



WORKFORCE ONBOARDING AND OFFBOARDING

EASIER ONBOARDING AND MORE SECURE OFFBOARDING FOR BETTER EMPLOYEE LIFECYCLE MANAGEMENT

Employee lifecycles have become vastly more complex. Not only are transitions more frequent, but today's workforces often include larger proportions of temporary employees, contractors, consultants and interns. RES helps gain control of all this potential disruption by automating the delivery and provisioning of apps, content and services to all employees throughout their lifecycles within the organization. To do this, we proactively and dynamically match the right employee to the right access, apps and services to help them meet their business performance targets from day one. And when they leave the organization, they can be quickly and automatically revoked of security privileges and access to technology assets, so the business is kept secure.

FASTER ONBOARDING MEANS QUICKER EMPLOYEE ENGAGEMENT

The faster new hires can get started with access to the right services and apps to do their jobs, the sooner they'll successfully add to the organization's mission. Conventional wisdom and research both suggest that the first 90 days are critical to success, as they often have to "prove" themselves during that time. According to an Allied Workforce Mobility Survey, companies lose 25% of all new employees within one year, and poor onboarding was a key reason for this – as almost 30% of companies reported that it takes a year or longer for a new employee to reach full productivity.

For IT onboarding means providing employees with accounts, and delivering the right level of access to the services and apps that drive business processes. But with business productivity at stake, why does it takes days or even weeks for these tasks to occur? Often it's because the procedures themselves are manual and slow, and therefore costly and insecure. IT needs to eliminate the manual, laborious tasks of creating new users by automatically delivering the access an employee needs on his or her first day of employment. And that same fast and efficient delivery can remain active for the employee throughout their tenure at the company—as well as ensuring rapid, secure and efficient offboarding when needed.



DID YOU KNOW



Only **13%** of companies have a fully automated onboarding process.

– Aberdeen Group 2013

Today's Challenges

- Lengthy time to provision and grant access to necessary IT resources during onboarding for employees, contractors and consultants
- Enforcing security and compliance when employees change roles or are offboarded —removing access and de-provisioning all corporate and IT related resources
- Maximizing employee productivity by providing the right technology tools (IT services, apps, collaboration assets) they need, when they need it—dynamically
- Continuous need from the business to drive IT operational management costs down and operational efficiency higher

“It used to take HR 3 weeks to on board employees where it now just takes 50 minutes”

—SAAone



Best Practices to Unleash Workforce Potential

- Equipping employees with the right technology fosters better innovation and competitive advantage
- Providing the right access to customer facing employees can help improve the customer experience
- Engaging and enabling the workforce makes employees more productive
- Investing in business-driven automation increases adoption of new services and technologies to get the greatest value from those investments
- Self-service capabilities allow employees to request the additional apps and services without contacting the service desk (minimizing “shadow IT”)

EMPLOYEE TRANSITIONS: KEEPING EMPLOYEE RESOURCES UP TO DATE

Changes to roles and assignments is commonplace. And each employee transition can require a change to the employee’s need for technology access and service. But in case after case, IT isn’t even aware of a role change until a service desk ticket appears from the transitioning employee. Giving the employee the additional access they need may be simple enough, but what about revoking access they no longer need? Yet doing so will reduce costs related to licensing and can often prevent security risks—not to mention meeting company policy.

With RES, organizations can drive standardized, automated processes throughout every employee transition process, with adaptive and secure provisioning of the right services and apps as each employee’s role changes—and, as their individual working context changes (e.g., their physical location, the time of day, devices used for connection, etc.).

FAST OFFBOARDING EQUALS TIGHTER SECURITY

For every organization, employee departures are a fact of life. Offboarding must be equally as important as onboarding in the lifecycle of an employee. But offboarding is typically executed through a series of cumbersome manual processes—and there is rarely an easily-accessible central repository of data for all of an employee’s, consultant’s, contractor’s access rights—opening up additional security vulnerabilities. Automating this process is imperative, and RES helps ensure the timely recovery of company assets, reducing the risk of private data being exposed.

“Onboarding new employees was originally a 70-page script, executed by IT, which takes from 1 to 2 hours to complete, per person. Today it’s fully automated and easily performed by HR.”

—UK law firm

ABOUT RES

RES creates, automates and secures digital workspaces to improve the experience and productivity of the workforce while lowering IT costs. RES takes a people-centric approach to making technology access secure, even in complex multi-device/multi-location scenarios, across physical, virtual and cloud environments. RES boasts numerous patented technologies, fast time to value, and superior customer support for more than 2,500 companies around the world. For more information, visit www.res.com, contact your preferred RES partner, or follow updates on Twitter [@ressoftware](https://twitter.com/ressoftware).