



On Boarding

The Importance of Getting it Right



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What is on-boarding?

- Integrating a new hire into their new organisation
- *“But we already do that...”*
 - Compliance requirements
 - Facilities, IT access, desk / cell allocation

Why do we need On-Boarding?



Executive
Search

Background
Checking

Skilled &
experienced
new hire

“We’re
easy to get
to know”

“If they can’t
manage their own
transition, we’ve
picked the wrong
person”

On-Boarding and Talent Management

- Must be seen as an integral part of talent management
 - When does on-boarding begin?
 - When does talent management begin?
- Employees demand more from their employers
- First impressions do count... *on both sides*
- Continuously and consistently delivering on-boarding:
 - Reduce employee turnover
 - Reduce time and costs in processes
 - Ensure compliance

But we already do on-boarding?

- Using experienced senior managers to shepherd new employees into the company
- Feedback from colleagues on their progress
- Format to check all is organised and sorted

out *Car-parking access, Computer/system login, desk/office/cell, key to exec washroom....*

It's about the

“window of opportunity”



- Understand structures and culture
- Define and set priorities
- Building “cred”
- Information - OVERLOAD

“In reality it’s just another chore, with no real benefit”

- Increasing employee retention
- Improving employee engagement
- Increased knowledge and understanding of the business
- Enhanced reputation as ‘employer of choice’
- Directly influence employee referrals as talent acquisition source

On-Boarding New Senior Hires

- Importance increases with level of seniority
- Time from hire to being fully productive decreases with level of seniority
- The more senior, the greater the demands and expectations

Getting this wrong, can have a big impact

■ *For the organisation*



■ *For the new senior hire*



On-Boarding –when is it of real benefit?

- A different culture/industry focus.
- Expanding into diverse / different markets
- Taking over from the company founder or family business - first senior external hire
- Moving into a ‘C’ position
- Bringing significant diversity to the senior team
- Leading a rapid turnaround or an integration following a merger
- Building a new management team – for a new venture

What's in it for the company ?



What's in it for the new senior hire?



Summary



Employee

- Employees at all levels are more demanding
- Will change employment frequently – increasingly so
- ‘Loyalty’ must be earned
- Comp and bens initial attractions only

Company

- Adopt strategic approach to on-boarding, don't ignore operational tasks / activities
- Integrated with talent management
- Establish goals to get a return on investment in talent acquisition
- Enhances reputation of company

Q & A

PSD Team



Eugene Ivory has over 25 years' experience managing and supporting multinational to early stage business. He has successfully served clients across a broad spectrum of global companies from financial services and consumer packaged goods to Medical and Technology.



Claire Dunne has over 25 years' experience in senior Human Resources roles across major multinationals in EMEA & Asia to helping high-growth indigenous companies expanding into Europe & Asia. Claire's assignments have included shepherding a company from start-up to successful trade sale in four years and helping corporate achieve up to tenfold scaling of operations.



Thank You

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