DID YOU WINOW?

- of employee turnover happens in the first 45 days
- 71% of employees who are looking for a job cite poor onboarding processes as a major factor
- of companies spend zero dollars on onboarding and more than \$15,000 to hire

GOALS OF AN EFFECTIVE ONBOARDING PROCESS



ENGAGE



ACCLIMATE



RETAIN

ONBOARDING MISTAKES TO AVOID

- #1 Lack of Structure
 Every company should have its own onboarding structure and plan.
- #2 Lack of Focus on
 Company Culture
 Do not limit employee onboarding to job
 roles and paperwork alone; immerse the
 new hire into every facet of the company
- #3 Unrealistic Time Expectations
 Expecting immediate results, such as
 higher profits, is unrealistic. Don't rush
 the process.

WHY IS ONBOARDING IMPORTANT?

Onboarding instills a sense of belonging.

Onboarding assists employees with becoming productive more quickly.

Onboarding is the design of what your employees feel, see, and hear after they are hired.

EFFECTIVE ONBOARDING SHOULD:

- Help an employee identify with the company
- Make people immediately feel invested
- Focus on vision, mission, company goals, and values
- Feel like joining a family that welcomes employees with open arms

69%

of employees are more likely to stay with a company for at least 3 years if they have a positive onboarding experience

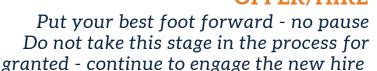
5 STAGES OF ONBOARDING



INTERVIEW (IT ALL STARTS HERE)

First impressions matter
Be honest - be clear
Communicate





Be clear - things can be misinterpreted

Communicate

even after offer is accepted



HIRE TO START (DANGER ZONE)

Meet the spouse Seek input from the new hire - get them involved

Don't adjust the offer, perks, etc. **Communicate**

START TO 6 MONTHS (TRADITIONAL ONBOARDING)

Support, Support, Support Involve spouse and family Introduce to the CEO/President/COO Make orientation a success Schedule frequent and planned reviews **Communicate**



RETENTION

A developed process will improve your company and yield loyal employees If you make your new hires feel valued, they will stay Commitment is key

WHAT IS THE 1 THING TO REMEMBER?



We understand the time and cost it takes to find key talent.
A successful strategy to integrate new hires into your company is critical to success and retention.