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TRANSFORM NEW HIRE ONBOARDING:

**Best Practices for Cybersecurity Leaders**

# 5 Tips to Building an Engaging Onboarding Program

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# Top 5 Tips to Building an Engaging Onboarding Program

## 1 Build a cross-functional onboarding team

Be purposeful and strategic. Engage other teams to provide input and feedback where needed to create a well-rounded and cohesive program for new team members. This will help foster better communication across all members from Day 1.

## 2 Craft a vision

With an established process and strategy in place, objectives are needed to keep everyone on track. Give everyone something to move toward, and look to as they progress through the process.

## 3 Be honest and open about your team and company culture

This is the first glimpse at what happens behind the scenes. Honesty at this stage is critical to set up individuals - and your overall team - for success. Ensure that what your new employee wants, and can offer, are aligned with company expectations and overall culture. Don't force a fit.

## 4 Set realistic expectation

Make sure the goals you have for new employees are attainable and understood by everyone involved. This means there should be a clear understanding of what can be accomplished in the first weeks and months of joining the company, as well as milestones to reach along the way.

## 5 Select the right person/people to execute the vision

This pivotal and often overlooked step, shouldn't be taken lightly. Ensure that the person or team in charge of running the onboarding program understands the value and importance of creating a good, engaging experience for your employees to build trust and flourish in their new roles.

### **Key Takeaway:**

*Finding the right employee is part of the equation. You also need a thoughtful onboarding process to keep new hires engaged—all leading to creating an environment that fosters innovation and growth.*