ACL HELPS A GLOBAL AGRI-BUSINESS COMPANY ONBOARD EMPLOYEES

with Extended Reality (XR)

Services: XR Solutions, Employee Experience solutions, Training Solutions

OVERVIEW

Based in Singapore, the client is a primary food and agri-business company supplying food and industrial raw materials worldwide. The client is among the world's leading suppliers of cocoa beans and products, coffee, cotton, and rice.

ACL helped the client with virtual onboarding of the new employees amid the hiring and work from home scenario.

CHALLENGES

Time-consuming onboarding process for HR, Training staff, and respective project team

Need to set expectations for new joinees

Need to quickly familiarize the employees with org culture and departments

Difficulty in onboarding due to multiple locations and location level policies and culture

SOLUTION

ACL Digital's XR solution team identified the pain points of the employee onboarding and came up with the following solutions:

1. We calculated the time and cost by departments such as HR, Training departments, and supporting teams to provide information to the new employees

2. We developed a XR-based onboarding system with an engaging and interactive platform to reduce the cost and time for the organization in onboarding new employees

3. **The experience with Virtual Reality (VR):** Leveraging VR ACL Digital developed a new interactive VR experience for an in-person tour to the new workplace without being physically present.

4. The employee onboarding program consisted of the below modules with VR-based interactive content and videos.

   > **A Welcome Area:** An area where CEO, HR Head, and people from top management welcomes the new employees and talk about the organization's vision. Green screen videos were shot and preprocessed as part of the engagement.

   > **Office Walkthrough as an Introduction:** The beautiful office space was captured as a 360-degree Virtual Tour for a walkthrough without the physical presence of trainer/HR using the XR experience.

   > **About the Company History:** Crafted a story in the form of videos, voice notes, management speech, images, documents, and interactive 3D animations around the organization's history along with important milestones, valued clients, business verticals, vision and mission, and other relevant information for employees to feel engaged and informed.

   > **Org regulations and Policies:** ACL helped create an XR experience that would give the new employees or joiners the information and knowledge on the regulation and policies of the company for strict adherence.

THE APPROACH, TECHNOLOGY, AND DEVICES

1. We started with a discovery workshop to understand the customer's need and created an end-to-end storyboard of the whole virtual onboarding of employees.

2. The next phase involved photoshoot, preprocessing and development.

   > In the photoshoot phase, we captured the 360-degree photoshoot of the office space and green-screen videos of the senior management team.

   > The image processing included normalization, stitching, modernization, linking of panoramas, video processing, and cleanup.

   > The development phase involved creating 3D models and animations to create a Virtual tour flow by linking panoramas to relevant workspace and sections.

   > The Virtual tour is a combination of embedded green screen videos, 3D models, presentations, policy documents, connecting the HR Portals to bring more information.

3. The employee virtual tour will be available on the Web browser as a responsive web application that supports different form factors. In addition, we built an application that runs in Facebook Oculus quest to provide an immersive experience to employees.

OUTCOMES

> Increase in employee engagement by up to 6x

> Reduction in onboarding time of new employees

> Standardized content across departments and geographies

> Reduction in cost and time of onboarding training

> Improved retention rates of team members by up to 70%

CONCLUSION

With decades of industry knowledge and a purpose-driven innovation approach, ACL Digital helped deliver the XR solutions that enabled customer with interactive Virtual Employee onboarding. ACL's innovation and digital experience expertise helped the client with a swift go-to-market strategy and limitless possibilities of XR in multiple use cases, including Warehouse, technical training & support, and retail solutions.

ACL Digital is at the forefront of comprehensive reality solutions that help in delivering experiences to enable more human interactions and traverse creative ways in real-time problem-solving. If your business needs any help building a roadmap and application for XR solutions, get in touch with ACL Digital Consultants.

ACL Digital is a design-led Digital Experience, Product Innovation, Engineering and Enterprise IT offerings leader. From strategy, to design, implementation and management we help accelerate innovation and transform businesses. ACL Digital is a part of ALTEN group, a leader in technology consulting and engineering services.

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