

**START YOUR EMPLOYEES RIGHT TO ACHIEVE  
THEIR POTENTIAL FASTER**

# **THE DEATH OF NEW EMPLOYEE ORIENTATION**



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**[www.WadeLarson.com](http://www.WadeLarson.com)**

***Slides Available at [www.WadeLarson.com](http://www.WadeLarson.com)***

# 5 Keys to Onboarding Satisfaction



**RETAIN**



**DEVELOP**



**ENGAGE**



**ACCLIMATE**



**PREPARE**

# 5 Keys to Onboard Satisfaction

PREPARE

ACCLIMATE

ENGAGE

DEVELOP

RETAIN

Wade's Wisdom

Your Genius

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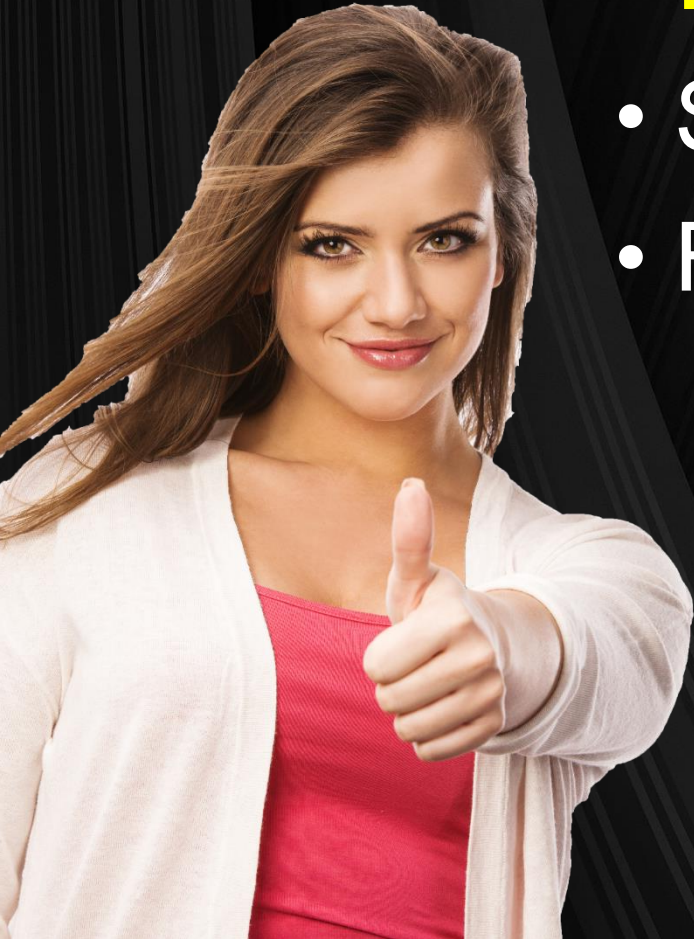
🐦 in f @DrWadeLarson

Next Session: Wed @ 10 a.m. N201-204  
Strategic and Nontraditional Steps to Bend Your Company's Health Care Curve





**PREPARE**



# GOALS

- **KNOW** what they're getting into
- Successful **TRANSITION**
- From "No Regrets" to "**ELATED**"



**PREPARE**

**Hire Intentionally**

- Ads Fully Disclose







**PREPARE**

## **Hire Intentionally**

- Ads Fully Disclose
- Interview Interactively

# FAVORITE FIVE

- Resume Review WITH Criteria  
Deal Makers, Deal Breakers, and Wanna Have's
- Questionnaire and/or Test
- Phone Screen
- Interview for Fit
- Lunch  
Avoid Skipping!



**PREPARE**

**Hire Intentionally**

**Negotiate “SMART”-ly**



# SMART Negotiation

- S** Specific Guidelines  
Build in Guidelines on Expectations if Extra Incentives Given
- M** Measurable Expectations as Quid Pro Quo
- A** Attainable Growth Opportunities
- R** Retention Focused Structure
- T** Timely  
You've got to GSD! Get them prioritized.



## PREPARE



**Hire Intentionally**

**Negotiate “SMART”-ly**

**Onboard Proactively**

- All Paperwork Done Ahead
- “Orient” Before Arrival
- Eliminate Need for HR on Day 1





**ACCLIMATE**

**GOAL**

• ***BEST DAY EVER...***





**ACCLIMATE**

## **Answer Top 5 Questions**



● Door?

● Lunch?

● Wear?

● Name?

● Park?





## ACCLIMATE

**Answer Top 5 Questions**

**Butts Out of Seats**

- Goal: No HR
- Minimal Class Time
- Focus on Active/Doing





## **ACCLIMATE**

**Answer Top 5 Questions**

**Butts Out of Seats**

**Meet the Family**

● **Welcome Gift**











## **ACCLIMATE**

**Answer Top 5 Questions**

**Butts Out of Seats**

**Meet the Family**

- Welcome Gift
- Co-Workers, Key Contacts
- Launch with Lunch



**ENGAGE**

# GOAL

- Make them part of the **SOLUTION**
- Make them feel **IMPORTANT**



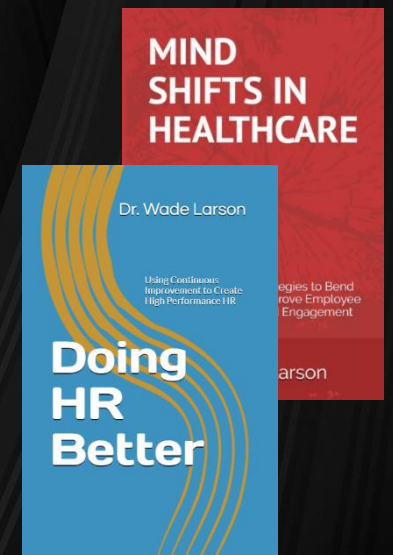
**ENGAGE**

## **What's the Plan?**

- First day - Agenda
- What's the Company's Plan?



# Wade's Bookshelf





# Where do YOU see ME down the road?





**ENGAGE**

## **What's the Plan?**

- First day - Agenda
- What's the Company's Plan?
- First 90-days?
- First year?





**ENGAGE**

**What's the Plan?**

**Set Up for Success**

- Computer/Equip Ready
- Login/Email Set with Guide
- Cards, Pens, & Preferences





## ENGAGE

**What's the Plan?**

**Set Up for Success**

**Set Goals, Expectations, Do**

- What do THEY want & need?
- Get them Doing...





**DEVELOP**

# GOALS

- From “training” to “**LEARNING**”
- Focus on **BEHAVIOR**
- **INVEST** in your investment
- **REDUCE TIME** to Learn



**DEVELOP**

**Pre-Learning**



# ● PROCESS...

*Make the Most of This Time...*

**JOB OFFER**

**FIRST DAY**

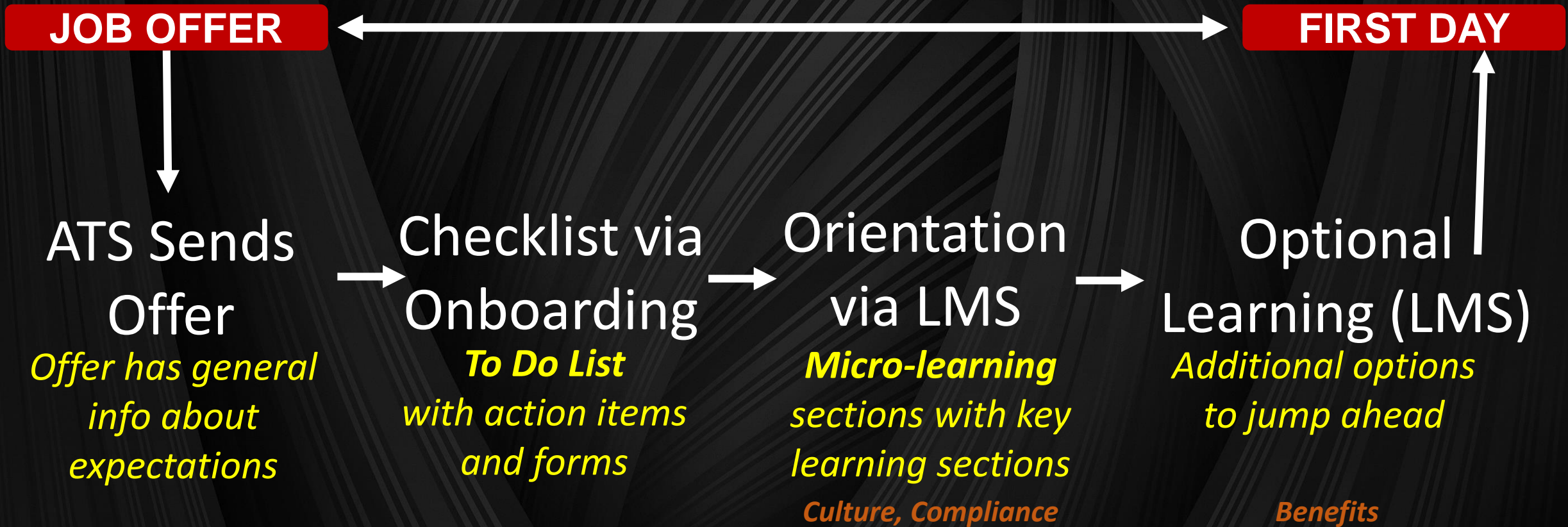
Ideal...

- Marketing
- Company History
- Expectations of Employees
- General Information

*Available and  
accessed during  
hiring process...*

# ● PROCESS...

*Make the Most of This Time...*







## DEVELOP

### Pre-Learning

### Day 1/Week 1/Month 1

- Spaced Learning
- Culture / Compliance / Skill
- Format – In Person vs. Other
- Manager's Role in Delivery



**DEVELOP**

**Pre-Learning**

**Day 1/Week 1/Month 1**

**6-Months & Beyond**



# 18-MONTH CYCLE





**RETAIN**

# GOAL

- Get past “**BUYERS REMORSE**”
- Move to “**ELATION**”





**RETAIN**

**Lock in the Deal**



**Have  
You  
Bought  
a Used  
Car?**





## **RETAIN**

### **Lock in the Deal**

### **Understand Needs & Fulfill**

- Quality Time Conversation
- Clarify Expectations
- Hyper-Feedback Period



**RETAIN**

**Lock in the Deal**

**Understand Needs & Fulfill**

**Beyond...**





*...Always Find A Better Way for  
Your People.*

*They're Counting on You!*



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