



Cerilon Implements Employee Onboarding 365 for a Better New Hire Experience

Located in Calgary, Alberta, Canada, Cerilon is a chemical manufacturing company focused on developing sustainable energy and chemical solutions. As the company continues to grow, it hires employees across engineering, operations, project management, finance, and corporate functions. To support its expanding workforce, Cerilon required a structured and efficient employee onboarding process that would ensure every new hire receives a consistent and engaging experience from day one.

By implementing a standardized employee onboarding process, Cerilon streamlined new hire activities, improved collaboration between HR, managers, and support teams, and reduced administrative effort. The new approach ensures employees complete required documentation, receive company information, and are prepared with the necessary resources before joining, resulting in a smoother transition into the organization.



Customer: Cerilon

Website: <https://cerilon.com>

Customer size: 50–200 Employees

Country: Calgary, Alberta, Canada

Industry: Manufacturing

Services: Chemical Manufacturing

Up to **80%**

Reduction in manual onboarding tasks through automated workflows, document collection, and task assignments.

3× Faster

Employee onboarding with streamlined approvals, pre-joining activities, and cross-functional coordination.

95%

On-time completion of onboarding tasks, ensuring new hires are ready with required documents, system access, and resources before Day One.

Challenges

The absence of a centralized onboarding platform also made collaboration between HR, Hiring Managers, IT, and Facilities more complex. Activities such as document submission, account provisioning, equipment allocation, policy acknowledgements, and workspace preparation were completed independently, resulting in missed deadlines and communication gaps. These process inefficiencies affected workforce readiness, increased administrative overhead, and reduced the overall experience for new hires before their first day.

Before adopting Employee Onboarding 365, the organization handled new employee induction through a combination of emails, spreadsheets, and separate applications. This fragmented approach made it difficult to manage joining activities efficiently, leading to inconsistent execution, longer completion times, and limited transparency for HR and business managers.

Why Employee Onboarding 365 Was Selected

Following a comprehensive evaluation of employee onboarding platforms, the organization chose Employee Onboarding 365 for its ability to simplify and digitize the onboarding journey while adapting to the organization's unique operational needs. The platform delivers configurable onboarding journeys, centralized document handling, automated notifications, approval processes, and coordinated task management across HR, hiring managers, IT, and other stakeholders. Its user-friendly design and configurable onboarding templates enabled the organization to create a consistent, efficient, and engaging experience for every new hire.

Compared with other solutions considered, Employee Onboarding 365 stood out for its flexibility, quick deployment, and comprehensive onboarding capabilities. The platform supports seamless collaboration across departments, improves visibility into onboarding progress, accelerates completion of pre-joining activities, and minimizes manual administrative effort. These capabilities aligned closely with the organization's long-term workforce growth strategy, making Employee Onboarding 365 the preferred onboarding solution.

Key Features in Use

After deployment, the organization adopted Employee Onboarding 365 to manage the complete onboarding lifecycle through a single, centralized platform. The solution supports structured onboarding journeys with configurable workflows, digital forms, document submission, approval processes, and automated task allocation, ensuring every onboarding activity is completed efficiently and on schedule.

In addition, the organization utilizes personalized onboarding plans, automated email communications, reminder notifications, configurable checklists, real-time progress monitoring, and coordinated task management across HR, Hiring Managers, IT, and Facilities. These capabilities enhance collaboration, improve visibility into onboarding status, minimize

administrative overhead, and provide every new employee with a smooth and consistent onboarding experience from pre-joining through Day One.

Solutions

Employee Onboarding 365 replaced manual onboarding and offboarding with a centralized, structured workflow, ensuring every task was assigned and completed. The platform offered flexible, customizable processes while keeping all onboarding activities organized in one place.

Automated welcome messages, notifications, and progress updates improved communication and visibility. Clear task ownership, flexible workflows, and built-in collaboration created a more consistent and efficient onboarding experience for HR teams and new employees.

Client Says

"Employee Onboarding 365 helped us create a structured onboarding process where every task is tracked and nothing is missed. The flexible workflows and excellent support made implementation smooth and efficient."

– Maggie Long, Business & Quality Manager, Cerilon

Key Benefits to Cerilon

- **Structured Onboarding Process:** Every onboarding and offboarding task is documented and assigned, ensuring no critical steps or stakeholders are missed.
- **Improved Communication:** Automated welcome messages, staff notifications, and progress updates keep everyone informed throughout the onboarding journey.
- **Flexible Workflows:** Customizable onboarding processes adapt to the organization's requirements, making implementation more effective.
- **Better Visibility & Consistency:** HR teams can track onboarding progress from a central location, delivering a consistent experience for every new hire.

