

# eLearning tips: 6 ways to improve your onboarding program

The benefits of getting onboarding right are realized across your entire business, with happy, engaged, employees reaching full productivity more quickly. In this infographic, we explore some ways your authoring tool can be the driving force behind this effort.

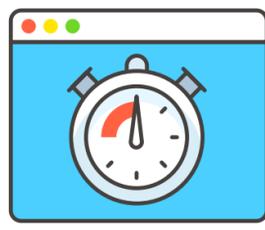


## 1 Focus on authoring tool features that increase speed of creation

Features that allow easy duplication (screens, modules, even entire courses) let you keep production costs down. This allows you to easily scale across all lines of business and locations in your organization while maintaining a high degree of consistency.

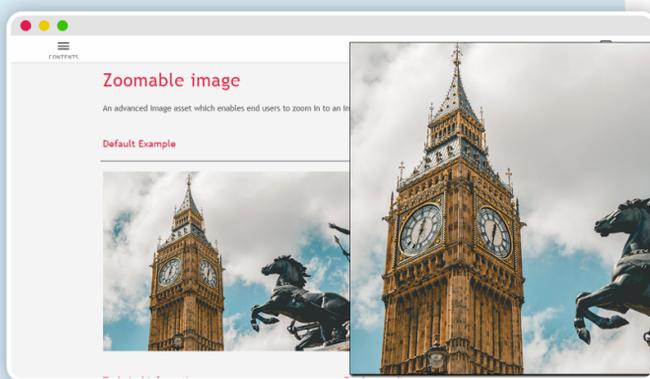
Look out for:

- A wide variety of off-the-shelf presentation and question assets
- A centrally defined brand theme
- An impressive and flexible range of screen templates
- Robust multilingual support, including:
  - Multiple languages per course
  - XLIFF import/export
  - Language-based display conditions



## 2 Use plenty of interactive assets

All good eLearning courses benefit from interactivity, but onboarding courses particularly benefit from using assets that better hold user attention—it's easy to be distracted and overwhelmed at a time when there's a lot to take in!



## 3 Make sure your tool supports flexible, multi-device delivery of content

If your new hire is able to consume content wherever and whenever is most convenient for them, on whatever device they want to, it can help them fit onboarding tasks more easily around other responsibilities, making them more productive sooner. Platform flexibility benefits your designers too.

Look for a tool that supports:

- Responsive output
- Cloud-based authoring, so you can design from anywhere
- A variety of ways to publish your content
- An LMS wrapper that allows you to avoid large SCORM uploads

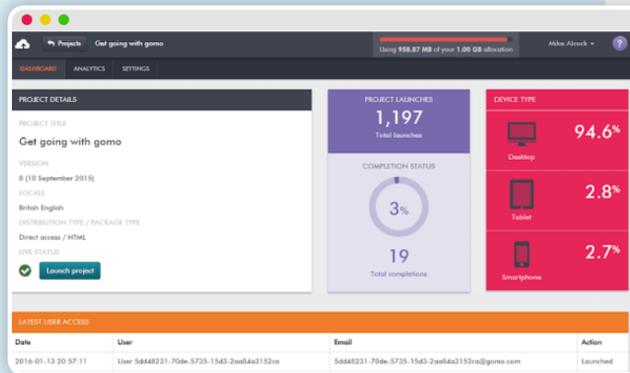


## 4 Don't neglect analytics

Having data is important because it allows you to go back and revisit your learning design. It can be used to pick up any trends, and to learn about levels of competence coming into the team.

Does your authoring tool have:

- Support for later editions of the SCORM standard (e.g. SCORM 2004)?
- Support for xAPI?
- Compatibility with advanced learning analytics platforms (LAPs) such as Watershed?



## 5 Use eLearning to create more than just compliance content

eLearning is a perfect fit for the large volume of compliance content employees must work through in their first weeks. This type of content is easy to replicate and scale across every new hire, and your authoring tool will make it simple to create, maintain, and monitor.

However, it's also a great medium to use when:

- Training your employees in processes and typical tasks
- Providing supporting information, FAQs and product knowledge
- Empowering your SMEs to provide *additional* learning content



## 6 Use eLearning to create pre-boarding content

Though important, HR paperwork and handbooks aren't necessarily the most exciting materials to receive before you start work. eLearning tools could be used to create presentation materials that help raise anticipation a little more. You could:

- Create a version of the employee handbook as an eLearning course
- Create a "meet the team" component to help your new hire learn more about their colleagues
- Build an entertaining quiz that helps them learn a bit more about their new office



For even more tips on how to greatly improve ROI in your eLearning onboarding process, read our guide:

### 'How an Authoring Tool Can Improve Your Onboarding ROI'

Click the title to download today, or head to [gomolearning.com/resources/](http://gomolearning.com/resources/)