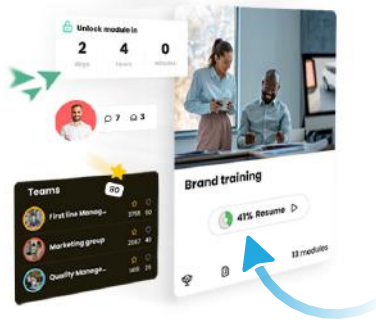


# How to deliver more effective employee onboarding with CYPHER



## The biggest challenges of employee onboarding

Employee onboarding plays a fundamental role in an employee's development and can increase retention rates. However, new hires are often bombarded with a lot of information, outdated materials, and even irrelevant programs for their position.

### Information overload

Besides being in a completely new environment, new hires need to go through an overwhelming amount of materials from day one.

### Outdated information

Training modules that are not updated frequently tend to be less effective. Regulations, internal rules, and software change all the time. That's why it's best to update the onboarding courses regularly and remove redundant information.

### Irrelevant program for the position

Training employees on information not relevant to their role is unproductive. Onboarding flows need to be tailored for each role. Information overload could suggest they are expected to complete tasks outside of their scope of work. This can lead to lower employee retention rates.

### Lack of employee engagement

Current team members play a key role in helping the new hires settle in. Low engagement from coworkers often leads to poorer connections with peers, difficult workplace relationships, and even low productivity.

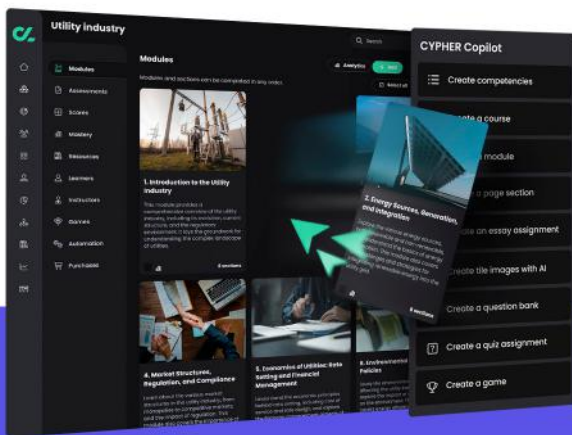
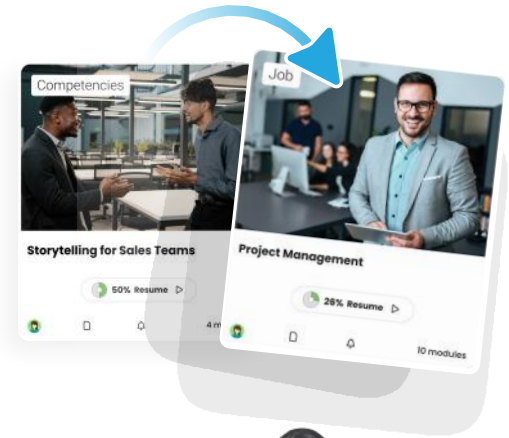
### Outdated onboarding methods

Manual onboarding processes are tedious in any context. The employer needs to gather all the necessary documents while the new hire has to complete them all by hand. The risk of misplaced documents is higher when counting on a manual system.



# How to use CYPHER for employee onboarding

When onboarding new hires, it's important to provide an enjoyable experience. Creating a single, uniform course for all employees is not the most effective method. CYPHER improves training delivery with:



## AI-powered course creation

AI 360 with Copilot, CYPHER's AI-powered course creator, generates personalized, competency-based, gamified courses, with assessments in minutes – going far beyond uniform courses and skill development. Faster course creation means you can keep pace with the demand for more personalized onboarding courses, providing learners with greater value in their onboarding.

## Intuitive design

The allure of CYPHER's interface lies in its stunning design – it's gorgeous, intuitive, and easy to use. From its graphical dashboards to adaptive learning paths, find everything you want exactly when and where you expect. Our human-centric approach focuses on clarity over complexity, so users remain in control without sacrificing on capabilities.



**Tornado**  
763 / 9 of 26  
37 points until Tzunami

**Leaderboard**

- Livia Mendes (Tzunami) 1171 12
- Sally Johnson (Tornado) 1171 12

**Award options:**

- Award badge:** Award a badge to the user
- Award certificate:** Award a certificate to the user
- Award points:** Award points to the user
- Enroll in course:** Enroll the user into a specific course

## Engaging courses

Gamification features promote engagement as employees complete their onboarding course. Learners are awarded points and badges when completing tasks while new hires can all be placed in a team to motivate them to complete the course and facilitate human connection.

## Task automation

Automation is a powerful tool that makes learning more personalized while saving trainers' time. With automation, you can automatically enroll new employees into courses and groups, ensuring every employee receives the onboarding they need.

**Talent Development Strategies**

**Activity**

- A user Viewed section in module Introduction
- A user Viewed section in module Introduction
- A user Viewed assessment How to create gre...

**CYPHER Copilot**

- Create skills / competencies
- Create a course
- Create a module
- Create a page section
- Create an essay assignment
- Create tile images with AI
- Create a question bank
- Create a quiz assignment

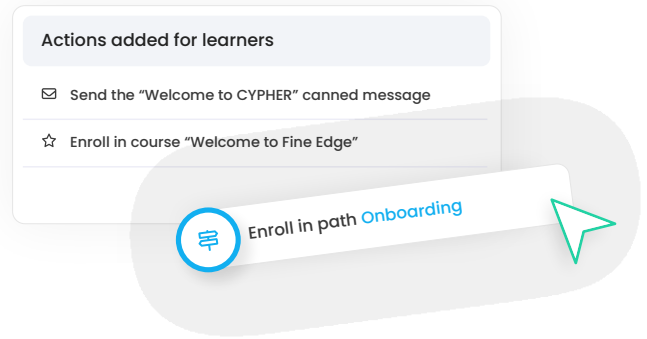
**Goals**

- Talent Development Strategies: 30% mastery
- Employee Relations: 18% mastery
- Performance Management: 26% mastery



# CYPHER features that improve onboarding

Onboarding isn't just about checking boxes. It's about ensuring employees feel welcomed, informed, and ready to start their job. Effective onboarding can bring employees up to speed faster, improving productivity and collaboration from day one. From automatic competency mapping and robust analytics to engaging media options, CYPHER has all the tools you need to uplevel your employees' onboarding experiences.



## Different types of courses

Onboarding materials take many forms, but CYPHER makes it easy to adapt to each need. Organizations can create a micro course on work safety, a safe-paced course on work ethics, a blended course on company rules, and an instructor-led course on better productivity.



### Instructor-led courses

Instructor-led courses are used in traditional learning environments. In this situation, the trainer and

learners are all in the same room, going through the course materials. For example, the instructor could teach about "Supply management for developing countries" by following a presentation or a video.



### Microlearning courses

Micro courses are small chunks of information that instructors prepare in advance for learners. They could

be a five minute video, a presentation, or a blog article. For example, learners can go through the "401k onboarding 7 minute course" without feeling overwhelmed with information.



### Self-paced modules

Self-paced modules give learners the opportunity to learn anywhere, at any given time. There are no strict

schedules or deadlines they need to stick to. There is no "due date" for assessments. Learners can complete modules and assessments in their own time, giving learners more autonomy over their experience.

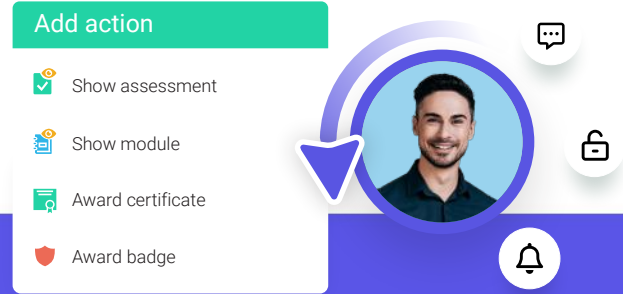
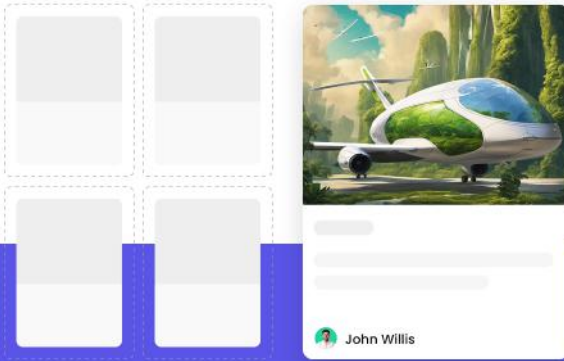


### Blended courses

Blended learning combines traditional face-to-face instruction with online learning activities. This approach

integrates various methods, such as in-person lectures, self-paced modules, multimedia resources, and interactive online modules. Blended learning aims to optimize learning outcomes by leveraging the advantages of both traditional and online learning.



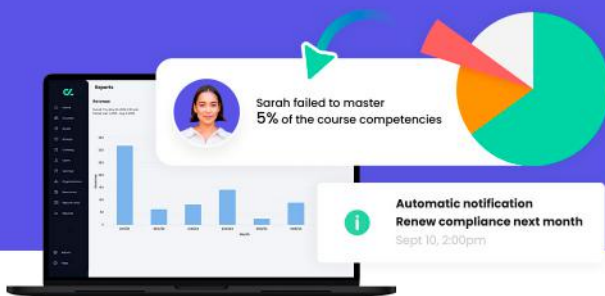


## Course templates

Trainers can use course templates to save time when creating multiple types of onboarding courses. These will be used as “cookie cutters” for courses. For example, you could prepare different courses on “onboarding for marketing” and “onboarding for sales” using the same template and then changing information where necessary. This both saves time and ensures consistency across courses, making it easier for learners to adapt as they transition between different courses.

## Automation

This platform-wide feature enables automated messaging for inactive new hires in courses, rule-setting for goal completion, and automatic enrollment in groups upon sign-up. Automation enhances personalized learning and saves instructors time. For instance, new hires receive tailored welcome messages and are grouped based on their job title. Completion of specific actions earns rewards and certificates.



## Analytics

As an instructor, it’s good to have an overview of where new hires excel and struggle. CYPHER has a robust analytics feature that provides insights on modules, mastery, skills, assessments, and more. One of the most useful features is progress analytics, which enable instructors to see module completion rates and how much time learners spend in modules. Based on this information, instructors can improve course content, increasing learner comprehension.

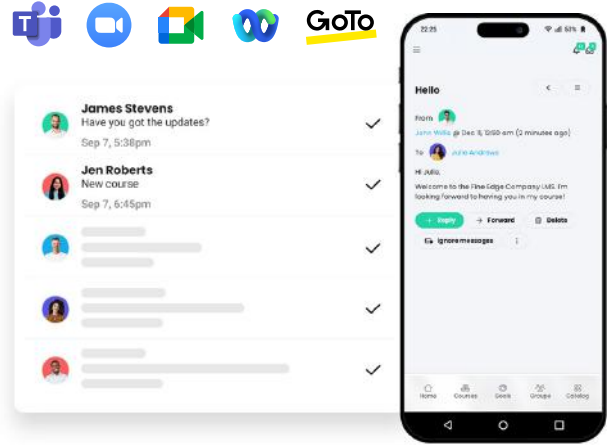
## Adaptive learning

When onboarding new employees, it’s important to keep a few aspects in mind such as their job titles and particular interests. With the adaptive learning feature, you can dynamically personalize the course based on their previous actions, increasing relevance and value for each learner. For example, learners who got a score of over 70% in the “General onboarding” course can move on to the next section “Onboarding for sales.”



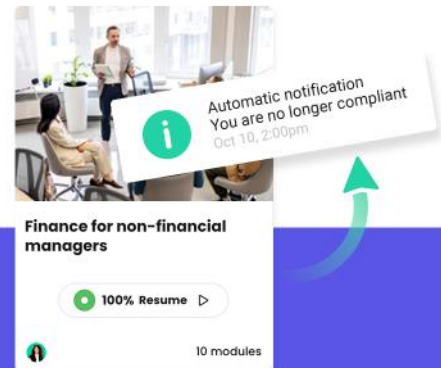
## Collaboration tools

Starting work for a new company can be overwhelming, especially when remote. That's why collaboration through messages, chat, or video conferencing tools is crucial. New hires can send messages to their colleagues and the instructor to find answers to their questions. CYPHER's universal translator enables real-time cross-language communication, connecting global companies and encouraging collaboration. CYPHER integrates with video conferencing platforms such as MS Teams, Zoom, Google Meet, Webex, and GoTo so users don't have to switch between apps.



## Organizations

CYPHER makes it easy to organize learners in an institution based on their role. This feature helps instructors to deliver separate training materials to different departments. Each organization can have its own portal as well as courses, learning paths, groups, catalog, and users. For example, you can create an organization for new hires that work in sales, marketing, HR, management, and other departments.



## Compliance

Instructors can enable this feature, specifying mandatory compliance courses and the compliance duration for new hires. For example, learners completing workplace safety training may remain compliant for a few months before receiving notifications for additional modules.



# About CYPHER Learning

CYPHER Learning is leading the necessary disruption of learning platforms to unleash human potential with modern learning.

CYPHER exists to ignite lifelong passions through personalized, engaging, and limitless learning experiences for all. We give learning and development (L&D) professionals, HR, business leaders, and trainers more time to train, build human connection into everything we do, and deliver tailored learning experiences that are meaningful and measurable.

Just the way modern learners expect.

The CYPHER platform is easy-to-use, beautifully designed, and infused with AI-powered technology. Every aspect beams thoughtful innovation and engineering that puts people first. Millions of users experience their “just in time, just for me, just the way I want it” approach in 50+ languages with the CYPHER award-winning platform.

[www.cypherlearning.com](http://www.cypherlearning.com)

