

# ONBOARDING

Onboarding is the process of integrating employee's into their new work environment and overseeing their initial progress when joining your organisation. In today's competitive and demanding markets, the first few days, weeks and months of any new employee's tenure are absolutely critical. As the retention of talent becomes more important to our customers, we have been asked more regularly to provide consultancy advice around onboarding programmes.

*Onboarding begins the moment someone agrees to join your organisation, ensuring that future employees remain engaged through their notice periods, and also through probation periods (during which they are assessing your fit as an employer as much as you are assessing them as an employee).*

*Getting your onboarding process right can have a profound effect on your new hires likelihood of staying within your organisation, but also on the impact that they can make in the early stages of their role.*

*Strong onboarding is more than just orientation of new employees. It's about making your new hires understand the values of the business and instantly 'feel part' of things when they arrive.*

## KEY BENEFITS

- Identifies strengths and areas for development, and drives the key competencies for success within your organisation
- Assists with the integration and the communication of your company values and approach
- Provides a map and introduction to key relationships within your organisation
- Ensures your new employee has clarity and definition of their role and remit
- Delivers early and constructive feedback from key stakeholders
- Provides warnings of problems and allows early issue escalation

## FEATURES OF OUR ONBOARDING CONSULTING WORK

- Promoting your brand and placing you as the employer of choice
- Use of social media through the onboarding process
- Building strong welcoming and early stage support processes
- Facilitating mentoring relationships (both internally and externally)
- Group onboarding programmes
- Executive onboarding
- External mentor/advisory panel made up of industry and functional experts
- Communication of strategic goals and aims
- Communication of new starters needs