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Webinar on

Onboarding New Hires: How To Get Them Quickly Up To Speed, Engaged And Productive

Learning Objectives

- *Learn six mistakes to avoid in your new hire onboarding process*
  Review best practices in executive onboarding accelerating executive success

- *Understand three onboarding approaches to integrate the new hire into their job and organization*

- *Review six strategies for the implementation of an onboarding program in our organization*

- *Recognize the responsibilities of the key stakeholders: Executive management, human resources, the manager*

- *Learn from focus groups what new leaders consider the top onboarding issues and ways to ensure success*

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This webinar will cover what you need to ensure your organization is building a stable, committed productive workforce from the start.

PRESENTED BY:

Marcia Zidle is a board certified executive coach, business management consultant and keynote speaker, who works with organizations to leverage their leadership and human capital assets that results in higher performance and profitability. She brings an expertise in social and emotional intelligence; executive and team leadership; employee engagement and innovation; personal and organization change management.

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On-Demand Webinar

Duration : 60 Minutes

Price: $200

Webinar Description

You've made your decision about whom to hire. You've gotten them excited about their new job. You're excited about what they can bring to your team. Now what? If you're like most good organizations, you're doing something more. The Aberdeen Group reported that 70 percent of all organizations currently deploy some sort of onboarding program with leaders entering new roles. While this is a good thing, there is great variability in the focus, depth, and length of these programs. The most superficial tend to provide surface-level "meet and greets" and focus on initial paperwork and process knowledge. Others go deeper, focusing on helping leaders learn to navigate the organization's culture and understand the informal organization and key players.

What does yours do? And do you even have an onboarding program? Also, don't forget internal transfers. Though onboarding usually focuses on people new to an organization, your current leaders entering new roles need assistance as well. Organizations are made up of many micro-cultures and the informal culture (how things really get done) is what typically drives an organization. Unwritten rules and politics, if not openly discussed, will create obstacles and slow execution. Remember, you never get a second chance to make a good first impression. Onboarding isn't just about facts; it's about feeling, too. Effective onboarding programs provide an experience which helps new hires and leaders affirm that they made the right career move. This webinar will cover what you need to ensure your organization is building a stable, committed productive workforce from the start.

Is your hiring and onboarding process costing you unnecessarily? Did you know....

Nearly 1/3 of people are job searching within six months of employment

Almost 1/3 of externally hired executives miss expectations in the first two years

With 10-15% annual attrition, companies lose about 60% of their entire talent base within four years

Introducing an onboarding program into your hiring process can mean the difference between retaining top employees or watching them walk out the door after several months. Companies who implement an effective onboarding program during the first three months of the new hire employment experience will have 31% less turnover than those who don't according to the Aberdeen Group. Onboarding is important because it introduces the employee to the company's culture and expectations and gives the employee the vital training and information needed to succeed in their new position. Also, a new hire's compatibility or culture fit will likely be determined during the onboarding process. This can save the employer from a prolonged investment into the wrong person. A strategic onboarding plan can dramatically impact your business. Investing in an onboarding process will help reduce turnover and increase new hire effectiveness. An onboarding program isn't just a routine checklist; it should be a comprehensive process that makes the new employee as well as the company confident they made the right choice and confident they can succeed in their new job.

Who Should Attend ?

CEO's, COO's, VP of Human Resources, Chief Learning Officer, Directors, Project Managers, Operation Managers and Supervisors, Team Leaders, Staff Managers, and Supervisors.

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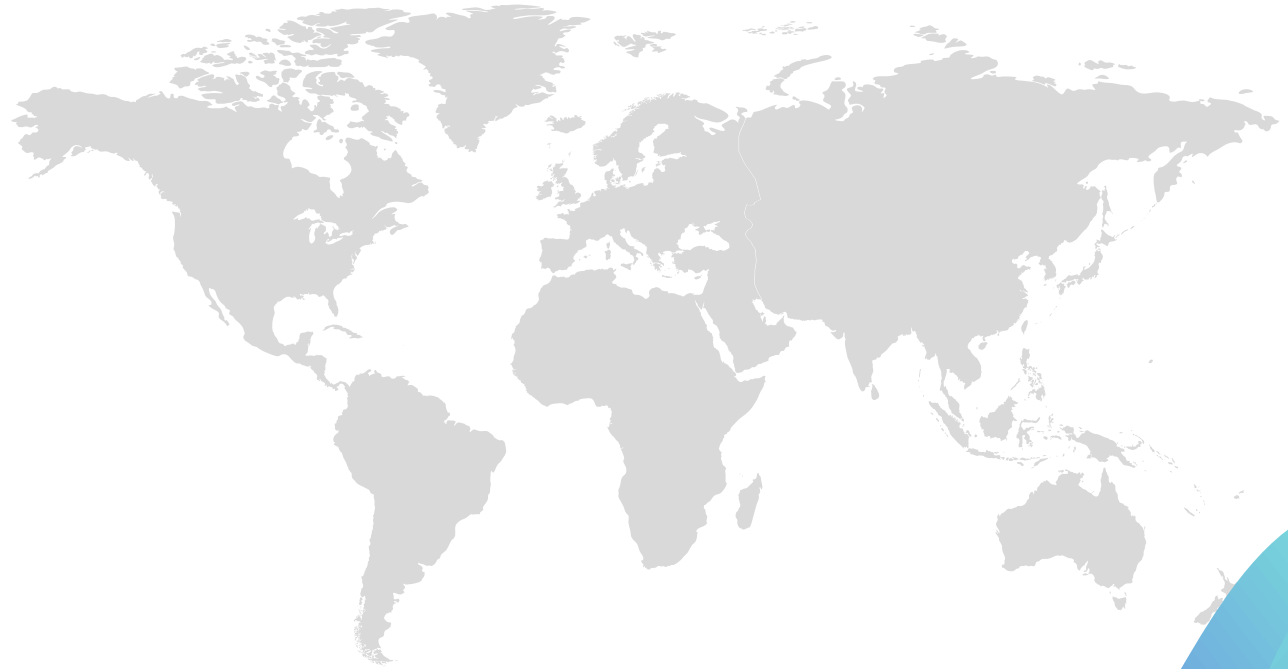
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