Nomination: 7748

Talia D'Aquino

Page: General Information

Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.

Name of Organization/Company

Montu

Additional Contacts

I do not wish to list additional contacts

Page: Entry Information

Entry Title

Talia D'Aquino

Category

C01 - C16 Individual > C13 - Onboarding Professional of the Year

Individual Submission Format

Written Answers

a. Briefly describe the nominated individual: history and past performance (up to 200 words). Required

Talia D'Aquino has exemplified excellence as an Onboarding Professional, consistently exceeding expectations with her tailored approach and dedication to new hire success. With a history of hosting weekly induction webinars and offering personalized 1:1 support, Talia ensures a seamless transition for each 10-30 new starters she assists weekly. Her proactive outreach before start dates, onboarding day guidance, and weekly check-ins demonstrates her commitment to fostering connections and providing essential resources. Talia goes above and beyond by equipping new hires with all necessary information, facilitating introductions to their managers, and ensuring they have the tools for success from day one. Despite the challenges of remote work, Talia excels in creating meaningful virtual connections, fostering a sense of belonging, and setting up both new hires and their managers for success in their roles. Talia's exceptional performance as an Onboarding Professional makes her a deserving nominee for Onboarding Professional of the Year.

b. Outline the nominee's achievements since the beginning of 2022 that you wish to bring to the judges' attention (up to 250 words). Required

Since joining in July, Talia D'Aquino has made remarkable strides in onboarding at Montu, assisting in the successful integration of over 800 new starters. Her impact extends beyond mere numbers, as she has revolutionized the onboarding process by leveraging the HRIS tool, Hibob. Talia's initiative in creating unique onboarding flows tailored to different departments has streamlined operations and ensured a more personalized experience for each team member.

One of Talia's standout achievements is the establishment of a dedicated Slack channel for new starters called "seedlings". This channel serves as a hub for connection, support, and information dissemination, all overseen and managed by Talia. Her daily engagement in the channel provides invaluable guidance and encouragement, offering practical tips to facilitate new starters' acclimatization to Montu's culture and processes. This proactive approach not only accelerates the onboarding journey but also fosters a sense of belonging from the outset.

Talia's commitment to continuous improvement is evident in her relentless pursuit of enhancing the onboarding experience. By leveraging technology, fostering communication channels, and delivering tailored support, she ensures that every new hire is set up for success and seamlessly integrated into Montu's community. Talia's achievements underscore her invaluable contribution to the organization and make her a standout nominee for Onboarding Professional of the Year.

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the nominee's past performance (up to 250 words). Required

The achievements highlighted by Talia D'Aquino are particularly noteworthy due to their unique combination of personalized onboarding at scale and innovative use of technology, setting her apart in the industry.

Firstly, the level of personalization Talia achieves for the substantial number of new hires is exceptional. In an industry where onboarding processes often struggle to maintain individualized attention amidst high volumes, Talia's ability to tailor onboarding flows for different departments and teams stands out. This level of customization ensures that each new hire receives the specific guidance and resources they need to excel from day one.

Moreover, Talia's utilization of Hibob and the establishment of a dedicated Slack channel for new starters are innovative approaches that significantly enhance the onboarding experience. By leveraging technology effectively, she not only streamlines processes but also creates dynamic, interactive channels for communication and support. This proactive engagement fosters a sense of community and belonging, which is crucial, especially in remote work settings.

Comparatively, within the industry, such comprehensive and personalized onboarding experiences for a high volume of new hires are often rare. Talia's achievements surpass conventional onboarding standards and demonstrate a commitment to excellence that sets a new benchmark for the industry. Additionally, considering the limited resources of a small people experience team, Talia's accomplishments underscore her efficiency, creativity, and dedication to delivering exceptional results.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

image 1 - the trend of positive onboarding experience since implementing tracking and KPI's as of December 2023
image 2 - 6 - feedback from new starters

Webpage Link

Would you like to add an additional webpage link?

No

Supporting Document

Download File (https://stevies-sage.secure-platform.com/file/19214/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxOTIxNCwiYWxsb3dOb3RaWduZWRVcmwiOiJGYWxzZSIsImlnbm9y9y
kTGMjkP87T7IWHBmHdkHVCf_elbUfCwE?image.png)

Would you like to add an additional supporting document?

Yes

Supporting Document 2

Download File (https://stevies-sage.secure-platform.com/file/19215/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxOTIxNSwiYWxsb3dOb3RaWduZWRVcmwiOiJGYWxzZSIsImlnbm9y9y
image%20%281%29.png)

Would you like to add an additional supporting document?

Yes

Supporting Document 3

Download File (https://stevies-sage.secure-platform.com/file/19216/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxOTIxNiwiYWxsb3dOb3RaWduZWRVcmwiOiJGYWxzZSIsImlnbm9y9z
image%20%282%29.png)

Would you like to add an additional supporting document?

Yes

Supporting Document 4

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Would you like to add an additional supporting document?

Yes

Supporting Document 5

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g90HfB3Ry-39KgjkMLCVbs?image%20%284%29.png)

Would you like to add an additional supporting document?

Yes

Supporting Document 6

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h_4QO75pzH1LWMZzmD5nmVDk?image%20%284%29.png)

Would you like to add an additional supporting document?

Yes

Supporting Document 7

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image%20%285%29.png)

Would you like to add an additional supporting document?

Yes

Supporting Document 8

Download File (https://stevies-sage.secure-
platform.com/file/19221/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxOTIyMSwiYWxsb3dOb3RTaWduZWRVcmwiOiJGYWxzZSIsImlnbm9y
xRymas?Screenshot%202024-04-23%20at%203.41.23%E2%80%AFpm.png)

Would you like to add an additional supporting document?

No

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