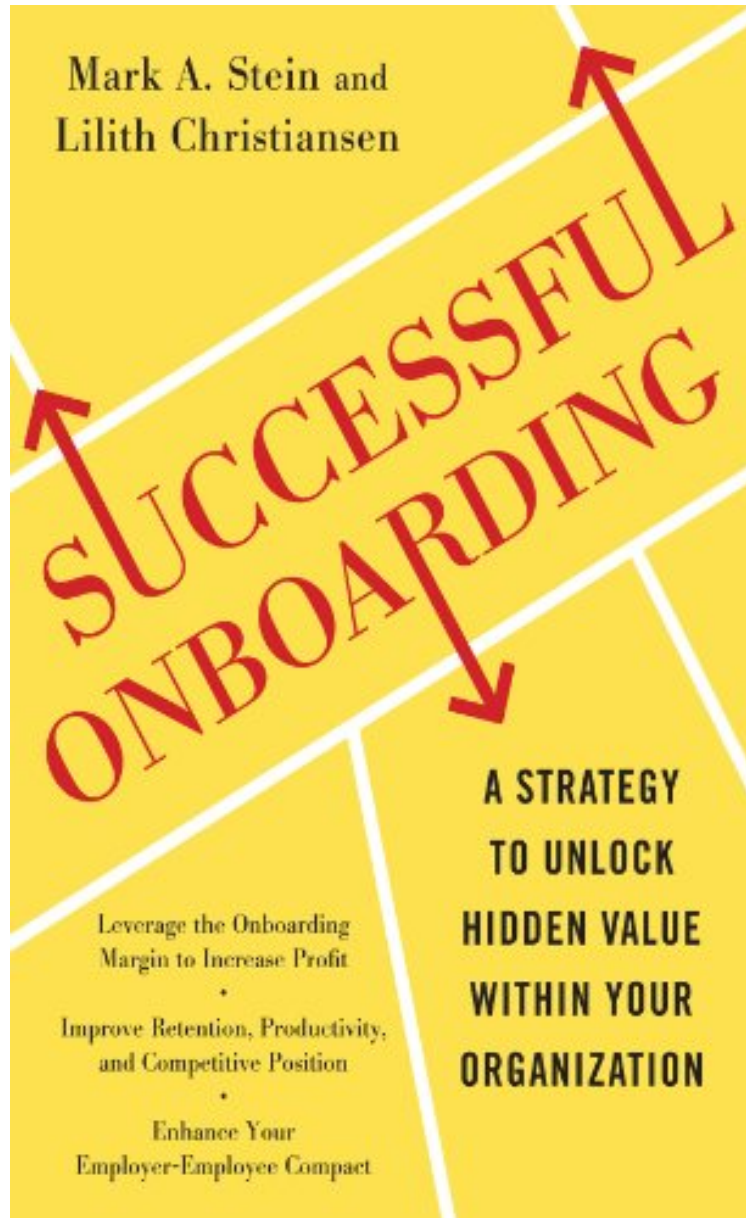


Successful Onboarding: Strategies to Unlock Hidden Value Within Your Organization

Mark Stein, Lilith Christiansen

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Mark Stein, Lilith Christiansen : Successful Onboarding: Strategies to Unlock Hidden Value Within Your Organization before purchasing it in order to gage whether or not it would be worth my time, and all praised Successful Onboarding: Strategies to Unlock Hidden Value Within Your Organization:

0 of 0 people found the following review helpful. A "Must Read" that will not get read thoroughly. By Robert

Schepens "Must Read" that won't get read. The first 50% of this work is dead-on, but after the foundation of what onboarding can and should be, it falls into a typical "consultant lecture" that takes a simple concept and complicates it into a 100 year project for anyone who wants to follow it. Like most business books today, it is written from and for Fortune 500 companies, missing the 75% of companies that make up our economy. I would love to see a 2.0 version of this, written for the small-medium size organization (under 500 people) who really NEED onboarding.

0 of 0 people found the following review helpful. A thorough discussion of the topic

By Susan Pierce This book contains a very detailed discussion of onboarding, its importance, and the process behind it. It is a great introduction for someone new to the topic, and provokes the reader to think about the needs in their own organization.

0 of 0 people found the following review helpful. Comprehensive- invokes awareness

By Rob This book challenges the reader to think systemically and long-term. I'd recommend it to any COE lead or Enterprise Executive(s) who are prepared to address the losses stemming from a deficient OnBoarding program and who'll sustain the improvements.

Rob Best - Human Resources, Jacksonville, Florida

MASTER THE "4 PILLARS" OF SUCCESSFUL ONBOARDING AND CAPTURE THE ONBOARDING MARGIN

Fact: One-third of all external hires are no longer with the organization after two years. Most of them begin job-searching after six months. What can you do about it? In a word: onboarding, the fastest-growing human resources tool in the world today, although poorly understood, subject to narrow definitions, and with limited codified best practice understanding and management rigor. Global consultants Mark Stein and Lilith Christiansen have studied and worked with leading companies on the topic, and they've synthesized their work into one complete, ready-to-use system, incorporating case learnings from Fortune 500 companies and other forward-thinkers. With *Successful Onboarding*, you can:

- Realize the best from your talent from the get-go-without wasting time.
- Rewrite the employee-employer compact-to everyone's advantage.
- Acclimate new hires to your culture-without scaring them off.
- Assimilate new employees of all backgrounds-yet benefit from their unique skills.
- Reduce time-to-productivity-while increasing the level of productivity.
- Address the specific needs of individual hiring groups-cost-effectively.
- Make improvements at the systemic level-with gains realized with regularity.

While many companies have become very good at recruiting, today's orientation programs fall woefully short and impact your bottom-line potential. *Successful Onboarding* provides you with not only the business case but also a systemic approach to the entire process, from beginning to end. You'll be amazed how significantly you can increase new hires' productivity and increase the strategic impact and appreciation of your HR function. You'll discover the most effective ways to share your vision, offer early career support, and strengthen your strategic position, intent, and direction. Along the way, you'll hear fascinating inside stories-the good and the bad-from Apple, Starbucks, Netflix, Microsoft, Baird, Bank of America, John Deere, and dozens of other industry leaders. In the end, it's all about people. When your employees are effectively on board and your system is supporting their success, your company is on track to even greater performance. visit author's website for more information <http://onboardingmargin.com>

About the Author

Mark A. Stein: With a finance education from the George Washington University School of Business in 1990, and subsequent professional service experience as a foundation, Mark entered the management consulting industry in 1995, and has since led hundreds of corporate strategy, investment analysis and organization development engagements for leading multi-national corporations. Mark speaks at Organization Development and onboarding conferences. He is married with three kids and lives in Bethesda, MD.

Lilith Christiansen: Lilith has 15 years of organization development consulting experience with Kaiser Associates and Booz Allen Hamilton. Lilith has led numerous organizational improvement and employee programs redesign projects for clients in both public and private sectors. Lilith is a graduate of University of Virginia and University of Pennsylvania's Wharton School of Business. Lilith is married, has two children and lives in Arlington, VA.

"This is a terrific resource for anyone wanting to create an effective onboarding program."

—Mindy Moye, Ph.D., Manager Employee Engagement, John Deere

"In *Successful Onboarding* Lilith and Mark demonstrate the financial impact that the onboarding process can have on your organization, and provides a roadmap for improving your return on investment. The book has already changed the way we think about onboarding in our organization."

—Andrew Blocher, Chief Financial Officer, Federal Realty Investment Trust

"Goodbye old-school orientation and welcome to onboarding. A great reference to tailor your onboarding based on your culture and strategy. This book demonstrates how sound and creative onboarding can prevent a lot of voluntary off-boarding from high performing employees."

—Sonia Narang, Director, Leadership Organization Development, Sony Pictures Entertainment

"Every company leader who is serious about delivering results through people should read this book. *Successful Onboarding* not only gives a roadmap to successful hiring and retention, but also addresses the common pitfalls that lead to adjustment struggles, discouragement and skepticism from new hires. This book rings true to those of us who coach leaders in the onboarding transition."

—Kate Ebner, Co-Director, Georgetown University Leadership Coaching Program, Principal, The Nebo Company

"This is an important book for business leaders who want to assure employee engagement from Day One! Practical and instructive, the book gives leaders everything required to

plan and implement an onboarding strategy that provides maximum organizational benefits. Not only does the book convincingly build the business case for excellence in onboarding, the authors lay out in the clearest of terms a recipe to assist practitioners to plan and implement a strategy that will contribute the results we are all looking for: engaged employees who choose to build a career in our organizations and contribute to organizational success in the long term! Well done, Mark and Lilith! — Bonnie DuPont, Corporate Director; Former Group Vice President, Corporate Resources, Enbridge, Inc. Successful Onboarding could easily be titled Maximizing Your ROI. If you adopt the authors' perspective and follow the best practices they present, your organization will get the greatest possible return on its investment in new talent. Stein and Christiansen's work will shift your focus from activities to results. — Scott Eblin, Executive coach and author of THE NEXT LEVEL: WHAT INSIDERS KNOW ABOUT EXECUTIVE SUCCESS An approach to transforming your organization's onboarding process from a one-time transaction to a sustained and integrated employee experience that drives performance and engagement right out of the gate. — Matt Motzkin, Director, Organizational Development, Disney-ABC Television Group A comprehensive and highly practical guide to the critical—but underappreciated—practice of onboarding new employees. The authors make a convincing business case for strategic onboarding and then outline a step-by-step process for a positive and enduring outcome. — Max Stier, President and CEO, Partnership for Public Service