**SES Onboarding Sample Metrics Dashboard**

**June 2014**

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| Metric | Data Source | Analytical Value | Application |
| New Executive time to productivity | New executive manager survey data | Provides insight into the average number of days it takes new executives to reach the minimum expected output for their new job | Allows the program leadership to assess the effectiveness of the program at providing new executives with the minimum skills needed to perform their new jobs  |
| New Executive portal utilization | IT data on the number and frequency of new executives who are accessing the portal | Measures the usefulness and value of the portal from the new executives’ perspective  | • Enables program leadership to consider further enhancements/ features for high-traffic areas of the portal • Enables program leadership to identify low-traffic areas of the portal, where new executives may be neglecting to self-educate on key information  |
| New Executive satisfaction per phase (e.g. pre-boarding, first week, 30 days) | New executive survey data  | Provides visibility into specific periods of higher and lower new executive satisfaction throughout year one | When coupled with qualitative new executive feedback, allows onboarding program leadership to consider potential phase-specific enhancements to increase new executive satisfaction |
| New Executive satisfaction by business unit and function | New executive survey data  | Provides visibility into comparative new executive satisfaction across onboarding regions, business units, and functions  | Allows onboarding program leadership to identify and address drivers of lower performance in specific onboarding regions, business units, and functions |
| Overall new executive satisfaction | New executive survey data  | Measures the extent to which new executives are satisfied with their year one onboarding experience  | Provides onboarding program leadership with overall gauge of program performance that can be benchmarked against the legacy onboarding program |
| Overall New Executive Connectedness to the Organization | New executive survey questions related to feeling connected, supported, and having a network w/in the organization | Measures the extent to which new executives feel connected and supported  | When coupled with qualitative new executive feedback, enables onboarding program leadership to identify needed enhancements that will drive greater new executive support and networking opportunities |
| Improvement in New Executive Retention | Annual new executive retention data | Measures program effectiveness in improving new executive retention relative to the prior year | Enables onboarding program leadership to evaluate retention program impact on new executive retention levels  |
| Program Return on Investment (ROI)  | • Annual new executive retention data and recruitment cost per executive data • Annual program delivery cost data | Provide gauge of recruitment cost savings due to improved new executive retention  | Enables program leadership to evaluate retention and delivery cost savings of the new onboarding program relative to the legacy program |
| New Executive time to productivity | New executive manager survey data | Provides insight into the average number of days it takes new executives to reach the minimum expected output for their new job | Allows the program leadership to assess the effectiveness of the program at providing new executives with the minimum skills needed to Successfully perform their new jobs and add value to the agency. |

**Additional Metrics:**

* Time to receiving equipment and tools
* Time allotted for onboarding activities
* Employee engagement
* Management engagement
* Completion rates
* Additional Long-term Goals