



The Sun New Hire Experience

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Agenda

- Context: why we built the site
- Introduction to The New Hire Web site
- Orientation on the site
- Questions



What we were solving for: (context)

Upgrade Sun's onboarding programs and processes to improve the experience, engagement, and productivity of newly hired U.S. Employees.

Do this through an on-boarding experience that

- Welcomes new hires
- Connects them with Sun employees & the new hire community
- Connects them with resources to get productive quickly
- Connects them with Sun, our strategy, company culture, and values
- Attract new employees and let others know about cool stuff we are doing at Sun.

One Key Lever to do this: New Hire Wiki

The basics:

- Site was launched in October of 2007
- Built on the Confluence platform
- Read / Write Technology
- Recruits and New Employees are directed to site during the recruitment and offer process
 - > Site is accessible by the public: New Hire Orientation, Benefits Preso, all Videos and Paperwork
 - > Launch of site eliminated 50 pages of paperwork a new hire would get in their welcome packet

The New Hire Web Site: Front Page

<http://learning.sun.com/newhire>



LOG IN

MyLearning > New Hire > New Hire Experience



JOIN THE NETWORK

The people that work at Sun create innovative products and solutions and we value each individual's contribution. We have built this site specifically for you. Take advantage of the resources here to jump start your Sun experience.

> ACCELERATE



Begin here and link to key information that will help you get started quickly.>

> PARTICIPATE



Dive in and participate. Learn how to use internal tools to build your network!>

> LEARN



Begin your professional and personal development via Sun's employee education offerings.>

> EXPLORE



View our most recent goals and playbooks, learn Sun-specific acronyms, and view executive presentations.>

> PLAY



Learn about Sun by playing an enthralling adventure game where you are the hero!>

Front Page: Bottom

U.S. Documents for New Hires

View and download policies and documents for all U.S. New Hires prior to Day One at Sun.

Resources For Everyone

Play Rise of the Shadow Specters >
View the Day One Orientation >
View the U.S. Benefits Orientation >
Access the Quick Start Guide >

Most Popular Items

1. New Hire Experience
2. Accelerate
3. Play
4. Quick Start Guide
5. Day One Orientation
6. Learn
7. Participate
8. U.S. Benefits Orientation
9. U.S. Documents for New Hires
10. Explore

Learn About Sun



Watch Jonathan's New Hire video message, view the Network Is The Computer vision video, and watch several Sun employees explain why they think they have the best job at Sun.

Tip of the Week



Would you like to hear Jonathan speak about Sun Strategy?

Check out this [site](#) to hear it straight from him!

Most Recent Tags

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orientation paperwork strategy sunid sunvisor swan
token_card vacation

Videos:



The Network is the Computer

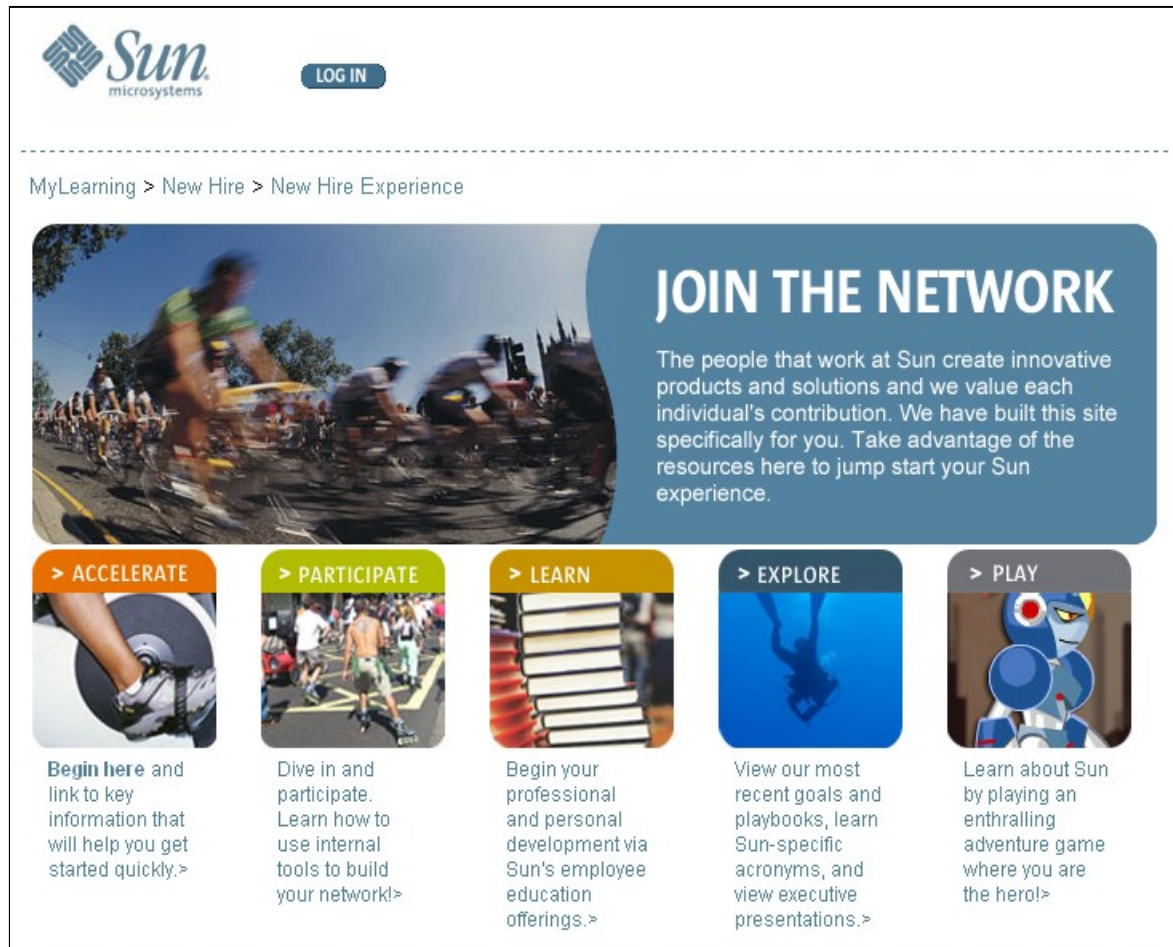


Jonathan's Welcome



I have the best job at Sun

5 ways to navigate



The screenshot shows the Sun Microsystems logo and a 'LOG IN' button at the top. Below is a breadcrumb trail: 'MyLearning > New Hire > New Hire Experience'. A large banner features a photo of a triathlon and the text 'JOIN THE NETWORK' with a paragraph about Sun's network resources. Below the banner are five navigation cards: 'ACCELERATE' (hand on a wheel), 'PARTICIPATE' (people at a triathlon), 'LEARN' (stack of books), 'EXPLORE' (scuba diver), and 'PLAY' (robot character).

Sun
microsystems

LOG IN

MyLearning > New Hire > New Hire Experience

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Accelerate: Start here

MyLearning > New Hire > New Hire Experience > Accelerate

▼ ACCELERATE

> PARTICIPATE

> LEARN

> EXPLORE

> PLAY



ACCELERATE

There is a lot to learn at Sun — and your first few days may be hectic — use the resources here to help you accelerate your Sun experience. Update this page as you find great resources.

- Three key items accessible to anyone:
 - > Online Orientation
 - > US benefits Presentation
 - > Quick Start Guide

Day One Orientation

Narration: ON | OFF

Sun
microsystems

- WELCOME
- OUR VISION
- OUR MISSION
- OUR PHILOSOPHY
- SUN'S BUSINESS
- OUR ORGANIZATION
- OUR VALUES
- YOUR CAREER

WELCOME WHO WE ARE

Welcome to Sun. We're glad you're here, and that you've chosen to join the network of incredible Sun employees. There are lots of reasons why people like you choose to work at Sun.

Maybe you joined to work on cool projects and grow your career, for the flexible work environment, or for our unique culture and the compensation...

As you navigate through this site, you will encounter several artifacts representing key moments in Sun's history. Collect all 8 artifacts then click on this Sun-1 Workstation to play the artifact matching game and receive your virtual Sun badge.

0 of 8

< 1 2 3 4 >

U.S. Benefits

Sun Benefits Presentation ATTACHMENTS



Search **Outline** Thumbnails Notes

- Welcome
- ▶ Global Benefits Philosophy
 - Contacts
- ▶ SunFlex Benefits
- ▶ Coverage
- ▶ Medical Plans
 - MetLife Dental Plan
 - Vision
 - Disability
 - Life Insurance
 - Accidental Death & Dismemberment
 - Flexible Spending Accounts
- ▶ 401(k)
- ▶ Employee Stock Purchase Plan
- Other Benefits
- Payroll
- Paid Time Off
- Helpful Links



Welcome to Sun. Thank you for taking the time to learn about the benefit options Sun will be providing for you. This learning is available to you in modular format giving you the flexibility to listen to those statements most important to you. Also please feel free to involve the other benefits decision makers in your family.

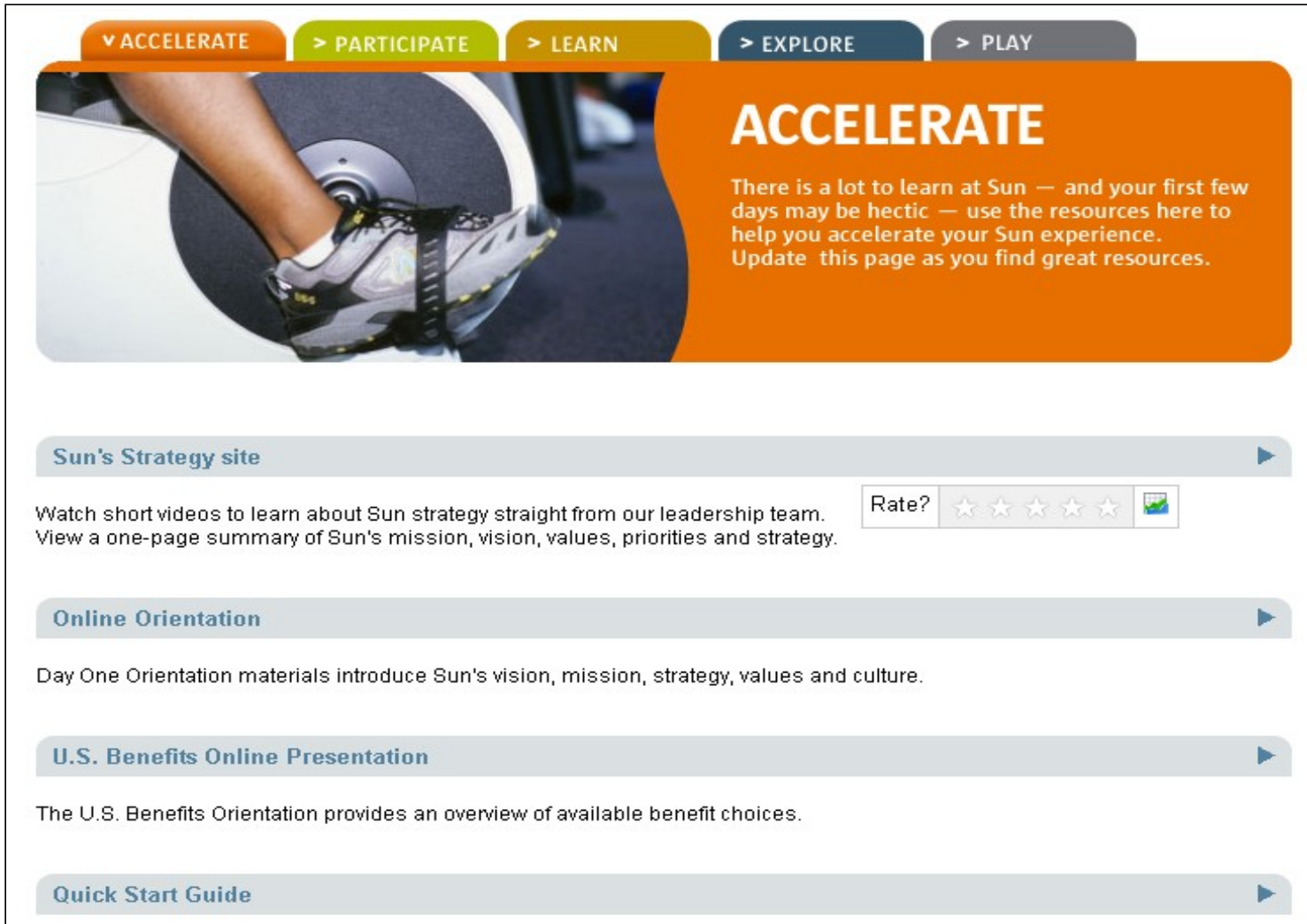
> JOIN THE
NETWORK

Sun Proprietary/Confidential



SLIDE 1 OF 48PLAYING 00:15 / 00:35⏸ ⏪ ⏩🗪


Quick Start Guide Link



The screenshot shows a navigation menu with five items: 'ACCELERATE' (orange), 'PARTICIPATE' (green), 'LEARN' (yellow), 'EXPLORE' (blue), and 'PLAY' (grey). Below the menu is a large orange banner with the word 'ACCELERATE' in white. To the left of the banner is a photo of a person's foot on a stationary bike. The banner text reads: 'There is a lot to learn at Sun — and your first few days may be hectic — use the resources here to help you accelerate your Sun experience. Update this page as you find great resources.'

Sun's Strategy site ▶

Watch short videos to learn about Sun strategy straight from our leadership team. View a one-page summary of Sun's mission, vision, values, priorities and strategy.

Rate? ★ ★ ★ ★ ★ 

Online Orientation ▶

Day One Orientation materials introduce Sun's vision, mission, strategy, values and culture.

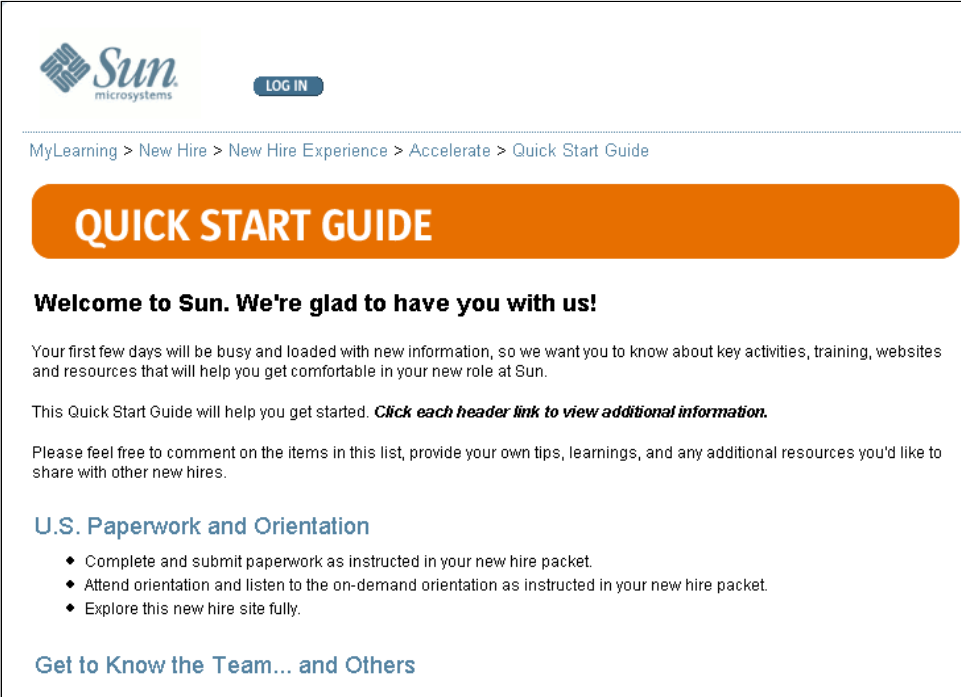
U.S. Benefits Online Presentation ▶

The U.S. Benefits Orientation provides an overview of available benefit choices.


Quick Start Guide ▶

Quick Start Guide

- Access it during first week of work
- Get practical help:
 - > How to gain system access
 - > How to contact the Service Desk with technical problems
 - > How to use StarOffice™ software
 - > How to access learning for New Hires



The screenshot shows the Sun Microsystems Quick Start Guide page. At the top left is the Sun Microsystems logo. To its right is a "LOG IN" button. Below the logo and button is a breadcrumb trail: "MyLearning > New Hire > New Hire Experience > Accelerate > Quick Start Guide". A large orange banner with the text "QUICK START GUIDE" is centered below the breadcrumb. Underneath the banner is the heading "Welcome to Sun. We're glad to have you with us!". This is followed by a paragraph of introductory text. Below that is another paragraph of text. Then, there is a section titled "U.S. Paperwork and Orientation" with a bulleted list of three items. At the bottom of the page is a link titled "Get to Know the Team... and Others".

 [LOG IN](#)

[MyLearning](#) > [New Hire](#) > [New Hire Experience](#) > [Accelerate](#) > [Quick Start Guide](#)

QUICK START GUIDE

Welcome to Sun. We're glad to have you with us!

Your first few days will be busy and loaded with new information, so we want you to know about key activities, training, websites and resources that will help you get comfortable in your new role at Sun.

This Quick Start Guide will help you get started. *Click each header link to view additional information.*

Please feel free to comment on the items in this list, provide your own tips, learnings, and any additional resources you'd like to share with other new hires.

[U.S. Paperwork and Orientation](#)

- Complete and submit paperwork as instructed in your new hire packet.
- Attend orientation and listen to the on-demand orientation as instructed in your new hire packet.
- Explore this new hire site fully.

[Get to Know the Team... and Others](#)

Participate

> ACCELERATE

▼ PARTICIPATE

> LEARN

> EXPLORE

> PLAY



PARTICIPATE

In the participation age, it's important for all Sun employees to actively engage in fueling our success. All who decide to participate help create value for our customers and other employees. Use these resources to discover tips, key information and activities to help you get involved. Add any resources you find that are not listed.

Goal: Introduce Employees to the culture of Sun

- Topics
 - > Blogging at Sun
 - > Wiki's at Sun
 - > Make a Difference: Volunteering at Sun
 - > Employee Resource Groups
 - > Social Networking

Participate: Social Networking

SOCIAL NETWORKING

Strong personal networks are important for you in your career as well as for Sun's business. We have presence in several social networking environments, and encourage you to get involved.

Facebook

facebook

Sun has a growing presence on Facebook. If you are already a member, go ahead and lookup your new Sun colleagues.

Rate?



Second Life, MPK20, Mixed Reality

SUN IN
SECOND LIFE

secondlife.central



Rate?



Currently Sun has three Second Life islands, with one dedicated to employee training! SunLabs is also working on interesting new technologies around the 3D-web. Find out more about what Sun is doing in [Second Life](#).

We also have an active committee that evangelizes multi-user virtual environments (MUVES) to conduct business, influence customers, and increase efficiency.

Learn

MyLearning > New Hire > New Hire Experience > Learn

> ACCELERATE

> PARTICIPATE

▼ LEARN

> EXPLORE

> PLAY



LEARN

There are many resources you can leverage to learn more about Sun as well as advance your own personal learning goals. Access these resources to begin taking courses, learn about Sun's Learning Services organization, and search Sun's vast library of digitized information.

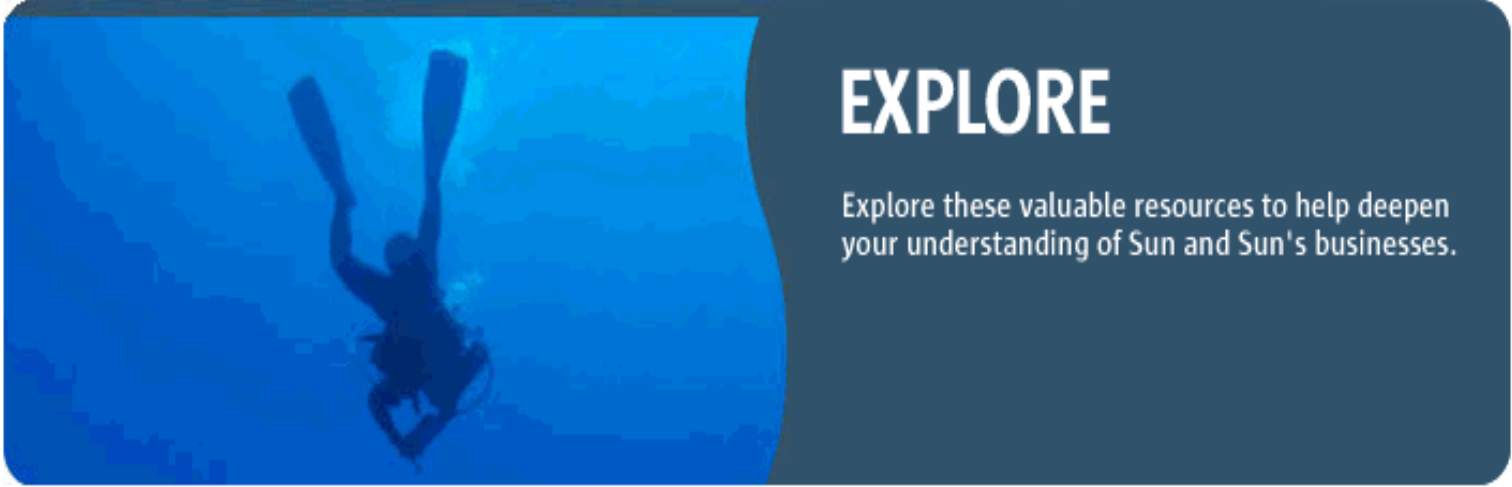
Goal: Introduce New Employees to Learning Resources at Sun

- Topics
 - > What courses to take as a new hire
 - > MyLearning: Learning Portal for Sun
 - > Introduction to Sun Learning Services and our CLO Karie Willyerd
 - > Digital Libraries and Research: Learning Resources

Explore

MyLearning > New Hire > New Hire Experience > Explore

> ACCELERATE > PARTICIPATE > LEARN ▼ EXPLORE > PLAY



EXPLORE

Explore these valuable resources to help deepen your understanding of Sun and Sun's businesses.


Goal: Deepen understanding of Sun and Sun's Business

- Links:
 - > Playbooks: Goals for each Business
 - > Acronym Wiki
 - > Sun Messaging website
 - > Corporate and Social Responsibility
 - > Useful Link site

Play: Gaming about Sun

MyLearning > New Hire > New Hire Experience > Play

> ACCELERATE > PARTICIPATE > LEARN > EXPLORE v PLAY



PLAY

Play the riveting adventure game, Rise of the Shadow Specters, and you will be plunged headfirst into a fractured, futuristic world crumbling under the control of evil Shadow Specters — dangerous creatures who are trying to take over the technology world!

- 2 learning games that teach about Sun
- “Movie” Trailer of the game

Metrics of Site: *Who, What, Where and How?*

Who?

- 24,522 Visitors from 4/08 - 3/09
- 37,868 Visits to the site
 - 64% were new visits
- Avg. 3.18 pages per visit

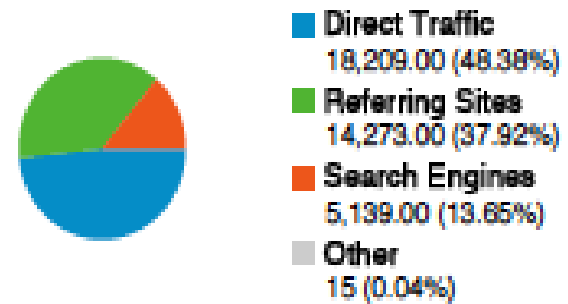
Where?

Country/Territory	Visits
United States	26,834
United Kingdom	2,520
Germany	1,320
Singapore	1,003
India	923
Canada	872

Top 5 Content Pages

- Landing Page
- Accelerate
- Play
- Quickstart
- Learn

How getting to site



Questions?



Appendix



Thank You