



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