

## What Do Today's Leading Executives Say Are The Reasons for Having an Integration or Onboarding Process?

At a recent meeting with senior executives, who were asked the question, “\What are the reasons for having an integration or onboarding process?” they provided an interesting list of answers, including “Maximizes the expected value of acquisition,” “Higher, Faster productivity” and “Reinforces you made the right choice.”

Their responses come from the organization's perspective, “Everyone knows roles and responsibilities of new employee” as well as from the newcomer's point of view, “Improves chances of success,” and can be generally grouped into four categories: Learning the Job, Integrating Into the Culture, Developing Relationships and Teamwork, and Taking it Further.

### **Learning the Job<sup>1</sup>**

These C-Level Executives recognize that a key function of an onboarding process is to help the newcomer take a “Deep dive” to learn the job with “Effective and thorough training,” “Define timelines” and provide “Tools to perform your job.” Doing so will “Address the challenges of a new job,” “Introducing new technology/processes” and “Unveiling resources” so that they are “Making sure everything works” so that there are “Fewer missteps/mistakes” and “Higher, Faster productivity.”

The new hires will be able to start with “Effective time management” to ensure “Efficiency and consistency” and enhance “Career development.”

### **Integrating Into the Culture<sup>2</sup>**

Onboarding also helps the organization to “Introduce to processes/culture” in “Expressing (its) philosophy, culture and rules” so that “Everybody know the rules” to enhance “Interplay among division, departments and individuals.”

### **Developing Relationships and Teamwork<sup>3</sup>**

An effective integration process does more than relay facts about the job and establish the organization's culture, it is also important for the new employee to “Make it easy for the newcomer” to “Feel welcome” and “Meet key players and learn background” so that they can ensure “Engagement” and “Build rapport.”

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<sup>1</sup> In addition to job and organizational specifics, new employees benefit by having an activity for their team to explain the company's goals, establish and redefine roles and responsibilities, share ideas and solutions, and other benefits of the DrawSuccess Program.

<sup>2</sup> Culture can be something that insiders just “know” yet it's difficult to explain to newcomers. The DrawSuccess Game includes questions that stimulate conversation about mission, culture and values.

<sup>3</sup> The DrawSuccess Program is the optimal state-of-the art system for building relationships and creating teamwork. In just a few hours teams already start opening up, creating unity and exploring the benefits in diversity of thought.



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It's essential for them to “Establish (their) internal network,” so they can “Evaluate talent and fit in new structure,” and make sure “Everyone (inside the organization) knows roles and responsibilities of new employee” to enhance “Team cohesiveness” and “Gain consensus.”

### **Taking it Further<sup>4</sup>**

A really outstanding onboarding program can “Maximize the expected value of acquisition,” accelerating the path to high performance, “Saving time,” and guaranteeing “Optimization” to “Reduce stress” and “Improve chances of success.”

Ideally, the outcome is in “Building a plan for them” to “Capture new ideas,” “Explain vision” and “Move up the organizational learning curve fast.”

By doing this, the result will be “Positive feelings by everyone” while it “Reinforces you made the right choice” thereby “Reducing turnover” and maximizing “Retention.”

Brownell Landrum is a nationally recognized speaker, author, and founder of the DrawSuccess Program, a patented process to accelerate results through the intelligence of teams. The DrawSuccess Program simultaneously integrates all three of the Critical Components in a proven 30/90 day program. For more information, contact Brownell: [Brownell@DrawSuccess.com](mailto:Brownell@DrawSuccess.com).

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<sup>4</sup> The DrawSuccess Program delivers all of these enhanced “take it further” benefits identified by these executives, and more, including innovation, problem-solving and decision-making.