



Green and Growing

A Conversation of Learning,
Training, and Development

Facilitated by:



Unique Outlaw



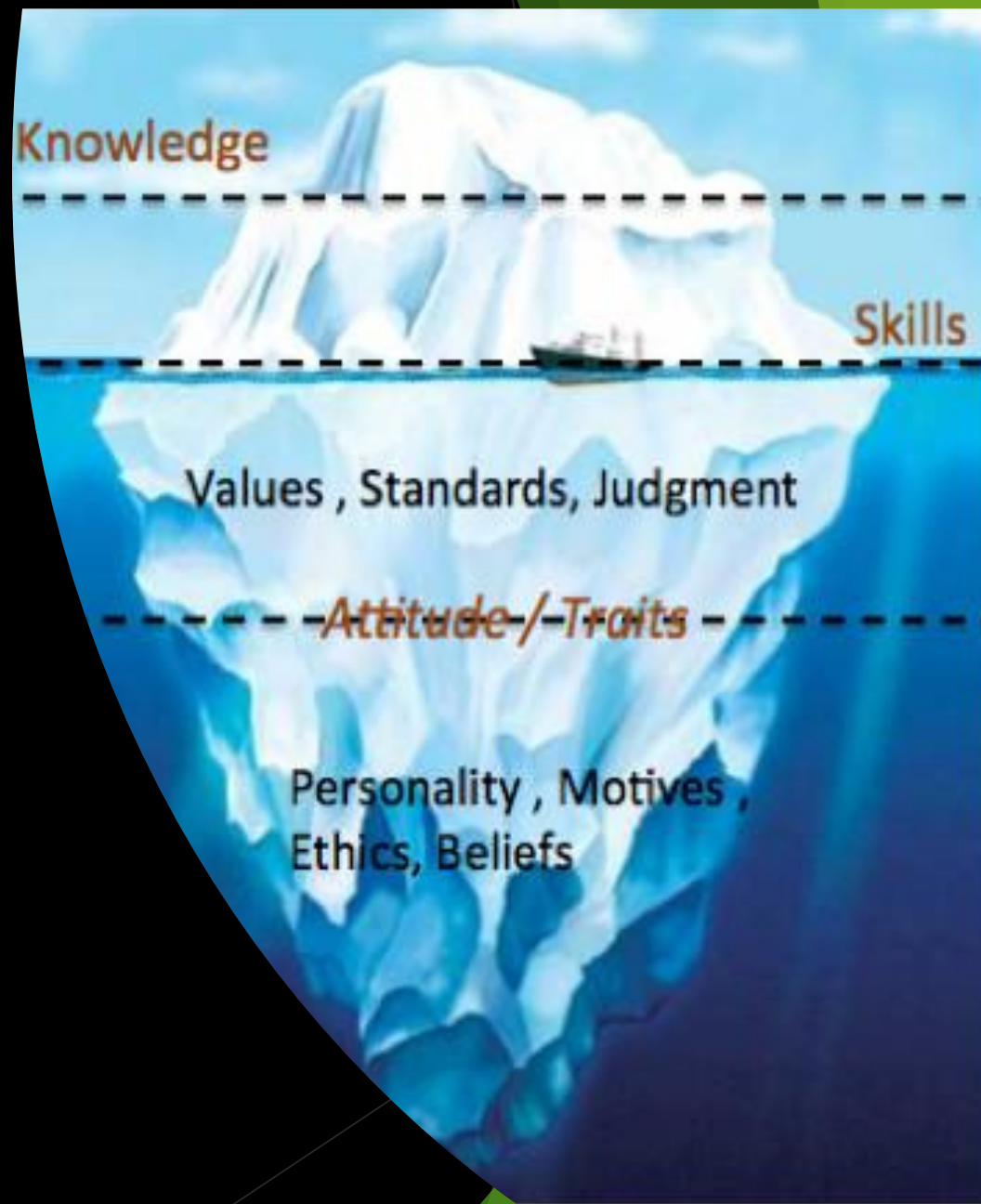
Kanasha Blue

Hire for Values and Training for Skill

- Unique-itus - Only season industry expert need to apply
- Culture of hire and promoting based on the skill or past
 - Scrutinizing candidates resume
 - Examining past experiences and accomplishment
 - Reference Check
 - Employment Assessments
- Culture of firing for will people because of who they are
 - Character vs. Personal Trait

Hire for Values and Training for Skill

- Hire for character, looking beyond just technical capabilities.
 - Personal Values and Belief consistent with the company.
 - Attitude iceberg - 10% visible vs 90% hidden
- Who they were vs. Who They Are
 - Reaching full potential



Onboarding

What is onboarding?

- process of integrating a new employee
- familiarizing employees with one's products, services and culture

How long are you willing to wait for new hires to achieve full productivity?

- Eight weeks for clerical jobs
- 20 weeks for professionals
- 26 weeks for executives



Rapid Onboarding

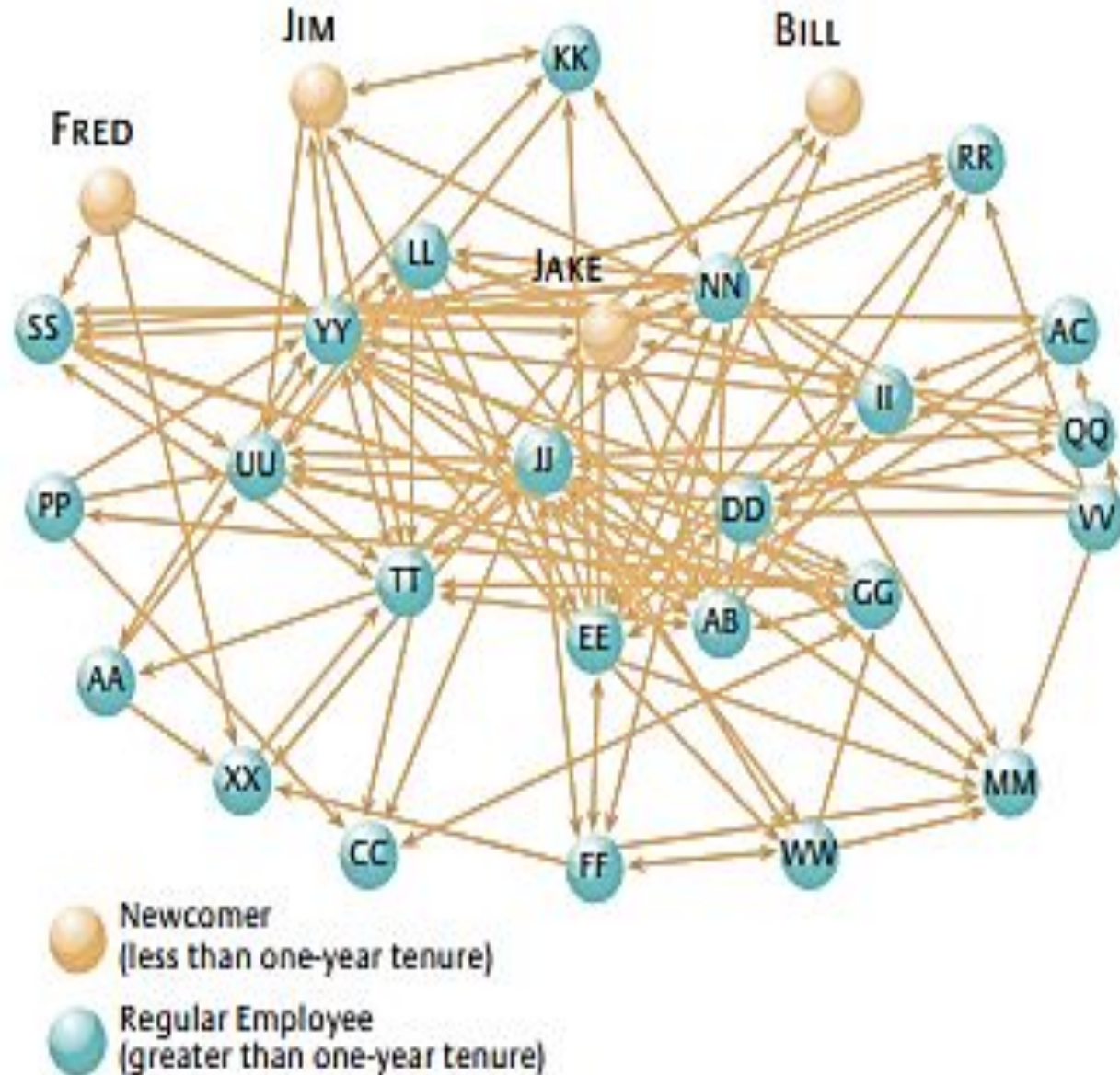
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Slow Onboarding



- Informational approach
 - Information overload
- Relational approach
 - Broad network of relationships
- Social-network analysis
 - Statistics to explore the patterns of emergent connections

Identifying Rapid On-Boarders



- Newcomers are underutilized assets
 - a source of fresh ideas
 - expertise and industry contacts that can be leveraged
- probability of a new employee quitting reaches a peak at around 1.5 years



Discussion

Based on your knowledge of Hire for Value and Onboarding discuss and answer the following questions:

Question A: In terms of talent development should manager be preparing the path for their employees or should employees be prepared for the path? Why or Why Not?

Question B: What is the basis of being a great colleague in our organization?

Life Lessons Takeaway



Principle of Vision - Always help others see the promise of better tomorrow



Principle of Mission - No matter what business you're in, when you care for people and build relationship, when you have something to say, others will listen

References

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