Onboarding traps:

- Confusing orientation and ineffective assimilation process

- Generic onboarding – one size fits all

- Little recognition or reinforcement about why the person was hired

- No guidance about success factors for navigating the culture

- Little involvement of key stakeholders in the integration process

- Limited technology tools, materials and resources

- Limited or vague performance metrics

Include these onboarding Success Factors:

- Dedicated time allotted for onboarding exempt new hires

- Key stakeholder and leader introductions

- High involvement from manager during first six months

- Engagement of new hire by members of the working team

- Targeted training

- Clarity for how to navigate unwritten rules

- Assigned mentor, transition coach or sponsor

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