

virtual onboarding for new hire success

Accelerated by the pandemic, remote and hybrid work models are moving into the mainstream and many companies are capitalizing on the chance to expand their talent pool regardless of location. But for many companies, that means rethinking the onboarding process.

With as much as [20% of staff turnover](#) occurring in the first 45 days of hire, at a minimum cost of \$3,000 per person, it's more important than ever to make sure that remote employees get off to a good start from day one, starting with onboarding. Organizations with a strong onboarding process improve their new hire retention rates by [82%](#).

Here are 3 ways managers can ensure new employees get off to a great start:

fast-track onboarding

Rather than spending the first day filling out digital paperwork, HR experts recommend creating a connection to the company early on to break the ice, create a positive first impression and calm nerves. For example, companies can send a care package welcoming the new employee with a company coffee mug and links to important resources or invite them to socialize with their new team members, even briefly, before the first day of work. **In addition, managers should consider:**

- Appointing an informal mentor to support a new hire
- Set up tech before the start date for a faster, smoother transition

make strong connections

New hires need to understand the company they're working for, including team dynamics, individual roles and personalities, but relationship-building is harder to do virtually than in-person. Managers can help by setting up meet-and-greets with as many people as possible, connecting new hires with people who can answer HR questions, help with a project or direct to internal resources. **To help build strong relationships, managers can:**

- Set a mix of meetings to foster formal conversations and social interactions
- Encourage building a broader network to better understand how work gets done

set clear expectations & processes

HR experts recommend creating a 5-day plan for new hires to help them learn about the company's history, mission, vision and values, as well as its industry. Beyond that, set early targets, so a new employee understands what success looks like in the first 90 days.

Providing a positive virtual onboarding experience will help new hires succeed in the hybrid work environment, making it more likely that they'll stay for the long-term.

Leading companies are rethinking where, when and how we work for a better, more resilient future. Learn how GCO can help prepare you for what comes next.

visit: gacommuteoptions.com | call: 1-877-942-6784