

Results – Employee Onboarding Process Improvement

Industry : Non-Manufacturing / Non-Profit Organization

Approach : Customized Lean Transformation

Major Tools Used : VSM & Standard Work

GOAL	BEFORE	AFTER	% IMPROVEMENT
Lead Time (Days) (For Most Positions)	105	38	↓ 64%
Lead Time (Days) (For Specific Position I)	104	33	↓ 68%
Lead Time (Days) (For Specific Position II)	135	38	↓ 72%
Number of Process Steps	72	42	↓ 42%
Total Cycle Time (Hours)	122	106	↓ 13%



Business Challenge

- Longer lead times
- Complicated onboarding process
- Lost potential candidates during the onboarding process
- Poor candidate experience
- Multiple unnecessary documentation required
- Difficult to track candidate's applications



How LSSE Helped

- Conducted an assessment of the onboarding process
- Provided lean overview training to build the foundation of Lean thinking with the team members
- Streamlined end to end onboarding process
- Applied a customized lean approach to achieve the results as shown in the previous page



Lean Six Sigma Experts

Contact Us to Learn More

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