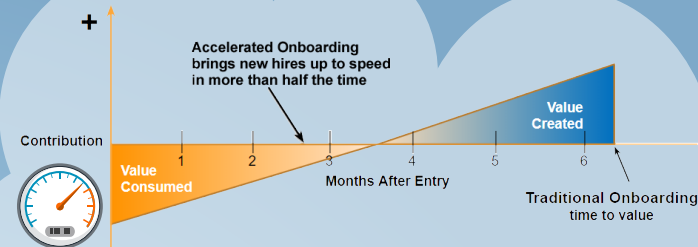
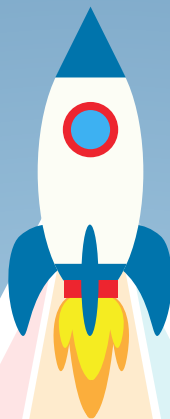


# ACCELERATED ONBOARDING

## KEYS TO A SUCCESSFUL TRANSITION



Time to Value is a measure of the time it takes a new hire to add MORE value to their company than what they consumed in the getting up to speed process. On average, this takes 6-12 months. Best practices can cut this time IN HALF.

### Avoid Transition Derailers



## BEYOND 90 DAYS FULFILLMENT



Best in class companies are 2.5 times more likely to track their new hires' progress in the onboarding process

The organizational costs of employee turnover are estimated to range between 100% and 300% of the replaced employee's salary

Only 37% of companies extend onboarding programs beyond the first month

Best in class companies are 35% more likely to begin onboarding processes before day 1

69% of employees are more likely to stay with a company for 3 years if they experienced great onboarding

Nearly 33% of new hires look for a job within their first six months

Potential Derailers:

- Cultural
- Situational
- Interpersonal
- Transitional

Up to 20% of employee turnover happens within the first 45 days

At about 6-8 week mark, expectations and reality come together creating a normal and usually temporary hurdle

## 1-90 DAYS TRANSFER from Expectations to Wins

### INSPIRE

- ❑ Allow new hire to fulfill expectations (without micromanaging)
- ❑ Continuous open communication and just in time feedback

### INSTILL

- ❑ Provide reassurance when expectations and reality clash
- ❑ Acknowledge onboarding process is repeatable for future success

### THRIVE

- ❑ Repeat success formula begun in first 90 days
- ❑ Continue building relationships by delivering on promises

### LEAD

- ❑ Provide clear role expectations and direction
- ❑ Introduce new hire to key stakeholders personally when possible

### ALIGN

- ❑ Identify potential derailers
- ❑ Be an unbiased sounding board for win planning, ideas, advice

### WIN QUICKLY

- ❑ Spend time (listen) creating strong relationships
- ❑ Share expertise (tools, practices, etc.) to solve a problem

## PRE-HIRE RECONNAISSANCE

### PREPARE

- ❑ Welcome letter/flowers/gift before day 1
- ❑ Complete benefits/IT/pay processes flawlessly

### DEVELOP

- ❑ Provide best practice tools and templates
- ❑ Work with hiring manager to create success factors

### ACCLIMATE

- ❑ Thank interviewers
- ❑ Research new firm (products, market position, customers, etc.)

COMPANY



COACH



NEW HIRE

