



Changing the Onboarding Odds

An Introduction to Vimbli

The Vimbli System (New Hire View)



- Assess new role
- Consider long-term aspirations, determine how to use the current opportunity to move closer to realize longer term aspirations

- Plan:
 - Convert the current opportunity into start and end date, and a definition of success
 - Identify actions and connections key to achieving success
- Execute plan
- Reflect regularly
- Make adjustments as needed

- Recruit a sponsor¹
- Review with, and get approval from, sponsor
- Review progress with sponsor
- Discuss options and alternative actions

1. Optional but highly recommended. A sponsor is typically someone vested in the success of the new hire. Could be the hiring manager. The new hire needs to take the initiative to approach the sponsor. HR could provide guidance, but should not be prescriptive

The Vimbli Solution – Mix & Match

Your Vimbli

A SaaS solution for individuals and corporations seeking a tool to support career development. The solution uses automated tracking of calendar, email and address book activities. *Your Vimbli* is currently in closed beta, and available for Google Apps (i.e. Gmail, Google Calendar and Google Address book). Microsoft Exchange to be added soon.

Assessments and Role Specific Onboarding Guides

Assessment of the current state of onboarding in the organization, and/ or the development of "Keys to Success" execution guides for specific roles in a company.

Career Management and Planning Workshops

Workshops typically cover personal goal setting and self-management best practices to achieve individual and team goals. Workshops typically conclude with the creation of a personal plan (i.e. 30, 60 or 90 days). Workshops are tailored to the specific needs of the group, and works best with a defined audience (i.e. new hires, hiring managers or HR). The workshop option also lends itself to team building and energizing groups.

Individual coaching

As needed. All coaching agreements are developed in partnership with the individual being onboarded, the hiring manager and, where applicable, the talent manager.