

Hitachi Energy

Enhancing the On-Boarding Process

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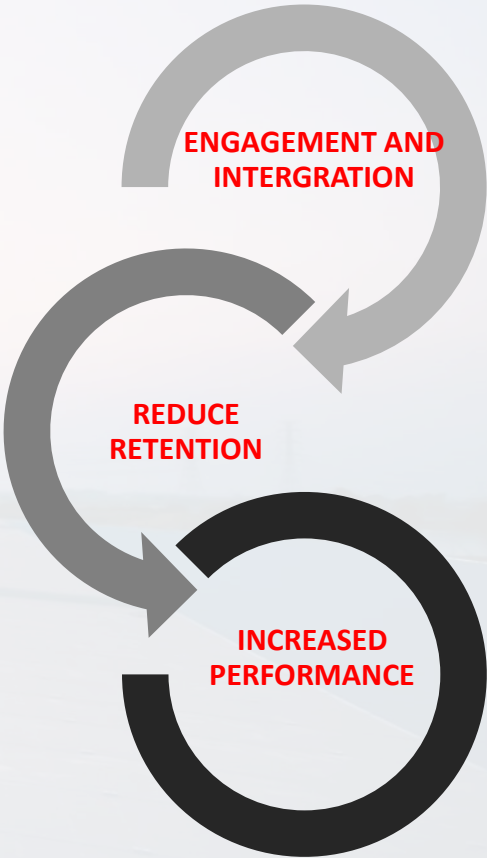
Strategies for smoother integration of new team members.

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BENEFITS OF IMPROVED ON-BOARDING

Positive Outcomes from Enhanced On-Boarding

01	Employee engagement and satisfaction	Welcoming new hires boosts engagement and satisfaction, fostering long-term loyalty to the company.
02	Faster Intergration	Structured on-boarding accelerates integration into company culture .
03	Reduced Turnover and Retention	Effective onboarding reduces early turnover, saving recruitment and training cost through better retention.
04	Increased Performance	On-boarded employees perform better with the knowledge and tools to succeed in their roles.



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TAILORING ON-BOARDING FOR DIFFERENT CATEGORIES

Delivering training through both production and salaried positions

Production/Hourly Orientation

Production workers undergo role-specific safety and operational training tailored to their environment. (JIB Training)

Salaried Employee Orientation

Salaried employees receive extensive orientation on company policies, strategic goals, and career development.

Plan

Build

Operate & Maintain

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BEST PRACTICES FOR ENHANCING ON-BOARDING

Pre-arrival communication

- Starting on-boarding before day one with welcome emails and materials helps new hires feel prepared.

Trainer Support

- Assigning trainers provides personal support and smooths team integration. Using detailed checklists ensures all on-boarding steps are completed and reduces oversights.

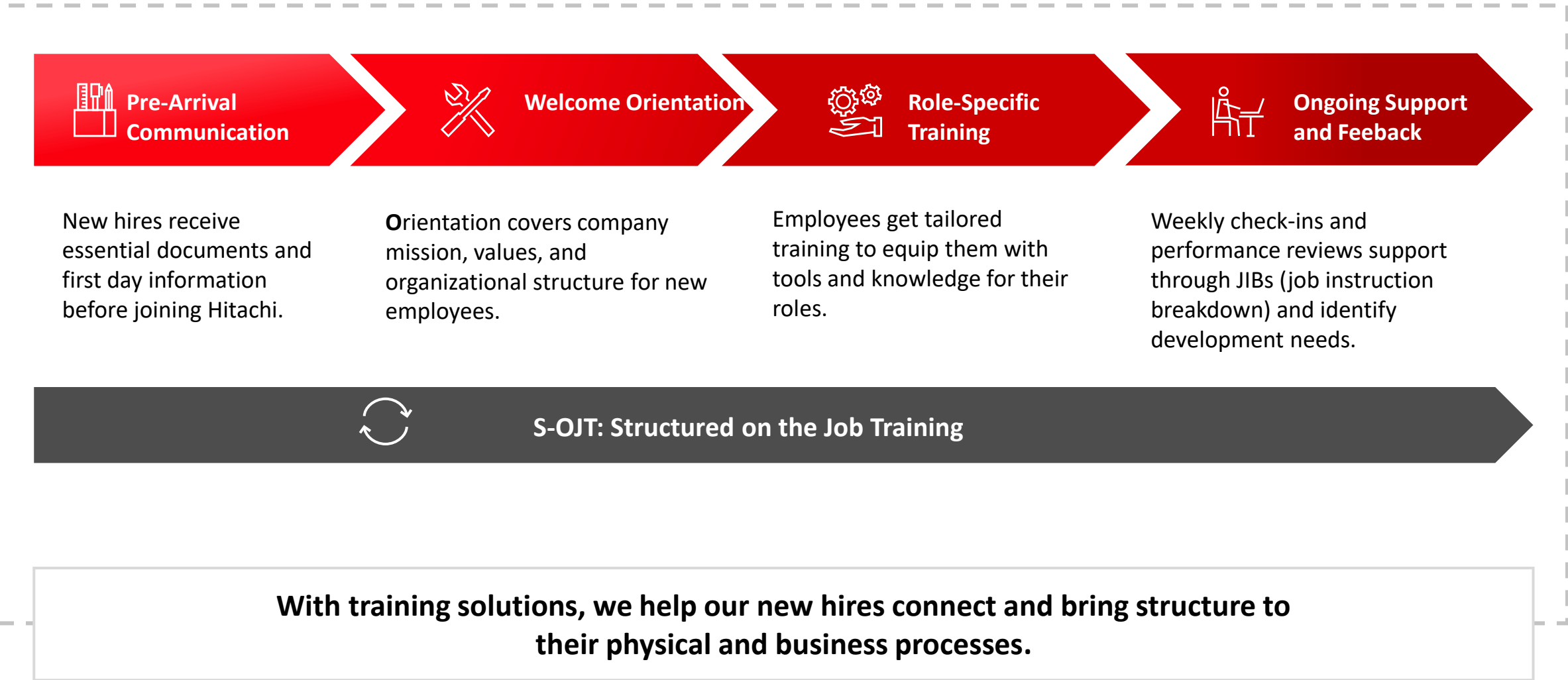
Checklists and Continuous Feedback

- Collecting and using feedback from new hires helps improve the on-boarding process continuously.

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OVERVIEW OF THE ON-BOARDING PROCESS

Leading training capabilities to serve trainees throughout our factory



Thank you

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