

Employee Engagement, Positioning Employees to Succeed

When facing the challenge of on-boarding a new employee, we all know the importance of the administrative duties that are required, however, there is an opportunity for something more that sets the tone for employee engagement.

Without minimizing the importance of checklists, forms and manuals, do not neglect the significance that first impressions have on employee engagement. Connect them to specific people that represent the culture and work environment you are building. These are the people that the new employee will go to as a resource or mentor, contributing to their sense of belonging.

As an example, new employees need to have a broad understanding of the organization, by visiting other departments and interacting with their superstars. It is these key relationships that will set the tone for the employee's future engagement with the company.



As you begin to acclimate an employee into their specific responsibilities, ask yourself the question, who within their department do you want to emulate or be their trusted resource? Get those people involved early in the employee's work life-cycle. This will yield multiple victories beyond the functional on-boarding of a new employee, by acknowledging the valuable contribution of the individual's chosen as mentors.

While we can't force colleagues to become friends, we can facilitate the opportunity for employees to make personal commitments and connections to each other, which creates a secure and transparent environment.

In addition, the pace that you set for a new employee to become productive is mission critical. The faster you enable them to contribute to the organization's performance will establish an expectation that will carry them throughout their tenure.

Likewise, within their life-cycle of employment, consultants can help organizations maintain an employee's initial enthusiasm by intentionally offering training and challenges to stimulate personal growth.

Assessments or surveys that capture the insights of employees and supervisors are a fundamental resource to measure the employee experience and their impact on organizational performance.