

# PRE-BOARDING: A STRATEGIC PROCESS FOR INTEGRATING NEW HIRES

## WHY WE CREATED THIS SERVICE

- We take candidate wellbeing and client satisfaction seriously
- To help clients reduce their turnover rate for executive hires
- To ensure candidates are supported/reduce the potential to fail
- A belief that on boarding should start at selection not joining
- To ensure a seamless flow that compliments internal hiring, induction & on-boarding processes



*"I found ORESA's support a great way to help me transition, get to understand individuals within the business, create a plan and be effective faster"*

Paul Kendrick, Marketing and Multichannel Director, Bonmarché

Success  
Culture Aligned  
Well-being  
Communication  
Values Support

## PRE-BOARDING BENEFITS

- To build trust
- Build strong relationships with peer & line
- Embed your company values and culture
- Small details/ potential derailers resolved
- Performance criteria collectively agreed
- External working practices are understood
- Ensure the new employee delivers

## THE RESEARCH

The assumption is that senior hires rarely fail and that the transition is easy. The truth is that **25-40%** of executives\* will exit their new employer within 18 months of joining. The typical cost of replacement is in excess of **3x** salary notwithstanding the more holistic effect on both executive and organisation.



*ORESA provided a staged pre-boarding process which supported our new Marketing and Multichannel Director's ability to hit the ground running"*

Beth Butterwick, CEO Bonmarché

STAGE 1 <b>Assessment</b>	Attend 2nd interview and provide behavioural observations Liaise/ provide immediate and post meeting feedback to CEO, HRD and line		
STAGE 2 <b>Post Acceptance</b>	On-going impartial counsel and feedback during the pre-boarding phase Success profile drafted, completed and agreed in principle Plan stakeholder and direct report meetings		
STAGE 3 <b>Post Acceptance</b>	<b>Week 1</b> Support the new hire Discuss initial projects, roles and responsibilities Liaise on peer and direct report questions Spot gaps and encourage solutions Iterate the Success Profile & 100 day action plan	<b>30 Days</b> Consultant support on relationship development Finalise and agree Success Profile Continue support of the 100 day plan	<b>90 Days</b> Focus on building for success Resolve any "loose ends" and review any outstanding actions Identify further development areas Review at 90 days in line with the success profile Gain holistic feedback Sign off with HRD
STAGE 4	Ongoing coaching of the individual can be agreed should the organisation deem this is required		

SEE WHAT'S POSSIBLE