Microsoft Power Platform

Accelerating onboarding with Power Platform and intelligent automation

Onboarding and offboarding are two of the most important moments in an employee's experience but they're also some of the most fragmented. Between HR, IT, and team managers, critical steps often get lost in the shuffle. Tasks are tracked across spreadsheets, emails, and separate systems, creating confusion, delays, and a frustrating experience for new hires and internal teams alike.

To fix this, the team behind the ELM Employment Lifecycle Management App turned to Microsoft Power Platform. They created a streamlined solution that connects onboarding workflows across departments. Their platform-driven approach eliminated manual follow-ups, improved visibility, and delivered a flexible foundation that's easy to scale and adapt without the complexity of traditional custom development.

Challenge

Transforming the employee onboarding experience

For many organizations, the process of onboarding and offboarding employees is bogged down by fragmented systems, missed tasks, and delays across departments. HR teams manage documentation, IT provisions access, and managers are responsible for introductions and check-ins yet without a unified system, these processes can be disjointed or even missed.

The challenge for the team behind ELM Employment Lifecycle Management App was to create something that could handle the complexity of task coordination across teams with a user- friendly interface that was scalable.

The goal: Deliver a solution that would make onboarding feel intentional, trackable, and collaborative.

Solution

Unifying disconnected workflows

To bring their idea to life, the team developed with Power Platform to build an efficient employee onboarding solution. The app was designed with Power Apps for the front-end experience and Power Automate for orchestrating tasks, notifications, and approvals.

Watch the video >

Core components include:

Power Apps
Provides the front-end interface for onboarding task management.

Power Automate
Automates notifications, approvals, and workflow processes.

Copilot Studio
Built an interactive agent to retrieve new employee onboarding information and execute tasks based on user requests.

SharePoint
Integration to securely store onboarding documents and provide role-based access control.

Power BI
Enables visualization of onboarding progress and analytics.

The team worked with familiar Power Platform tools, avoiding the need to build a custom backend or infrastructure from scratch. Its built-in capabilities made it easy to extend the solution with Microsoft services like Teams integration and Power BI reporting.

Result

A connected, trackable, and scalable onboarding experience

By choosing Power Platform, the team was able to create a complete onboarding management system in a fraction of the time it would have taken using traditional methods. More importantly, they delivered a robust solution that solves a real pain point across departments.

Key outcomes:

- Improved visibility across the onboarding process, reducing miscommunication and delays
- Time savings for HR and IT by automating repetitive tasks
- Stronger security and access controls, with role-based permissions.
- Flexibility for future enhancements, thanks to a modular, cloud-based architecture
- Better user experience for both new hires and managers, supported by real-time task updates and automated alerts

Learning resources

Explore these resources for more examples and practical guidance.

- ELM App GitHub repository
- Powerful Devs Hack Together series
- Power Platform Samples
- AI in Action series