



THE FIRST 90 DAYS IN YOUR NEW JOB: *Onboarding Panel Discussion* Silicon Valley Women in HR

January 22, 2013

- **Opening Remarks – Christine Young, SPHR**
- **Panel Discussion – Jenny Vonderwerth, SPHR-CA**
- **Closing & Questions - ALL**

Current State of OnBoarding*

- **81% of companies have a formal or informal onboarding program**
- **According to HR professionals, the most critical components of onboarding are:**
 - Communication 88%
 - Training 85%
 - Resources 84%
 - Welcoming Activities 61%
 - Document/Guide 50%

Source: *SHRM's 2011 Onboarding Practices Study of 482 HR Professionals

- **The top 3 changes: over the last 5 years:**
 1. Onboarding has become longer and more intensive
 2. Onboarding is seen as a critical retention strategy
 3. Onboarding has become more engaging, interactive, and individualized

- **Just 33% of companies gather frequent feedback from new hires about their experience**

Source: Sirota Science Onboarding Webinar 11.15.2012

■ Duration of Onboarding Efforts

- 0-5 days 49% of companies
- 8 -30 days 17%
- 2-3 months 19%
- 4-6 months 6%

Source: Sirota Science Onboarding Webinar 11.15.2012

■ Most Common Findings:

- 90% of employees are engaged during their first year
- Engagement levels decline after that
- We need a better understanding of the employee experience during the first year

Source: Sirota Science Onboarding Webinar 11.15.2012

■ How Long Does it Take a New Hire to Feel Productive?

- 60% felt productive by Day 90
- 33% needed 4-12 months

Source: Sirota Science Onboarding Webinar 11.15.2012

Gwen Carscadden is the VP of Human Resources for CardioDx in Palo Alto. She has more than 25 years of human resources experience, with various roles of increasing scope and responsibility. Gwen holds an M.A. in Organizational Communication from San Jose State University, and a B.A. in Behavioral Sciences also from San Jose State.

Jim Colby is a business executive with fluency in corporate visioning, creating effective strategy, implementing initiatives, retaining and developing top talent and achievement of corporate strategies, sales and revenue capture. His current role is a Senior Consultant to GlobalBridgeHR which delivers HR and advisory services with a distinctive focus on foreign-owned or affiliated companies operating in the U.S.

Trudy Schapansky's HR career has spanned 13 years. During her career, she has worked for start-ups and small companies, five companies, in total. As Director of her past two companies, she is currently working as a Consultant for an early stage start-up.



Program Coordinators

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