



# The Link Between Onboarding and Retention That Most Companies Miss

**IT'S NOT JUST ABOUT STARTING STRONG—  
IT'S ABOUT STAYING LONG.**



**Most companies think  
onboarding ends when  
training does.**



Day 10: Congrats, you're trained!  
Day 11: You're on your own.

And that's where the trouble starts.



## Here's what actually happens:

- ▶ Training ends.
- ▶ Questions pile up.
- ▶ Performance drops.
- ▶ New hires leave.

Not because they were the wrong fit.  
Because support disappeared too soon.



## Retention isn't just about perks or pay.

- ▶ It's about how supported someone feels in the first 60 days of the job.

If they're left guessing—they're already  
halfway out the door.



**Great onboarding isn't  
about content.  
It's about connection.**

**New hires need:**

- ▶ Real conversations with their managers
- ▶ Consistent feedback
- ▶ Clear expectations
- ▶ Space to grow before being judged



**Want to keep your best  
people longer?  
Extend your onboarding into  
the real work.**

- ▶ Make support visible.
- ▶ Make feedback regular.
- ▶ Make coaching normal.

That's what makes people stay.



**Let's stop losing good people  
to bad systems.  
If you're serious about  
retention,**

▶ **START WITH ONBOARDING THAT STICKS.**