



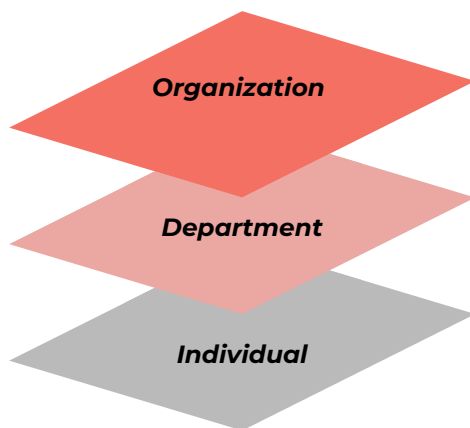
Transform Information Overload into Effective Onboarding & Training Journeys with **Raycom**.



The Challenge:

How do new hires learn years of knowledge in just weeks?

As a leading provider of private 4G/5G solutions, Raycom's rapid growth also meant changes and the addition of key team members in sales, marketing, and admin operations.



Organization: Leadership Transitions

Raycom's personnel changes risked knowledge loss, operational disruption, and weakened team performance.

Department: Inefficient Knowledge Transfer

Managers struggled to quickly share years of knowledge scattered across their minds and various formats like PDFs, Excel, and Word.

Individual: Information Overload

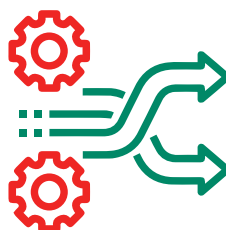
New hires often struggle to learn complex, technical, and abundant information quickly to succeed in their roles.

The Approach:

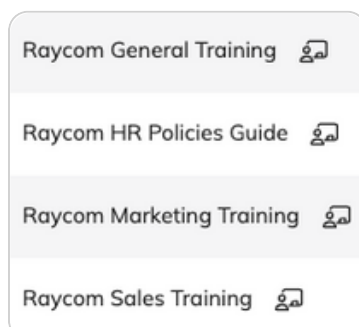
Micro-learning journeys to transfer knowledge effectively

After reviewing 240 minutes of meetings and 42 artifacts, we created tailored, micro and self-paced training for four roles, covering company insights, tools, policies, and role-specific knowledge.

**42 artifacts and 240 minutes
of meeting time**



Four training journeys



Gateway used 18 instructional design principles to create structured onboarding journeys that speed up ramp-up time for new hires in marketing, sales, and operations.

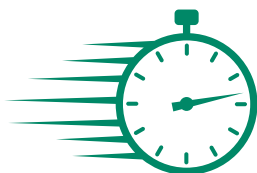
Value Delivered:

Saved time and cost while boosting knowledge retention and new hire integration across the organization in two months



\$185,000

saved in onboarding and training costs



↓ 712+ hours

saved in onboarding and training creation time

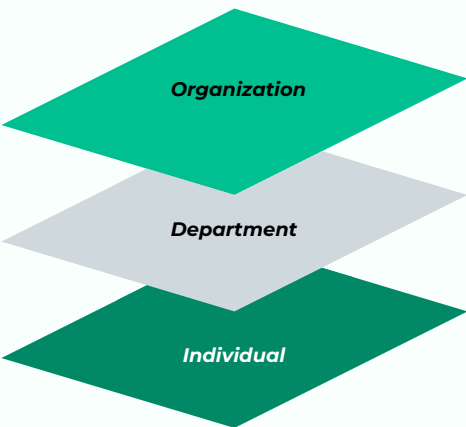


↑ 80%

increase in knowledge retention compared to traditional methods

Empower a winning team at every level

With Gateway’s platform in place, Raycom now has reliable, consistent onboarding and training capabilities that serve as an uncommon competitive advantage for high-growth companies.



Organization: Scalable, Structured Onboarding

Self-paced onboarding with clear goals, expectations, and activities aligned to Raycom’s culture and processes.

Department: Tailored Training, Reduced Manager Load

Tailored training reduced managers' workload and boosted team productivity.

Individual: Confident New Hires, Faster Learning

Bite-sized 1-10 minute modules help new hires quickly learn complex topics and gain role-specific knowledge.

“This was the **best** and **most comprehensive** onboarding and training experience I’ve **ever had at any company**.”



Leticia Nunez Nova
Marketing - Onboarded October '24
Raycom.

“We look forward to a long-term partnership with Gateway, thanks to their **exceptional flexibility, prompt delivery, and high level of professionalism**.”



Shira Edri
Chief of Staff and Director of Partnerships
Raycom.

Ready to ramp up your teams 3X faster and more effectively?

Schedule a consultation via
<https://meetings.hubspot.com/hanh-linh>