AUTOIC Your Onboarding App

July 2023 Aurora

Context

Why we need to rethink the onboarding Experience

Remote work, flexible working hours and massive restructurings

Companies are facing a hard time integrating new employees.

The current job market is **unstable and dynamic**, and a new solution is necessary to smoothen the integration of employees.

Make or break

A good experience can dictate the future success of an employee.

New times & needs Trim the fat

We need new, dynamic solutions that leverage cutting-edge technology.

Onboarding should be simple and adjusted to each new employee's needs.



Aurora **July 2023**



Theory wasn't enough. We needed to talk to people.

What have we learned? **Onboarding makes people anxious**: being welcomed into a new company is an **overwhelming experience**.









We interviewed **HR Reps.** and **people who recently** went through a onboarding

Drive to digitalize Need to connect

Companies and employees alike are urging for a digitalization of the onboarding experience

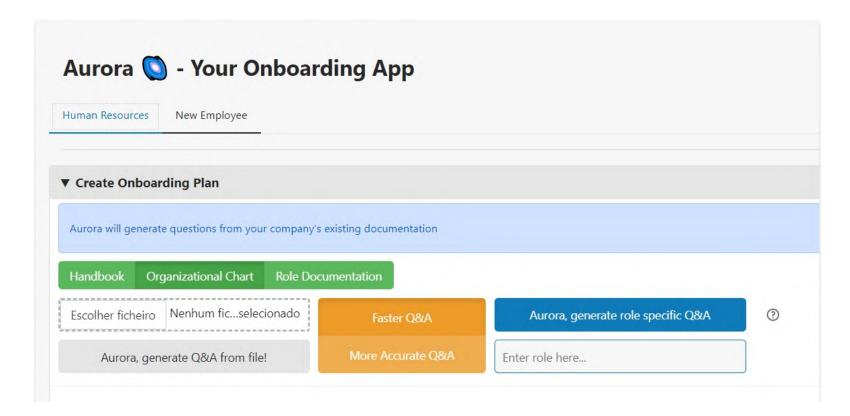
There is a need for easy, dynamic ways to connect.

Self-learning

New employees deserve to control their own pace, revisit topics at ease and have tools to simplify their own independent learning.

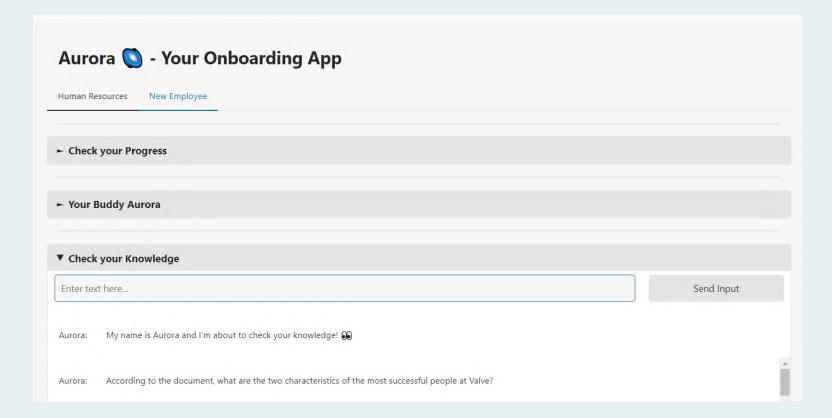


Aurora is your App for a seamless employee integration without the corporate bloat



Human Resources View

Upload company documentation and generate Questions & Answers



New Employee View

Check your onboarding progress, learn and get quizzed about the several aspects of your intake



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Technical frame

Building Aurora

We've used LLMs in several ways throughout the project

- LLMs for Research
- LLMs for Speech Summarization
- LLMs to generate Datasets

Document pre-processing & Vectorstores

Allowing HR representative to import company documents





2 Embedded Splits



3 Storage in vectorstores





Technical frame

Generating **Questions & Answers**

The users of our Onboarding App want to check their knowledge.

from Documents





2 Prompt Enginneing for Q&A Generation 40



Store Q&A



Answering Questions from **Documents**

The users of our Onboarding App want an interactive learning method.





Prompt Engineering...













Technical frame

Answer Evaluation Q&A, New Employee Output

The HR Representative wants to validate the accuracy of the generated Q&A.





Update Q&A



Load Context



New Employee Evaluation 🛉 —



3.b Update Progress



Summarization & Feedback

The users of our Onboarding App want to track their progress.





Summarize...



2.a My Buddy Aurora Memory 🦚



2.b Learning Memory & Route





Achilles' Heel

Aurora's main weaknesses

Armour Up Aurora's mitigation plan

Aurora can't help with what only "hands-on" tasks can give —— Complement this AI tool with various onboarding components

Limited to certain inputs —— Integrate other formats (e.g., instructional videos)

Low customization during set-up —— Allow HR representative & fine-tune Aurora

Moving Forward

Social Catalyst: an extra tool to bring people together! Considering people's background, hobbies, fun facts or favourite books, Aurora could regurarly suggest **new connections**.

Aurora Diagnosis: an initial conversation with Aurora could be used to understand the new employee's objectives, motivations, strengths and weaknesses to prepare a **custom-fit experience**

Drive to win: why can't onboarding be fun? With competitions with other new employees for "the first one to win the trophy", Aurora could evolve towards a **competitive experience**

Embrace the new dawn of onboarding with Aurora