

LeaderStat

From The Offer To The Start Date

Strategies to Ensure Your New Hire
Doesn't Ghost You

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Objectives



EXPLORE REASONS WHY YOUR NEW HIRE MIGHT NOT SHOW UP ON DAY 1



DISCOVER TRIED AND TRUE STRATEGIES TO GET YOUR NEW HIRE ENGAGED AND EXCITED ABOUT YOUR ORGANIZATION AND THEIR NEW ROLE



ON-BOARDING TIPS TO HELP YOUR NEW EMPLOYEES SUCCEED

The background of the image is a close-up, slightly blurred view of several stacks of US dollar bills. The bills are fanned out, showing various denominations including \$100, \$20, and \$10. The colors are primarily green and grey. The text is overlaid on a white rectangular box in the center.

The average U.S. employer spends about

\$4,000¹ and 24 days
to hire a new worker.²

Consider These Costs:



To state the obvious -
Hiring a new employee
is expensive!

You've gone through the interview process, conducted the background checks and have hired a new employee who you think will be exceptional.

NOW THE REAL WORK BEGINS

Objective 1:



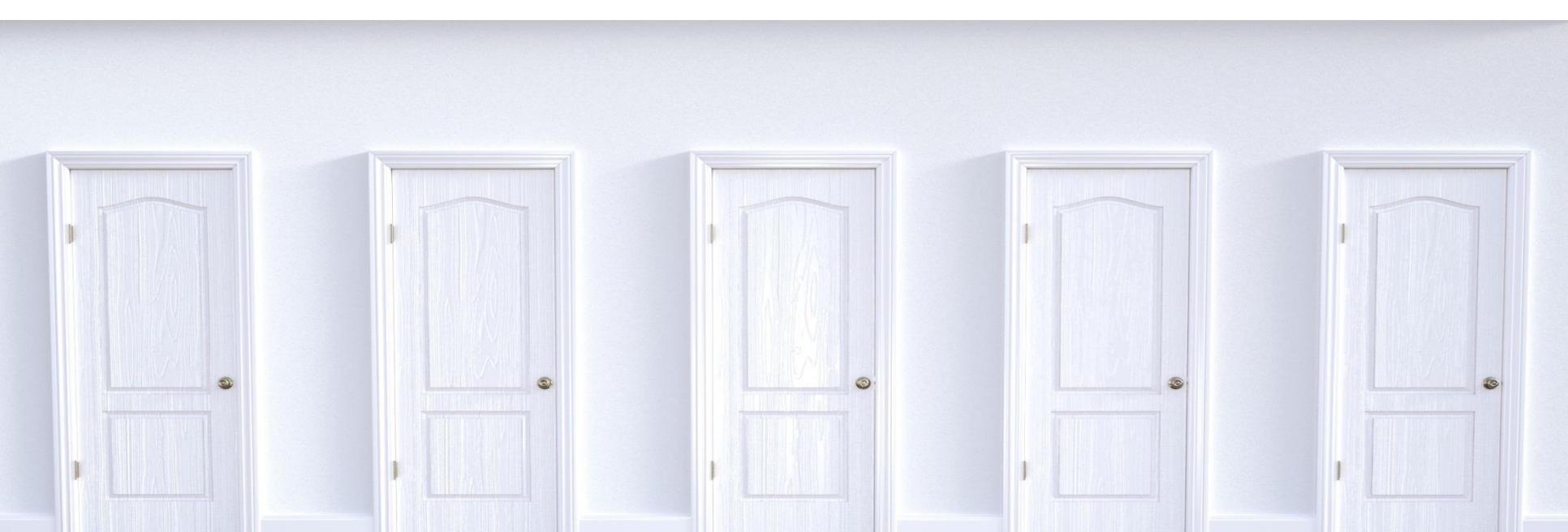
*Explore Reasons Why Your New Hire
Might Not Show Up On Day 1*



Our Candidates Tell Us



Our candidates
WANT to know
what to expect
after accepting
the offer.

A photograph of five identical white doors with brass handles, set in a hallway with a dark wood floor. The doors are arranged in a row, and the lighting is soft, creating a clean and professional atmosphere.

The job market is strong with low unemployment rates. This means more job seekers feel confident in their ability to gain new employment and they are **more likely to keep their options open.**

Source: <https://www.cnn.com/2019/09/12/1-in-5-workers-accepted-a-job-offer-and-ghosted-on-their-first-day.html>



Don't lose your employees
before they even start!

75% of job seekers are voluntarily looking for a new job and can afford to be selective.

33% of job seekers say they've "ghosted" an employer for a higher paying job elsewhere.

That number goes up to **50%** for GenZ and Millennials.

Reasons why new hires don't tell their new employer they've decided to take a different job

Poor
Communication
from the hiring
party

A long and
slow hiring
process

Difficulty getting
in touch with
their recruiter or
hiring manager

Source: <https://www.cnbc.com/2019/09/12/1-in-5-workers-accepted-a-job-offer-and-ghosted-on-their-first-day.html>

One thing is clear when you want to keep a new hire engaged and ready to start on the job -



COMMUNICATION IS KEY!

Objective 2:



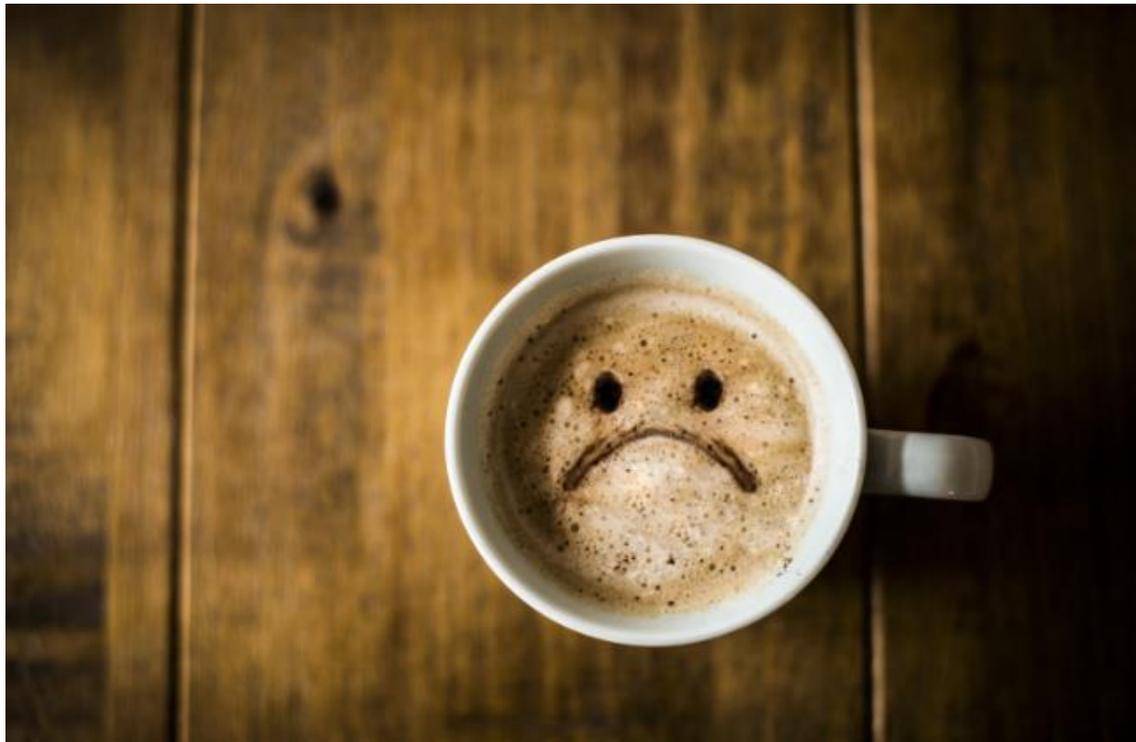
*Discover Tried and True Strategies
to Get Your New Hire Engaged and
Excited About Your Organization
and Their New Role*



Our Candidates Tell Us

Our candidates tell us that they feel negative and anxious when they have **NOT** heard from their new employer until just a few days before start.

Many even have to reach out themselves to learn what to expect, compounding the negative first impression.





Onboarding starts the moment the candidate **accepts the offer.**

Creating a positive experience, from this point forward will increase the likelihood your new employee will show up on Day 1.

COMMUNICATE!

Be in contact via:

- ✓ email
- ✓ phone call
- ✓ text

A time of silence after your candidate accepts and before they start invites doubts and speculation.





Mail a “Welcome Packet”!

Suggested items include:

- Handwritten “Welcome to the Team” note
- Company brochure
- Benefits information
- Company roster
- Company swag

*Create a genuine
“welcome to the team” spirit!*

BEFORE THE START DATE

Introduce your
new hire to the
team and invite
them to any
team building
events



This will give your new employee a chance to feel more at ease on their first day, which will have positive effects on their on-boarding process.

Objective 3:



*On-boarding Tips To Help Your
New Employees Succeed*



Our Candidates Tell Us

Onboarding

Our candidates tell us that they feel most prepared and successful in their new roles when they have gone through a planned, on-site orientation.



Develop an on-boarding strategy that transitions to continuous learning and growth.

**Don't
just
throw
them
to the
wolves!**



Day 1:



All staff are aware of the new team member starting and they know their name



Workstation set-up and ready to go



Onboarding schedule set



Paired up with a mentor



Lunch plans made with supervisor or team members



Encourage questions!

Allow them to seek
direction for as
long as necessary.

Make your new employee feel like they're part of the team.



Schedule group lunches throughout their first week and month.

Include them in team activities and “clue them in” on unspoken team norms.

A blurred, black and white photograph of several hands reaching upwards, creating a sense of aspiration and growth. The hands are out of focus, with the background being a bright, light-colored wall.

Establishing a thoughtful hiring process that makes your new employees feel **welcome** from the day they receive the offer will help your organization **avoid being ghosted!**



QUESTIONS?

Thank You!

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