

## Why

A lot of research and experience indicates that integrating newcomers into a company in a structured way has a much higher success rate in terms of retaining and optimizing new talent than integrating new recruits in an unstructured way.

## What

A structured process introducing newcomers to the values, culture and working methods of the company.

## How

Together with HR reflect on the process that is already in place to integrate newcomers (if any) and what the potential of this process is.

A strong practice can be to appoint a mentor for newcomers. A mentor is someone who points the way within the company pointing out who you have to connect with to carry out your role, where to find the right information, dos and don'ts on a value or cultural level etc.

## When

When there is no onboarding process in place and certainly when you notice that integration into the company is challenging (indicated by talented people leaving shortly after they are engaged).

### Skills and necessary training

Research best practice for onboarding people.  
An introduction to mentorship for people who take this role.

### Possible workshop exercise

Discuss the possibilities and added value of an onboarding process. Is it really necessary? What would be a simple, effective way to do it? Who could be involved? This could be a way to value certain key people within the company.

### Critical success factors

Onboarding/mentorship that is practical and simple but powerful. Ensure that newcomers encounter the people who best incarnate company values and culture and that they get insight into core primary processes.