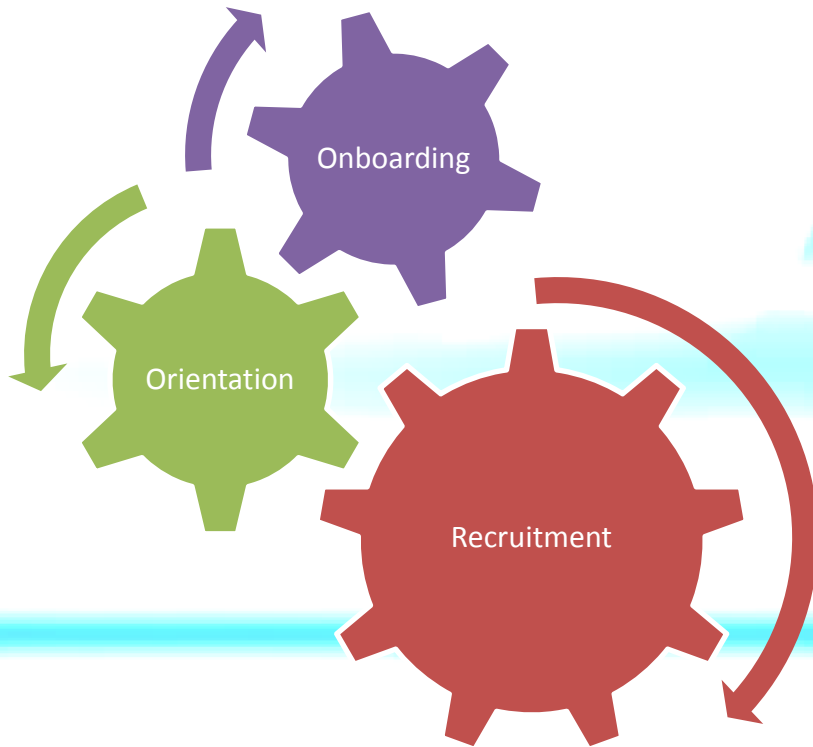


Orientation to Onboarding: Magnifying New Hire Success

Psych Press News



What is Onboarding?



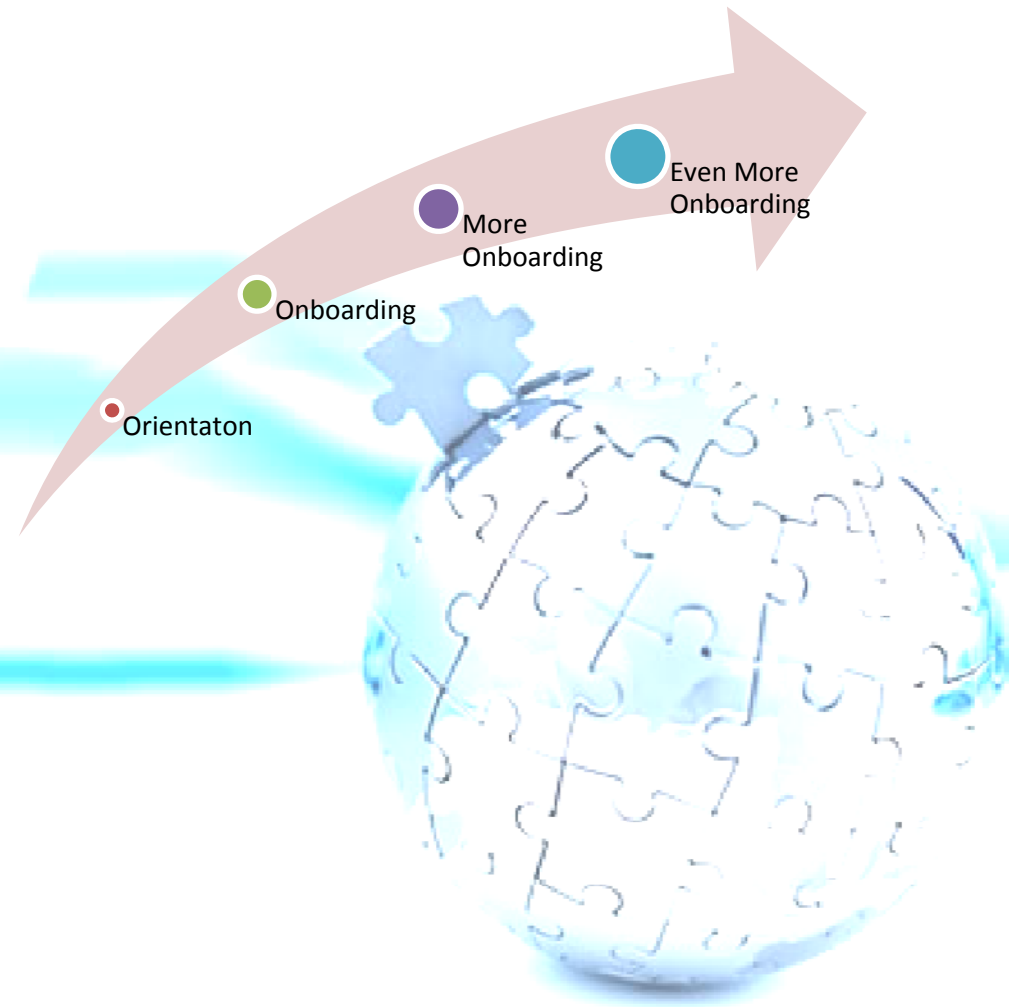
Onboarding is a process that introduces new hires to your organisation's culture.

“The best onboarding strategies provide a fast track to meaningful, productive work, and strong employee relationships”

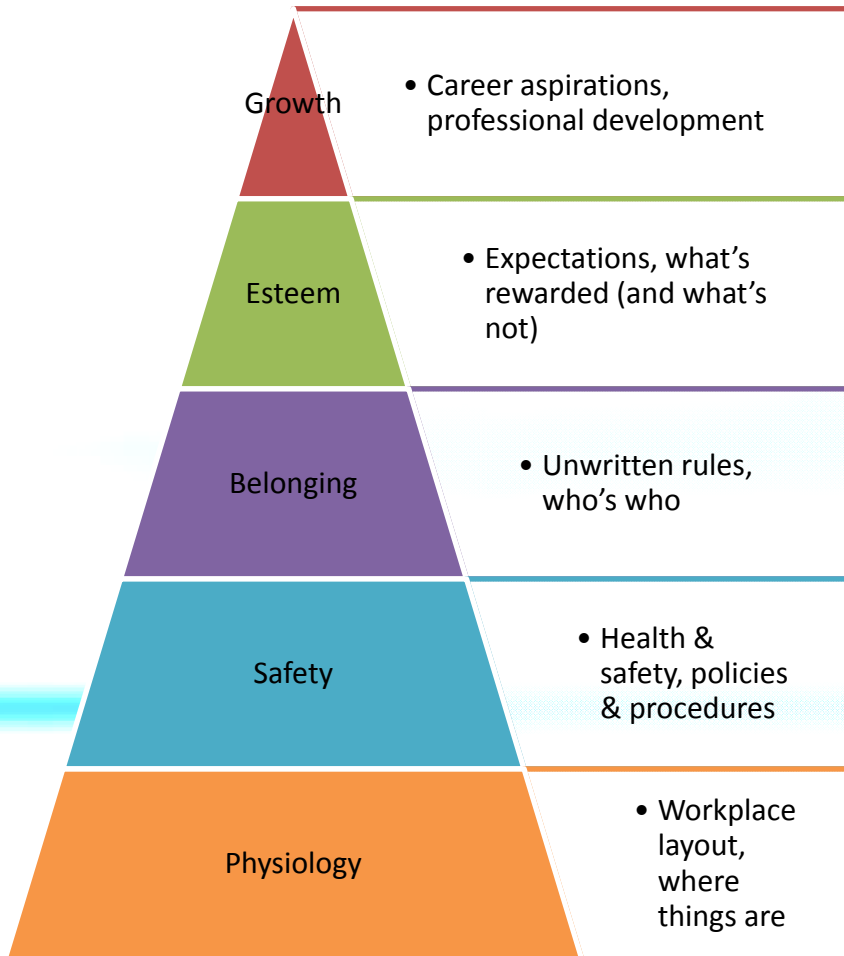
– Ndunguru, 2012

Orientation and Onboarding

- Orientation and onboarding are complementary
- Orientation is a starting 'event' covering formal requirements such as legal obligations
- Onboarding is a longer-term even lasting weeks or months aimed at enhancing a new hire's potential for success



Maslow Meets Onboarding



Orientation is focussed on formalities and avoiding problems, onboarding encompasses how to achieve excellence.

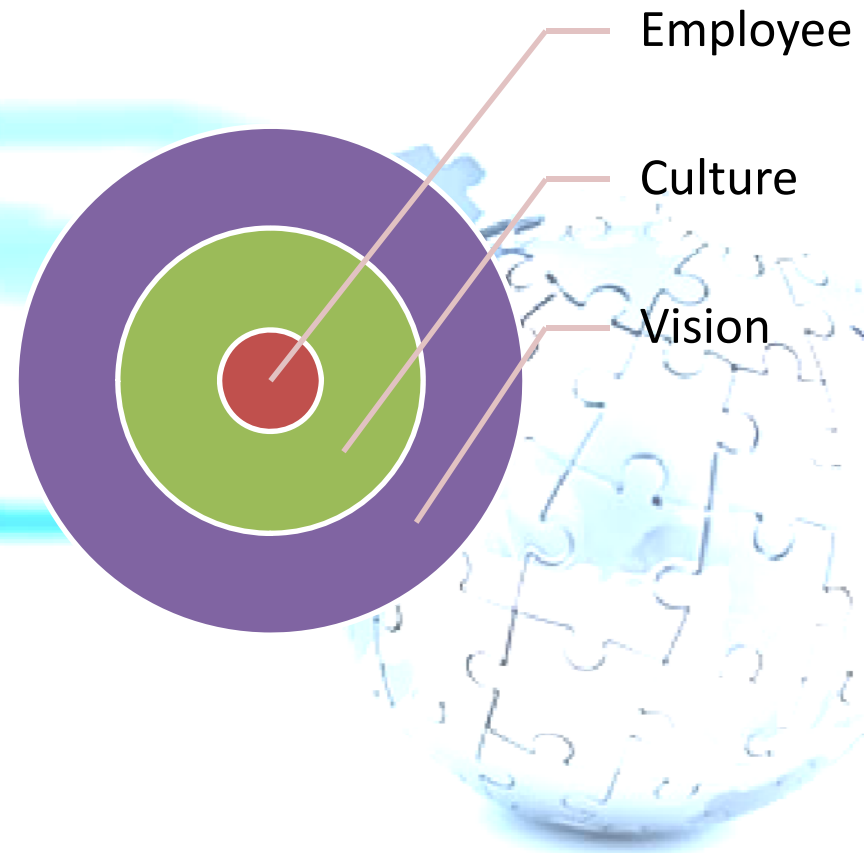
*“Ask two questions: what **emotional** take-away does the onboarding process create? What **perceptual** take away does the onboarding process create?”*

– Ndunguru, 2012

Value of Onboarding

Thus, onboarding should achieve...

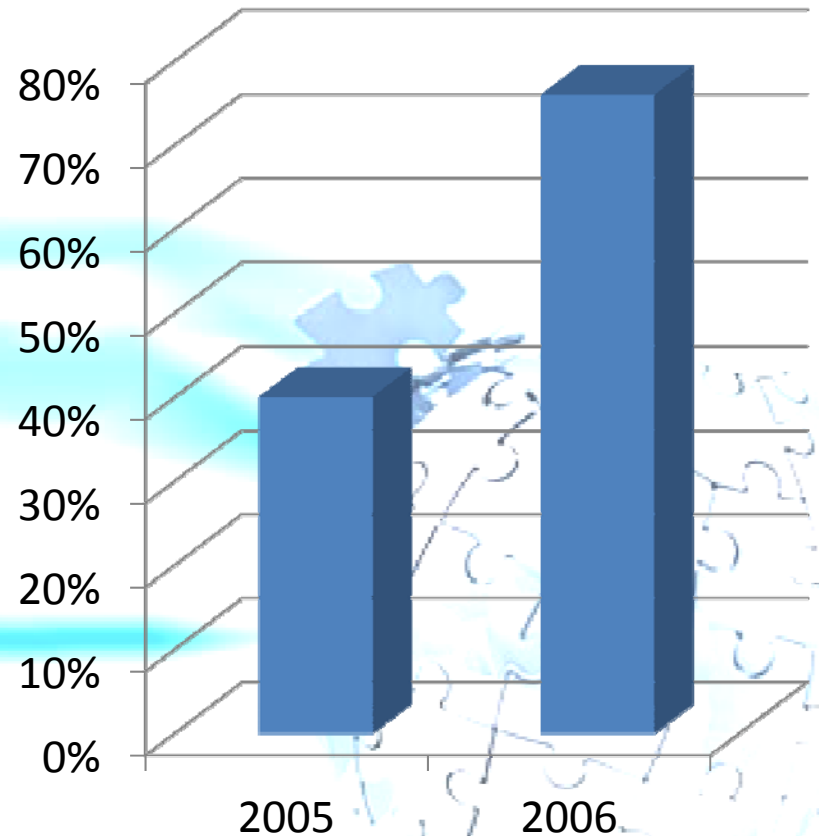
- Belief and acceptance of organisational goals and values
- Commitment and effort towards the organisation
- Desire to remain connected with the organisation



Growth of Onboarding

- Pre-GFC, implementation of onboarding grew strongly
- Intention or implementation went from around 40% to 76% of Aberdeen Group surveyed businesses
- By this time, orientation programs were in nearly 93% of businesses

– Dai & De Meuse, 2007



Successful Onboarding

Best-in-class onboarders use strategies such as...

- Creating new hire checklists
- Introducing new hires to the 'go to' people
- Provide forms to new hires before their first day
- Create peer networking opportunities

– Laurano, 2013

“Onboarding fails when it’s viewed as an event instead of a process...”

– Vargas, 2013



Implementing Onboarding



“There are two key performance indicators of successful onboarding: time to productivity, and engagement and retention”

– Dai & De Meuse, 2007

Success Factors...

- Emotionally engage starting day one
- Articulate expectations and your reasoning
- Addressing cultural fit is a journey, not a destination
- Link expectations to skills and relationships
- Onboarding is about helping hires form new habits

If you're serious about Onboarding...

We encourage you to visit our website at <http://psychpress.com.au/psychometric/talent-develop.asp?employee-induction> to see more about how we can assist your induction and onboarding process. Alternatively, contact Dr. Gavin Didsbury on +61 3 9670 0590 or email info@psychpress.com.au to discuss your needs.



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