# Customer Onboarding Course for Success Leaders: First Value, Handoffs, Segments, Early Risk

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Paris

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## Programme Summary

Customer onboarding is the subject of this one-week training course for heads of customer success, customer experience and operations, ending in a customer onboarding design and governance pack for one customer segment. New customers judge a supplier on its first weeks, yet the handoff from sales, the first milestones and the early warning signals are often left to individual teams. The programme moves from the first-value promise to handoff design, segment journeys, early risk signals and measures. Mars Training Centre UK delivers this programme on customer onboarding to mixed-organisation cohorts.

## The Business Case

Banks, software suppliers and telecom operators win or lose a customer after signature. When the sales promise, the delivery team and the customer's plan do not match, value arrives late and trust falls. A governed onboarding route gives leaders one view of progress.

- Time to First Value: Shortens when milestones are agreed with the customer before work starts.
- Early Customer Loss: Falls when risk signals are watched and acted on in the first weeks.
- Handoff Rework: Declines when sales commitments reach delivery teams in a standard form.

## Principles and Evidence Base

- Journey Mapping: Lays out customer steps, emotions and handoffs, applied in Sessions 1 and 3 to the first weeks of each segment.
- Customer Health Scoring: Combines usage, sentiment and engagement signals into one account view, applied in Session 4 to early risk.
- Net Promoter Score: Asks customers how likely they are to recommend a supplier, applied in Session 5 to onboarding outcomes.
- Customer Effort Score: Asks how easy a task was, applied in Session 4 to the steps where customers struggle.

## Intended Participants

- Customer success leaders who own the first months of the customer relationship.
- Customer experience heads who design journeys across sales, delivery and support.
- Operations directors who run implementation, set-up and activation teams.
- Commercial leaders who make promises that onboarding teams must keep.

Typical settings include software, banking, telecommunications and industrial services.

## Learning Outcomes

1. Participants will be able to evaluate a first-value promise against what a delivery team can show.
2. Participants will be able to construct a handoff standard that carries sales commitments into delivery.
3. Participants will be able to design onboarding journeys that differ by customer segment.
4. Participants will be able to diagnose early warning signals in usage, sentiment and engagement data.
5. Participants will be able to prioritise onboarding measures and review routines for senior leaders.
6. Participants will be able to justify an onboarding governance plan to a commercial sponsor.

## Programme Structure

## Day 1: Customer Onboarding Foundations and First Value

What must a customer be able to do, and by when, for onboarding to count as successful?

- First-Value Definition Sheet
- Activation Milestone Ladder
- Journey Mapping of the First Weeks
- Customer Goal and Success Plan
- Onboarding Failure Case Review

## Day 2: Sales Handoff and Delivery Alignment

How do promises made in the sale reach the people who must keep them?

- Sales-to-Onboarding Handoff Template
- Commitment and Scope Register
- Kick-Off Meeting Agenda
- Role and Responsibility Matrix
- Escalation Path Chart

## Day 3: Segment Journeys and Onboarding Models

Which customers need personal guidance and which need a lighter route?

- Segment Effort and Value Grid
- High-Touch Journey Blueprint
- Guided and Self-Service Route Design
- Channel and Content Plan
- Staffing and Capacity Model

## Day 4: Early Risk Signals and Measures

Which signs in the first weeks show that an account is at risk?

- Customer Health Score Build
- Customer Effort Score Review of Setup Steps
- Stalled Milestone Alert Rules
- Rescue Plan Template
- Onboarding Dashboard Layout

## Day 5: Onboarding Design and Governance Pack for One Segment

Do the earlier tools join into a pack that a sponsor can approve and a team can run?

- Applying the Session 1 Activation Milestone Ladder
- Testing the Session 2 Handoff Template
- Reviewing the Session 4 Health Score and Alert Rules
- Net Promoter Score Check on Onboarding Outcomes
- Completing the Onboarding Design and Governance Pack

## Methodology

The programme uses case analysis built on prepared material for two suppliers, one a business software provider and one a retail bank serving small companies. Participants map journeys, test handoff documents against scenarios, and defend their choices to peers acting as a commercial sponsor.

- Suggested activity: Tracing a sales promise through to the first delivery meeting and marking where detail is lost.
- Suggested activity: Scoring ten sample accounts for early risk and choosing which receive a rescue plan.
- Suggested activity: Setting activation milestones for two segments and comparing the effort each asks of the customer.

## Capstone Output

Each participant completes a customer onboarding design and governance pack for one customer segment. It holds a first-value definition, a milestone ladder, a handoff standard, a segment journey, early risk rules and a review routine with owners. At work it briefs a sponsor and aligns sales and delivery teams.

## Frequently Asked Questions

### Is a customer onboarding programme suitable for leaders who have not run onboarding before?

Yes. Customer onboarding is taught through prepared cases and templates. The programme assumes responsibility for customers after the sale, but no earlier experience of designing onboarding routes.

## Which models does customer onboarding rest on in this programme?

Customer onboarding rests on journey mapping for the first weeks, customer health scoring for early risk, and the Net Promoter Score and Customer Effort Score for measuring outcomes and difficulty.

## How is the pack from customer onboarding used at work?

You use the onboarding design and governance pack to brief your sponsor, align sales and delivery teams, set milestones and alerts, and start a pilot with one segment.

## How does customer onboarding differ from a programme on customer retention?

Customer onboarding concentrates on the weeks after signature, covering handoff, milestones and early risk, while a retention programme concentrates on loyalty and renewal across the customer life.