The Power of Automated Onboarding and Offboarding

Employee lifecycles have become vastly more complex. Not only are transitions more frequent, but today's workforces often include larger proportions of temporary employees, contractors, consultants, and interns. Ivanti helps gain control of all this potential disruption by automating the delivery and provisioning of apps and services to all employees throughout their lifecycles within the organization.

Supporting the Employee Lifecycle from Day One

IT is being called on to better manage the role of technology in the employee lifecycle. The onboarding process in particular is an area where many IT teams struggle. But IT must also keep up with role changes and the critical offboarding process that protects access to key systems once an employee leaves the organization. Key challenges faced by IT today in supporting the employee lifecycle include:

- Lengthy time to provision and grant access to necessary IT resources while onboarding employees, contractors, and consultants

- Enforcing security and compliance when employees change roles or are offboarded – removing access and de-provisioning all corporate and IT related resources

- Maximizing employee productivity by providing necessary technology tools (IT services, apps, collaboration assets), when they need them – dynamically

- Continuous need from the business to drive IT operational management costs down and operational efficiency higher

Ivanti proactively and dynamically matches the right employee to the right access, apps, and services to help them meet their business performance targets from day one. These access right also map to each employee's entitlements based on their identity and related company

policies. And when an employee leaves the organization, they can be quickly and automatically revoked of privileges and access to technology assets so the business is kept secure.

Driving Business Productivity

The faster new hires can get started with access to the right services and apps to do their jobs, the sooner they'll successfully bolster the organization's mission. Conventional wisdom and research both suggest that the first 90 days are critical to new employee success, as they often have to "prove" themselves during that time. According to an Allied Workforce Mobility Survey, companies lose 25% of all new employees within one year, and interestingly enough, almost 30% of companies reported that it takes a year or longer for a new employee to reach full productivity.

For IT, onboarding means providing employees with accounts and delivering the right level of access to the services and apps that drive business processes.

With business productivity at stake, why does it takes days or even weeks for these tasks to occur? Often, it's because the procedures themselves are manual and slow and therefore costly and insecure.

IT needs to eliminate the manual, laborious tasks of creating new users by automatically delivering the access an employee needs on his or her first day of employment. And that same fast and efficient delivery can remain active for the employee throughout their tenure at the company – as

well as ensuring rapid, secure, and efficient offboarding when needed.

More than Just Onboarding

Today's employees are not static. New needs and different responsibilities come up quickly. Often employee's roles change over time. But often, IT isn't aware of a role change until a service desk ticket appears from the transitioning employee. Giving the employee the additional access they need may be simple enough, but what about revoking access they no longer need? Yet doing so will reduce costs related to licensing and can often prevent security risks – not to mention meeting company policy.

By mapping employee access based on identity and business policy, as an employee's role changes over time, access rights can be automatically reassigned. All changes will be visible to IT for tracking and auditing purposes as well. This limits unnecessary license usage and also inherently improves security because access to key apps and systems are limited to employees based on policy.

Taking the Manual Processes Out of Offboarding

One of the largest risks when it comes to access is former employees being improperly or incompletely offboarded. But offboarding is typically executed through a series of cumbersome manual processes, and there is rarely an easily-accessible central repository of data for all of an employee's, consultant's, or contractor's access rights – opening up additional security vulnerabilities. Automating this process is imperative, and Ivanti helps ensure the timely recovery of company assets, reducing the risk of private data being exposed or systems being compromised by unauthorized access.

Onboarding and Offboarding Best Practices with Ivanti

Through automated onboarding and offboarding processes, IT can see many benefits. These improvements extend across the employee lifecycle and deliver value to both IT teams and the business. Advantages include:

- Equipping employees with the right technology fosters better innovation and competitive advantage.
- Providing the right access to customer-facing employees can help improve the customer experience.
- Investing in business-driven automation increases adoption of new services and technologies to get the greatest value from those investments.
- Self-service capabilities empower employees to request and automatically gain access to additional apps and services without contacting the service desk, minimizing "shadow IT."

If you could be automating and securing your onboarding process, reach out to Ivanti to learn more.

www.ivanti.com

1.800.982.2130

sales@ivanti.com