**

**Stand Out or Fall Flat: Many HR Professionals Seek Onboarding Improvements to Increase Productivity and Engagement**

*May 24, 2017*

***Does your onboarding program have what it takes to connect with new hires?*** Based on feedback from the Gulf Coast Symposium on HR in Houston Texas, many organizations continue to look for effective ways to ensure their onboarding practices meet the expectations and needs of new employees.

Erika Lamont, Managing Director, and Jennifer Foster, Director, Client Services, presented to over 75 HR professionals in two sessions of “Stand Out or Fall Flat: Onboarding Success Matters for New Leaders,” on May 12, 2017. Key takeaways from the presentation were:

* *Definition of, and building the business case for, leadership onboarding*
* *Top 5 mistakes new leaders make & why they fail*
* *Learn strategies for better engaging new leaders*
* *Learn what to measure and how to demonstrate ROI for your onboarding program*

The presentation included several real-time feedback polls to assess the current state of onboarding at participants’ organizations and help CTD tailor its content delivery. The following charts outline the feedback they received during the session.[[1]](#footnote-1)

**What do you think are the most important measures of your leadership onboarding program?**

N=28

HR professionals in attendance were most interested in boosting new hire’s ***productivity*** and ***employee engagement***, followed by team and leader ***retention***.

**What is the biggest onboarding challenge that your new leaders face?**

N=21

The largest issues HR professionals reported involved organizational ***culture***, ***delivering expected results***, and ***a lack of alignment*** with the hiring manager.

**What is the current state of onboarding in your organization?**

N=20

Most session participants reported that they conducted some onboarding activities in their organizations; ***however, half focused mainly on orientation and compliance activities*.** 25% also included key stakeholder meetings and/or goal setting. Fully 20% stated that they did not currently have a process to onboard new leaders.

**Your Onboarding Experience**

Where is your onboarding program hitting and missing the mark? What best-practice updates can you make to better meet your organization’s needs?

Take a look at our onboarding solutions, [***building connections***®](http://www.connectthedotsconsulting.com/building-connections) and [***are you connected?®***,](http://www.connectthedotsconsulting.com/are-you-connected) as well as this [**case study**](http://www.connectthedotsconsulting.com/sites/default/files/clients/case-studies/CTD-TJXcasestudyFIN%20Small.pdf) illustrating how we have helped dynamic companies effectively onboard their team members.

1. The presenters encountered technical difficulties with the interactive polling during the second session, so these results only include first session attendees. [↑](#footnote-ref-1)