

# Helping New Employees Succeed Faster

In 2022, Farm Credit Services of America (FCSA) was about to enter a significant expansion phase, but lacked sufficient, consistent, and role-specific training for new hires entering the organization. They engaged Vivayic to design and develop the RAMP New Hire Program.

## Need and Opportunity

Like many organizations, FCSA had relied on team leaders to train new hires after the initial HR-delivered onboarding. The experience was inconsistent and often failed to help new hires effectively contribute more quickly.

This was an opportunity to engage multiple internal stakeholders in re-thinking how new hires were trained and supported so there was a shared foundational experience and learning journeys specialized for each role - an experience easy for team leaders to facilitate and effective in getting new hires to proficiency faster.



## Vivayic in Action

Vivayic partnered with the Business Training Solutions team at FCSA to:

- **Research and re-imagine** the new hire training experience by conducting focus groups, reviewing data, generating ideas for innovative approaches, and sharing prototypes with key stakeholders.
- **Gain consensus** on a training program model informed by outcomes, designed around a learning journey approach, and adaptable to meet the needs of each team.
- **Design and launch** the RAMP Model using a rapid development approach that delivered all the needed resources for the first role in 8 weeks.

## Results

When FCSA set out to re-invent new hire training, we partnered to help make it happen.

- Created **shared language and understanding** for new hire training across the organization.
- **Within six months**, the RAMP Model fully developed for four, key roles.
- Implementation has reduced formal training time by an average of **two weeks** per new hire.



## Best Advance in Creating a Learning Strategy

RAMP New Hire Program

2022

### MORE ABOUT VIVAYIC

Vivayic exists to build the capacity of others to do good in the world. For company and organizational leaders who desire a better way to learn, teach and train, we simplify the learning process. With more than 16 years of experience designing and delivering tailored learning experiences, Vivayic is committed to driving deeper alignment and understanding by building better experiences, bringing the strongest team, and applying a holistic approach to learning, teaching, and training.

## Schedule a Discovery Call

Let's work together to design and deliver a tailored learning experience that helps meet your strategic needs.

SCHEDULE NOW