



SUCCESS

IN TODAY'S MARKET

If we want our organizations to grow, thrive, and succeed we absolutely must hire the right person for the job from the get-go.



Candidates=Drivers Seat

- Candidate Experience
- Not all about the salary
- Succession Planning
- Strategic Connection
- 50/50 Day



Employee Relations

- Stay Conversations
- On-boarding
- Culture- Be Specific
- Board Involvement



2021 Challenges

- Spouse/Family
- Counteroffers don't work
- Act fast
- Present your best offer
- Thorough Vetting



CANDIDATES ARE IN THE DRIVERS SEAT

New hires should understand the company culture and how they fit into it before the job offer is made. Use the pre-boarding phase to share information about the company culture, policies, goals, mission, and work environment. This will help acclimate new hires before they even start the job. This serves as a strategic connection to each candidate and will show them growth opportunities beyond salary and compensation.



EMPLOYEE RELATIONS

Onboarding is a process/plan to assist the transition of new employees into an organization. Typical orientation programs are only ½ or one full day programs with no real engagement. Only 20-25% of companies have a comprehensive onboarding process. Benefits of onboarding:

- Lowers the anxiety of employer/employee
- Helps make employee feel welcome
- Accelerates a new employee's contribution and productivity
- New employees have better alignment between what they do and what the organization needs them to do
- Lower turnover rate



2021 CHALLENGES

It is known that pre-boarding/onboarding and employee retention are closely tied together. Great employee onboarding can improve retention by 82%. It reduces new hire turnover and reduces the risk of a counteroffer. Employee engagement has been linked to higher retention rates, improved job satisfaction, better customer service and increased productivity. Using the preboarding process to initiate employee engagement is instrumental in creating an engaging culture.