

Onboarding: How to Get Your New Employees Up to Speed in Half the Time

George B. Bradt, Mary Vonnegut
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George B. Bradt, Mary Vonnegut : Onboarding: How to Get Your New Employees Up to Speed in Half the Time before purchasing it in order to gage whether or not it would be worth my time, and all praised Onboarding: How to Get Your New Employees Up to Speed in Half the Time:

2 of 2 people found the following review helpful. Basic introduction onlyBy Spicy TofuThis is a good book for small and medium businesses and average performing Fortune 500 companies that need some basic guidance on on-

boarding. What do I mean by basic? It highlights things like having your new employee's desk ready or make sure that you properly announce the employee to the company. For more high-performing cultures, there is nothing new or strategic in this book and there are better books out there. Its intended audience is also a bit unclear. I think it was written primarily for hiring managers, but unless you are a small or medium business (proprietor), I really can't imagine any hiring manager ever reading this book. But if the intended audience was for HR managers, then this is just way too basic.

2 of 2 people found the following review helpful. An Outstanding Book on a Mission-Critical Subject: Onboarding By John G. Self "George Bradt and Mary Vonnegut's Onboarding: How to Get Your New Employees Up to Speed in Half the Time" is one of the most helpful, how-to books that I have read in years. Absent are the catchy platitudes that characterize so many books written by consultants. This book is chock full of information in the form of a clear road map that will help you understand that a Total Onboarding Program (TOP) is a mission-critical program for every organization. "I am recommending it as a must-read manual for healthcare executives who want to succeed in an increasingly challenging climate." "If you are an executive recruiter, and you are not up to speed on TOP, you are missing an important opportunity to take your performance to the next level."

2 of 2 people found the following review helpful. Worth Every Page By H. Kangis So many business books are long on theory but short on practice. This book hits directly those critical things that organizations and the managers themselves need to do to start being productive and deliver results right away in a new job. How many of us have started jobs where somebody points to the desk (assuming there even is one ready when you arrive) and says "let me know if you have any questions." Companies can and desperately need to do better, and this book is the place to start.

A guide to getting new employees recruited, oriented, and productive; FAST "Onboarding," a growing trend in the business community, is a focused methodology that gets people in new roles up to speed quickly and efficiently. This book guides you through a process that enables you to recruit, orient, and enable your new employees to get the job done. Learn how to inspire and encourage your new employees to deliver better results faster. George Bradt and Mary Vonnegut's Onboarding helps ensure that your new employees are productive and efficient from day one. You'll learn how to help them assimilate into your corporate culture and accelerate their learning. Onboarding is one of the hottest trends in business. This is the first book about onboarding. George Bradt is a leading speaker and consultant, and the author of The New Leader's 100-Day Action Plan For business leaders and managers who want well-trained, responsive, efficient, and effective employees, Onboarding helps you get the best from your new employees.

From the Inside Flap Getting new employees up to speed is one of the toughest jobs hiring managers face. Failure can lead to unfilled needs, unhappy recruits, and, ultimately, the failure to meet vital business goals. In Onboarding, top executive transition consultants George Bradt and Mary Vonnegut help you recruit great employees, orient them to your business culture and goals, and enable them to start contributing immediately. Even better, the Total Onboarding Program lets you get your new employees on track in half the normal time. The Total Onboarding Program can dramatically improve the performance, fit, and readiness of every person who takes on a new role in your organization. As a result, onboarding helps build, sustain, and perpetuate high-performing teams and leads to sustained, organization-wide competitive advantage. With deliberate practice and the right tools, you'll succeed at every step of the onboarding process: Preparing for your new employee's success before you even start to recruit Finding a powerful slate of potential candidates Creating a personal onboarding plan with your new employee Making your new employee ready, eager, and able to do real work on day one Speeding the development of important working relationships Providing the right resources, support, and follow-through for new employees Each chapter of Onboarding includes forms, checklists, and other tools to help you make your way through the entire onboarding process with efficiency and effectiveness. You'll have all the resources you need to eliminate hiring mistakes and bad fits, improve employee retention, and align new employees with key business strategies. For business leaders and hiring managers who want well-trained, responsive, efficient, and effective employees, Onboarding helps you get the very best from every new employee.

From the Back Cover Praise for Onboarding "A must-read for anyone bringing someone new into their organization—if they're serious about setting them up for success! Well organized, easy to understand and implement." —Andy Kriz, Director, The Human Capital Institute "This book shows you the MOST successful way to ensure new recruits deliver for you. It's filled with practical tips. Why would you settle for anything less?" —Robert Rigby-Hall, Senior Vice President and Chief Human Resources Officer, LexisNexis Group "Onboarding provides the framework and tools to rapidly embrace new employees and position them for success. A must-read for high-performing organizations." —Tom Colligan, Vice Dean of Executive Education, The Wharton School, University of Pennsylvania "This is an invaluable resource for anyone bringing new talent into an organization. The up-front thinking and easy-to-use tools are key to making any external search a success." —Alan Cork, Executive Director, Russell Reynolds Associates Inc. "PrimeGenesis has done it again. Their new book presents a completely different and clearly better way to manage the whole process of recruiting, jump-starting, and managing new employees. Hard to imagine anyone reading this book and not deploying its tools. Don't even think

about starting to recruit anyone else until you've read this book." —Kenneth Beck, Chief Executive Officer, The CEO Connection

About the Author George Bradt is founder and Managing Director of PrimeGenesis, the premier executive transition consultancy. He was previously an executive at Unilever, Procter Gamble, Disney, Coca-Cola, and J.D. Power and Associates. He is also the author of *The New Leader's 100-Day Action Plan*, from Wiley. Mary Vonnegut is a Partner in PrimeGenesis. She was formerly president of a retail operation, senior vice president of marketing at Hanover Direct, and worked as a management consultant. She has launched new businesses, built marketing departments from the ground up, and crafted growth strategies.