



Executive Summary

WD Partners, an integrated solutions engineering design firm, grew by more than 30% annually between the years 2003 and 2006. The executive leadership team understood that the employee population would also need to continue to grow to support the business. They quickly determined the need to employ a process that would provide new associates with the information and support that they required to get up to speed and be successful at WD Partners.

The Business Challenge

WD Partners and its leadership were very focused on hiring and investing in the right talent to support the growth of the organization. They soon realized that once the new associates came onboard, the company was challenged with successfully integrating them into both the organization and its culture. In addition, it was very important to the leadership that they fostered and built upon the culture that had been established at WD Partners. Each of these initiatives was proving to be challenging.

How Connect the Dots Provided a Solution

The WD Partners Human Resources leadership recognized that an onboarding process was an essential element in helping them address this business challenge. They decided to partner with Connect the Dots to develop an onboarding process built on the best practices that the firm provides while blending in some of their current processes.

It was determined that WD Partners needed a “two-pronged” onboarding with common resources to address culture and personal transition goals:

- 1.) Onboarding for the Director and above population, facilitated by the HR Partners
- 2.) Onboarding for the Manager and below population, more self-driven with pre-determined “touch points” for both the hiring managers and HR Partners.

Value Delivered

This customized onboarding process enabled WD Partners to provide all of their new hires with a common onboarding experience without taxing the Human Resources partners or the hiring managers. The process also pulled together several existing resources into one central and accessible place for both new and existing associates to access on their company intranet.

The process also enables WD Partners Human Resources partners and hiring managers to collaborate right from the beginning of all new associates’ tenure at WD Partners, in order to give those new associate what they need to be successful throughout their careers.