



Successful Onboarding: Strategies to Unlock Hidden Value Within Your Organization

Mark Stein, Lilith Christiansen

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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>

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Ellen Jones:

Successful Onboarding: Strategies to Unlock Hidden Value Within Your Organization can be one of your nice books that are good idea. We recommend that straight away because this guide has good vocabulary that may increase your knowledge in terminology, easy to understand, bit entertaining but delivering the information. The article author giving his/her effort to place every word into satisfaction arrangement in writing Successful Onboarding: Strategies to Unlock Hidden Value Within Your Organization nevertheless doesn't forget the main place, giving the reader the hottest as well as based confirm resource facts that maybe you can be one of it. This great information may drawn you into fresh stage of crucial contemplating.

Destiny Hunt:

Are you kind of stressful person, only have 10 or 15 minute in your morning to upgrading your mind expertise or thinking skill perhaps analytical thinking? Then you are having problem with the book than can satisfy your limited time to read it because all this time you only find book that need more time to be study. Successful Onboarding: Strategies to Unlock Hidden Value Within Your Organization can be your answer given it can be read by an individual who have those short free time problems.

Jose Jones:

The book untitled Successful Onboarding: Strategies to Unlock Hidden Value Within Your Organization contain a lot of information on the idea. The writer explains the girl idea with easy way. The language is very straightforward all the people, so do not worry, you can easy to read the item. The book was published by famous author. The author provides you in the new period of literary works. You can actually read this book because you can continue reading your smart phone, or program, so you can read the book in anywhere and anytime. In a situation you wish to purchase the e-book, you can available their official web-site in addition to order it. Have a nice read.

Joseph Johnson:

What is your hobby? Have you heard this question when you got scholars? We believe that that concern was given by teacher to the students. Many kinds of hobby, All people has different hobby. Therefore you know that little person including reading or as studying become their hobby. You have to know that reading is very important and book as to be the factor. Book is important thing to increase you knowledge, except your teacher or lecturer. You find good news or update regarding something by book. A substantial number of sorts of books that can you choose to use be your object. One of them is niagra Successful Onboarding: Strategies to Unlock Hidden Value Within Your Organization.

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