



IMPROVING THE ONBOARDING EXPERIENCE

By Sue Fioto
Stony Brook University

WHY FOCUS TO IMPROVE ONBOARDING?



- Recruitment and Retention Efforts
- Communicate Effectively
- Establish Role Clarity
- Improves Job Satisfaction
- Higher Rates of Employee Engagement and Performance

RESULT: A MORE EFFICIENT AND EFFECTIVE UNIVERSITY

EXPECTED OUTCOMES

❖ Organizations with a standard onboarding process experience **50%** greater new-hire productivity.

❖ Manager satisfaction increases by **20%** when their employees are exposed to a formal onboarding process.



❖ **58%** of new employees who went through a structured onboarding program were more likely to be with the organization after three years.

FOSTER CONSTRUCTIVE TEAM CLIMATE

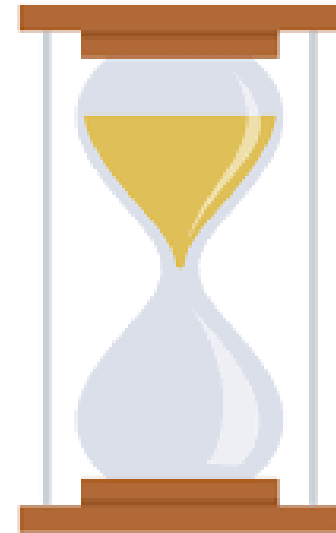


COMMUNICATION STRATEGIES EMPLOYED TO ENSURE TEAM WAS HIGH PERFORMING



CONFLICTS/CHALLENGES AROSE? HOW WERE THEY RESOLVED?

- Lack of Role Clarity.
- Challenges with Expectations and Results.
- Managing Change.
- **Issues of Time Management.**
- Conflicting Priorities.
- Ownership and Follow-Through

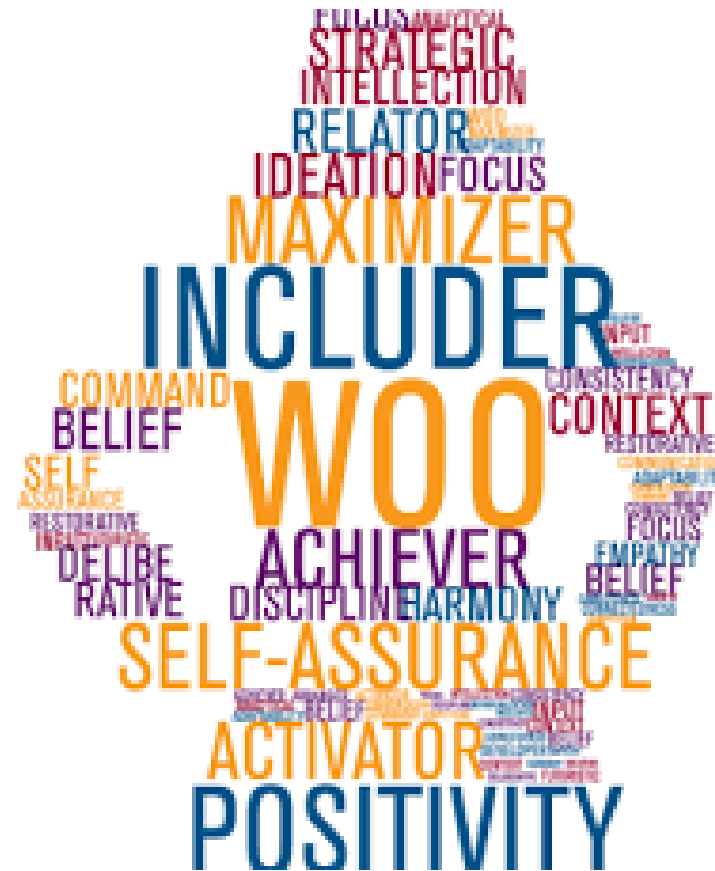


WHAT WAS LEARNED FROM THE CBO ACADEMY THAT WAS IMPLEMENTED SUCCESSFULLY?

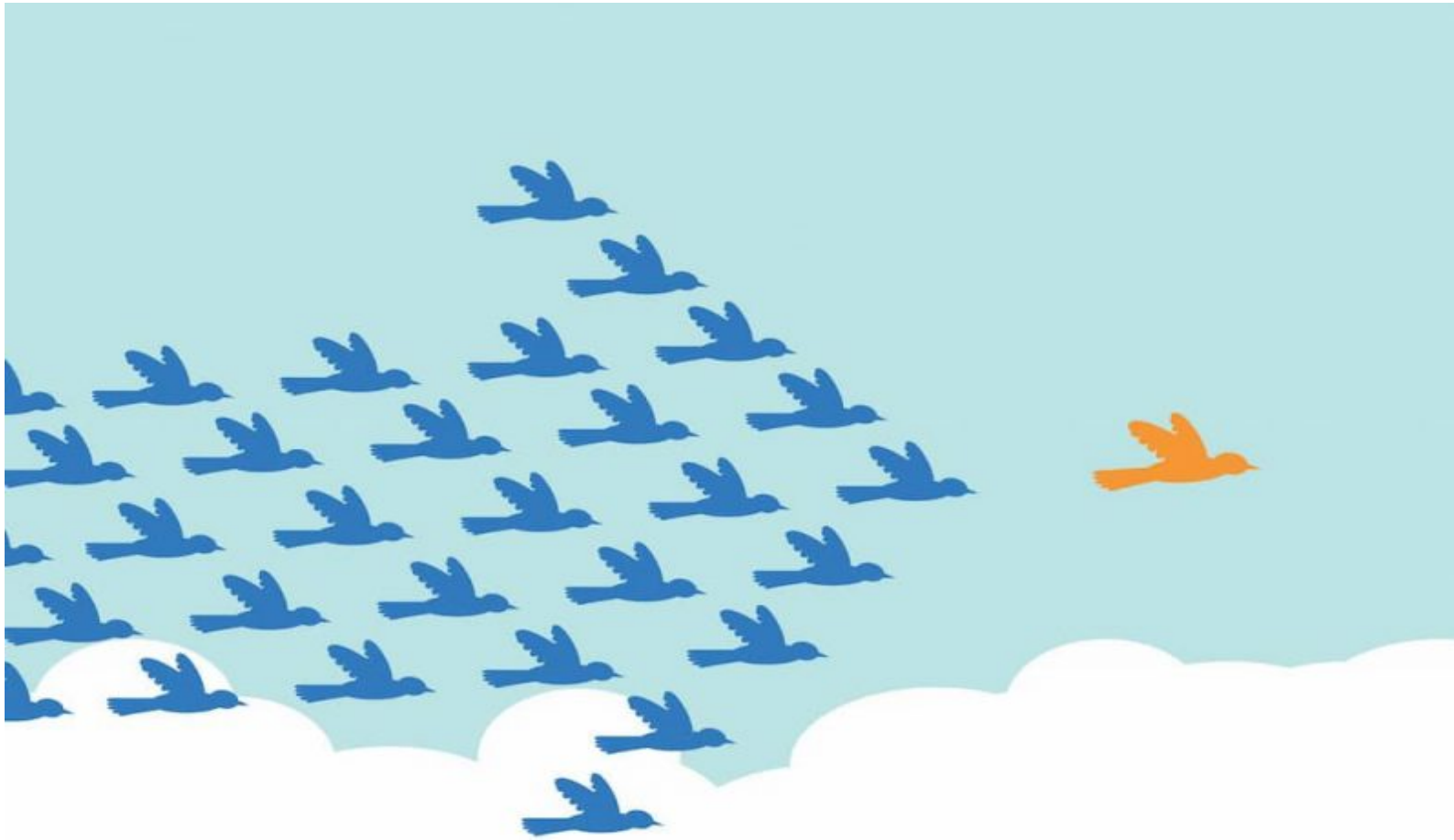


CliftonStrengths®

The science of maximizing human potential by developing people to become great at what they're naturally good at.



WHAT WOULD YOU DO DIFFERENTLY LEADING A FUTURE PROJECT?





THANK YOU