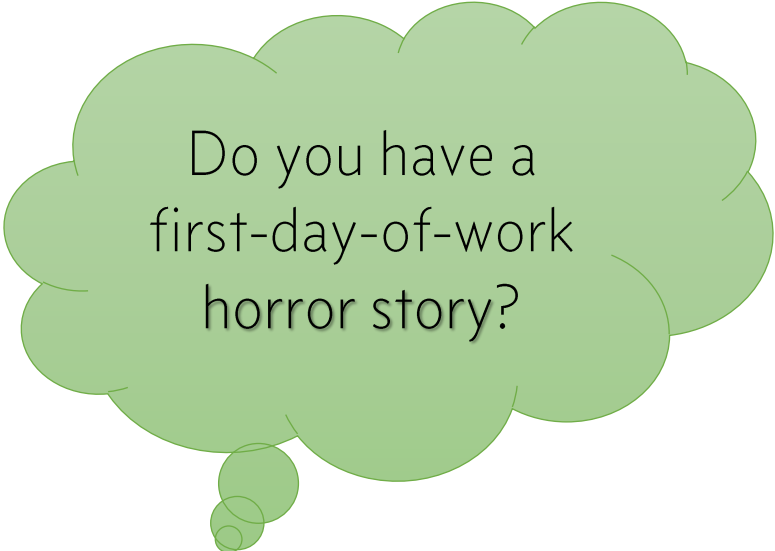


Welcome to

Onboarding for Success

Allison Horak | Instructor




Do you have a
first-day-of-work
horror story?

Welcome to

Onboarding for Success

Allison Horak | Instructor



Do you have a
first-day-of-work
success story?

STARTLING STATISTICS



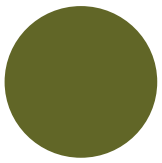
A study by Gallup found that only 12% of employees strongly agree their organization does a great job of onboarding new employees.

**We've got
some work
to do!**



A negative onboarding experience results in new hires being **two times** more likely to look for other opportunities.

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



AGENDA

FOR FULL-DAY CLASS

Update your
onboarding
program to reflect
current needs

Quickly integrate
employees into
your organization's
culture and values

Provide new-hire
tools and resources

Prepare new
employees for
meaningful work

WHAT'S THE IDEAL ONBOARDING EXPERIENCE?

Describe it in two sentences.
(Answers will vary.)



Thinking about a less-than-perfect first day on the job from your past...

What's **one thing** that
would've made you feel
more welcomed,
more *warm and fuzzy*,
more embedded,
more valued
on Day 1?

STAGGERED APPROACH

Training courses

PRE

Confidence
and grit

Time and
attention
management

Diversity,
inclusion, and
belonging

DURING

Appreciating
communication
differences

Finding your
voice and
personal power

Habits of
effective
remote workers

POST

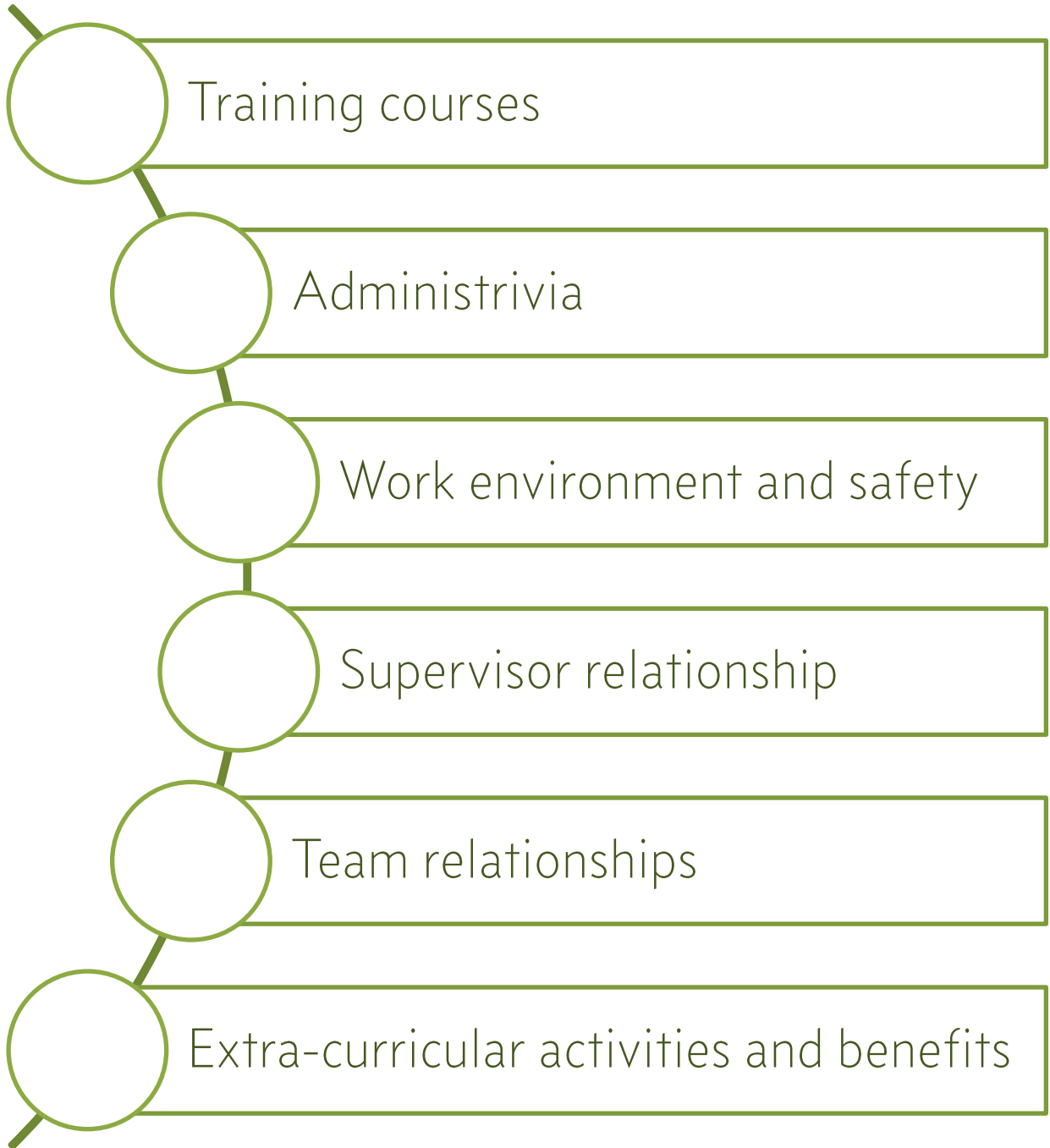
Succeeding in a
new job

Writing for and
presenting to
execs

Increasing your
visibility at
work



AREAS FOR THE STAGGERED APPROACH



EMPLOYEE EXPERIENCE = YOUR JOB

Think about setting goals for yourself
related to your employee's
first-year experience

YOUR GOALS FOR YOUR NEW EMPLOYEE

First week

Connect them with at least two
other employees

Meet one-on-one

First month

Review and coach on work product

First year

Follow through on employee's
growth and work goals



Ditch dull orientations and
onboard for success!

See you at the full-day class
on **August 26!**

Thank you!

Allison Horak

allison@allisonhorak.com

