able to choose new ways and habits, which will support them in their personal development path.

In many instances people lack a timely constructive feedback or positive confirmation to recognise their own strengths and development areas.

With real-time feedback employee skills can be improved even between trainings and development programs, reducing development time & costs.

Borealis Consulting
Consultancy & HR Tech Solutions

#5 Express your thoughts

The 360 degree feedback is a very effective method of performance evaluation. This is a process through which feedback from an employee's subordinates, colleagues, and supervisor(s), as well as a self-evaluation by the employee himself are collected.

Colleagues can give feedback anonymously, therefore it is possible to share their opinion openly and honestly regarding performance, communication and attitude of the evaluated person.

This feedback is not only important for the employee who gets the feedback, but also for his manager, as it can be used for developmental purposes.

We at Borealis believe in the power and importance of honest feedback since it has a real impact on the health of organisation's culture.

360 Feedback
360 degree feedback

We developed a 360 degree feedback for your company with the following features:

- ☑ base for personal development plan
- ☑ simplified and easy to use
- ☑ leader dashboard and notifications

360 degree feedback is useful for developmental purposes as it provides employees with assistance in developing work skills and behaviours. It is also very helpful in performance evaluations and employment decisions (e.g., benefit, bonus, promotion) as a 360 degree review.

Borealis Consulting
Consultancy & HR Tech Solutions

#6 **Manage your goals**

AppRAISE
Goal management

Knowing the importance of this step we help You with AppRAISE Goal management:

- ☑ managing goals in a coffee break
- ☑ finger on the pulse of the company
- ☑ real-time update

Goal management helps the employee track goals by providing guidance and direction. It also helps leaders in evaluating performance, motivating and inspiring employees. AppRAISE makes goal setting and managing very easy and transparent. It is more of an experience than a burden.

Besides proper goal-setting, it is equally important, that company timely tracks and control the commonly defined and accepted goals.

This is necessary on the one hand to achieve all the business goals, and on the other hand to help all the colleagues to see their own progress and to highlight what is still missing in achieving their goals.

Regular reviews can measure whether execution was timely and precise. The primary role of the continuous performance management is to analyse the reason of any variance between defined and achieved results and also to find new methods or tools of intervention to change the situation for the better.

Borealis Consulting
Consultancy & HR Tech Solutions

#7 Improve yourself

Companies are increasingly aware of the importance of investing in their employees since they can ensure ongoing rejuvenation and success only with the help of continuous development.

Personal development planning is the process of establishing aims and objectives, assessing current realities, identifying strong skills to build on and development opportunities in terms of skills, knowledge or competences and selecting appropriate development activities to meet defined development goals.

It is also very important that the company focuses on all the talents and key profes-sionals since they help to ensure continuous competitiveness.
Fortunately, more and more companies often have processes and financial resources in place to provide opportunities for the training and development of their employees.

AppRAISE
Development path

We know how important development is, therefore we support You with AppRAISE.

- ☑ simple development planner
- ☑ continuous follow-up on actions
- ☑ easy pairing of mentor and mentee

Implementing a development plan has never been easier.
A live and a digital mentor help you achieve your personal and business goals.

Borealis Consulting
Consultancy & HR Tech Solutions

#8 Get insight on trust

TrustBuilder
Measuring trust

TrustBuilder offers You:

- ☑ early warning system
- ☑ anonymous feedback
- ☑ TrustMap for visualization

Focused assessment of the level of trust helps to engage and activate the employees to keep the organization in the right direction and to strengthen your company. It also gives you an early warning signal when employees are about to leave your company or the trust tax increases.

Trust level measurement or dealing with organizational trust at all, is a new step in the employee journey for many companies. However, low trust level is a major cause behind symptoms like unmotivated employees, inefficient teams, high staff turnover, unnecessary bureaucracy and high costs ("trust tax"). To create and sustain employee engagement and cooperation, efficient and fast processes, customer satisfaction and excellent company results on the long term building trust is inevitable.

By measuring trust, companies get insight in where the important, even critical points lay (clear common goals, open communication, responsible employees, trust among colleagues etc.), what types of intervention would be needed and what best practices can be identified and could be further strengthened and extended in the whole organization.
Trust measurement also gives companies an early-warning signal to prevent losing employees or unnecessary costs.

Borealis Consulting
Consultancy & HR Tech Solutions

#9 Engage through trust

There is no high organizational trust without colleagues who have self-confidence and who trust each other and can cooperate well. To sustain the continuous improvement of a company, it is also important to have lots of feedbacks from every part of the organization, which are honest and real.

In an open and confident atmosphere employees feel free to tell their opinions and thus give the company the information needed to easily achieve its goals.
To create a trustful company culture, trust-conscious companies offer employees opportunities to learn about improving self-confidence and building trust in their closer environment.

By getting to know the types of behavior that build trust and by having an open discussion on trust, employees are supported in contributing to an open and trustful culture.

TrustBuilderYou
Building trust

TrustBuilderYou supports your company culture by the following features:

- ☑ educative
- ☑ gamified
- ☑ building self-confidence and trust in relationships

Self-confidence and trust are both very important to work with a balanced, focused employee who is motivated to work on company goals. Using TrustBuilderYou frequently helps to keep this power and to achieve business goals.

Borealis Consulting
Consultancy & HR Tech Solutions

#10 Manage your performance

AppRAISE
Performance appraisal

We support You with the help of AppRAISE:

- ☑ time saving performance appraisal
- ☑ one-scroll history screen
- ☑ easy collaboration surface

AppRAISE makes benchmarking a breeze. By scrolling through a screen, history helps you to see through the process, past acts. No need for robust ERP software. Everything you need fits in your pocket.

If the goal-setting is correct, the execution is flawless, the status is continuously monitored and iteration is in place, companies can easily achieve their goals.

Performance appraisal is a very important measurement and motivation tool which supports periodic feedback for employees.

Achievement of all goals can be measured and based on this performance appraisal, further development plans and process improvements can be derived.

Compare responses over time, and make critical decisions backed by data.
Maintain a high-level view into employee engagement across teams and departments throughout the review cycle.

Borealis Consulting
Consultancy & HR Tech Solutions
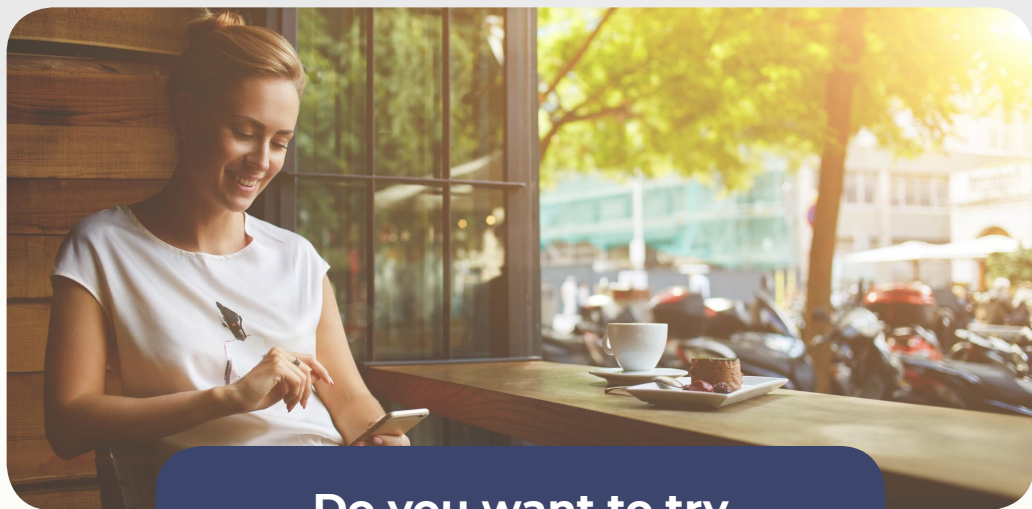
Do you want to try
The Journey
a 10 minutes game with
supporting digital solutions
for the 10 steps of the
employee journey?

THE
JOURNEY

thejourney.link

Borealis Consulting

Consultancy & HR Tech Solutions