



## Onboarding: Taking it to the Next Level

The human resources community continues to have robust conversations about the need for and impact of onboarding programs. It is now more common for organizations, large and small, to have some sort of onboarding program than not.

We are finding that savvy HR professionals are asking more of their onboarding programs. Now that the link between engagement is clear these professionals understand that an onboarding program that gives the new employee an experience that is consistent with the company culture, positions the new hire to be more highly engaged after 100 days on the job.

Based on this on-going conversation we have updated our onboarding solution, *Building Connections*®

### Highlights of the new release include:

- **Branded landing page** that new hires can access prior to start date
- **Surveys to track progress** and measure impact
- **Email reminders to hiring managers**, new hires and HR partners

#### Fast Fact:

**“New employees who went through a structured onboarding program were 58% more likely to be with the organization after three years.”**

– The Wynhurst Group

### [See a demo of this product](#)

Our clients told us that they need and want a streamlined and straight-forward tool to support their onboarding experience for their new hires and internal promotions. They also want a consistent process that can be customized based on the organization, the function, or the individual. In addition, each role, i.e. HR partners, Hiring Managers and New Associates all has specific roles and need a vehicle to manage the onboarding process

So, the latest version of *Building Connections*® was created to meet these

## Global Impact

How many of your organizations have employees in different parts of the world speaking more than one language? Most Fortune 500, US based organizations now have employees in multiple parts of the world. Although English is often the dominant language for US businesses around the world, there are reasons to provide employees with tools in their native language. Some countries such as Canada in specific provinces require this and others have found the practice of providing native language materials to support their philosophy about their employees and merger and acquisition strategies

To support our clients strategies we have released a German version of our ***Are You Connected?***<sup>®</sup> early feedback survey tool. The German version joins our English and French surveys. We continue to develop in-language versions of this popular product.

***Are You Connected?***<sup>®</sup> is a multi-rater survey tool that provides critical feedback to new hires by measuring individual progress and the success of your organization's onboarding program.

### ***What some of our clients have said...***

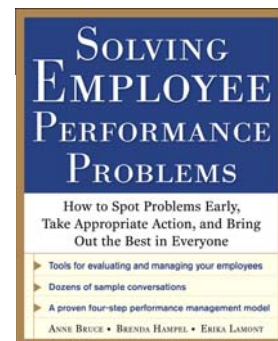
"...without the *Are You Connected?* survey, we would have **lost** key new leaders."

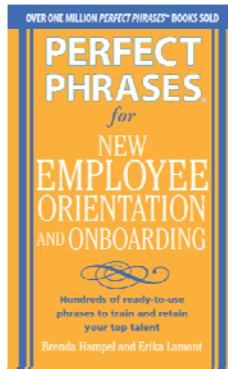
"I got the feedback that I needed **early** enough so I could make changes that really helped me be successful."

## Books on the way

We are honored to have contracted with [McGraw-Hill](#) to publish two books, both of which are scheduled to be available in the summer this year:

***Solving Employee Performance Problems: How to Spot Problems Early, Take Appropriate Action and Bring Out the Best in Everyone*** This will be your go-to book for all your employee performance situations and it is loaded with tools, templates and ready-to-use documents. It will be launched at the 2011 annual SHRM conference on June 25-27, 2011.





***Perfect Phrases for Employee Onboarding and Orientation.*** *Perfect Phrases* has been a top-selling series for McGraw-Hill's business division. We have been selected to write the onboarding title for this series. It is a powerful, quick reference guide for managers, HR professionals, and executive coaches who are actively engaged in helping leaders and employees transition to their new roles. This book is due out in July 2011.

In addition we are contributing authors to ***Creative Onboarding Programs: Tools for Energizing Your Orientation Program***, by Doris Sims. Available now on [Amazon](#).

### ***On-Target Leadership Coaching®***

As we all know the labor market is experiencing historic challenges. Economists quote increased employee productivity as a major barrier to increased hiring. In other words, those that are employed are more productive than ever. The Bureau of Labor and Statistics, BLS, reported that Nonfarm business productivity increased 2.5 percent from the third quarter of 2009 to the third quarter of 2010, as output increased 4.3 percent and hours worked rose 1.7 percent. This statistic quotes what you already know; your employees are working harder and longer than ever.

A strategic tool that many leaders are leveraging to retain and develop key talent to address this trend is leadership coaching.

We have seen our coaching work has grown significantly in the past year. Connect the Dots Leadership Coaching [clients'](#) value our ability to create a strong and engaged partnership between the coachee, manager and coach. This partnership has allowed our clients to see significant results. Our targeted leadership coaching model surfaces the coaching needs and keeps the leader and manager focused on the agreed upon objectives. In addition we have integrated qualitative and quantitative way to measure the impact and progress of leadership coaching. We would love the opportunity to walk you through what we do and how we do it!

***Onboarding: Taking it to the Next Level—Live Webinar***

*Date: March 30, 2011*

*Time: 11 am EDT*

*Free*

***Register Now***

## **Next Webinar**

Join us for this 50-minute webinar as we discuss how to improve and maximize your current onboarding program for new hires as well as internal moves. The webinar includes the latest research data and best-practices in onboarding.

### **You will learn—**

- How to leverage the “pre-boarding” experience for your new hires
- How to connect with each of your employee populations
- How to use onboarding technology and social media effectively

### **About Connect the Dots Consulting**

Connect the Dots is a management consulting firm dedicated to creating solutions focused on leadership onboarding and high-performing teams. Connecting your organization's leaders and their teams to measurable objectives is our purpose and passion.

To contact us email at [info@connectthedotsconsulting.com](mailto:info@connectthedotsconsulting.com) or call at 1.877.793.8805 or visit our website at [www.connectthedotsconsulting.com](http://www.connectthedotsconsulting.com)

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