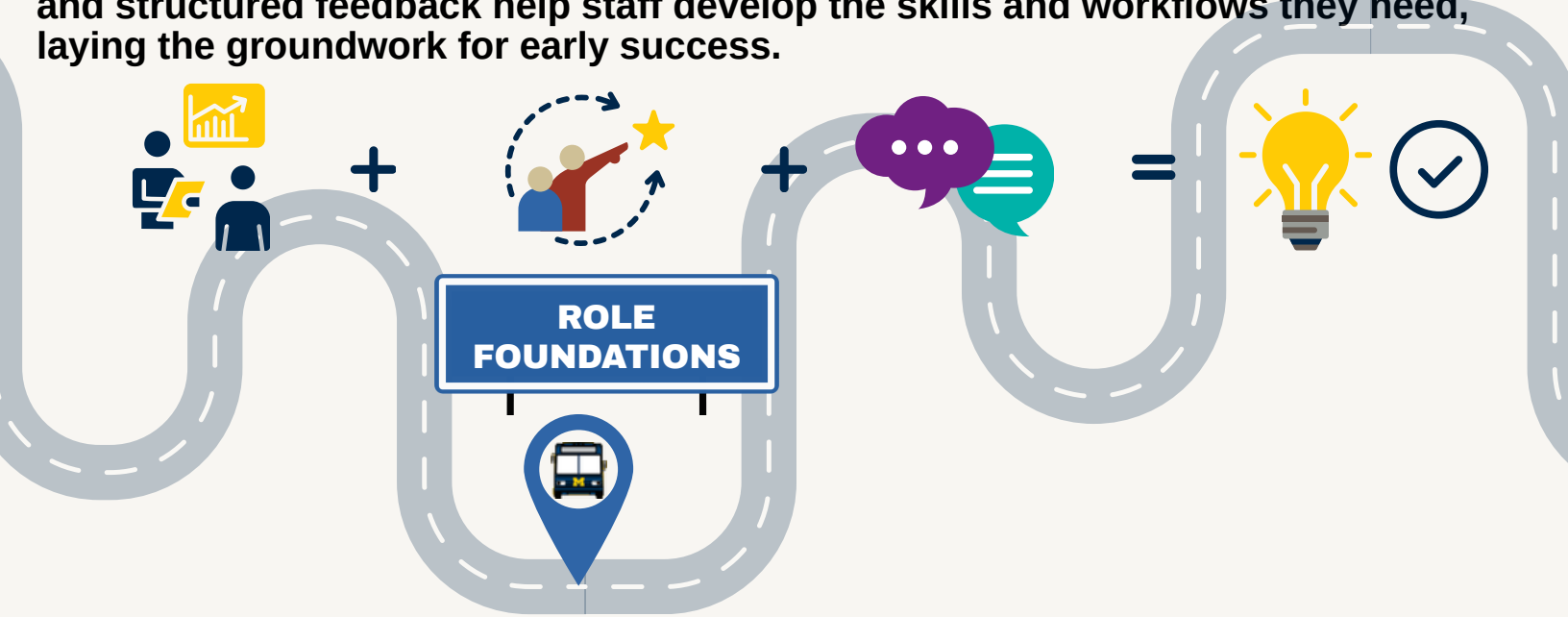


# STRATEGIC EMPLOYEE ONBOARDING - A ROADMAP TO SUCCESS

## PHASE THREE - ROLE FOUNDATIONS

Role Foundations, spanning weeks two through six, shifts focus from unit-level orientation to the specifics of the employee's role, clarifying expectations, responsibilities, and immediate priorities. Targeted training, hands-on guidance, and structured feedback help staff develop the skills and workflows they need, laying the groundwork for early success.



## Why Role Foundations Matters

**70**

Over 70% of professional learning occurs through on-the-job experience, making role-specific walkthroughs and guided practice essential for real-world performance

**4x**

Employees receiving active, hands-on instruction demonstrate **up to four times** stronger performance and a greater sense of ownership, highlighting the value of manager engagement

**94**

Nearly all employees report they would stay longer at organizations that prioritize structured development, highlighting the link between skill growth and sustained contribution

**3.6x**

Meaningful regular feedback increases the likelihood of early high performance by **more than threefold**, reinforcing confident decision-making in day-to-day responsibilities

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## SETTING THE STAGE

The Role Foundations phase requires intentional design. Explicit objectives, learning experiences, and feedback rhythms allow employees to move quickly from unit-focused orientation to confident contribution. The goal is not volume of information, but clarity, relevance, and steady direction.



## IMPLEMENTING ROLE FOUNDATIONS

Effective implementation relies on early benchmarking, delivers practical direction, and integrates structured touchpoints. When designed deliberately, these elements define what success looks like in the first 30 to 60 days, and ensures Role Foundations activities are aligned with key responsibilities and unit objectives.

### CLARIFY EXPECTATIONS

#### DEFINE WHAT SUCCESS LOOKS LIKE

- Identify immediate priorities and short-term deliverables
- Clarify responsibilities and decision-making scope
- Align on what strong performance looks like in the first 30 to 60 days

### PROVIDE ROLE-SPECIFIC GUIDANCE

#### ANCHOR SUPPORT IN CORE RESPONSIBILITIES

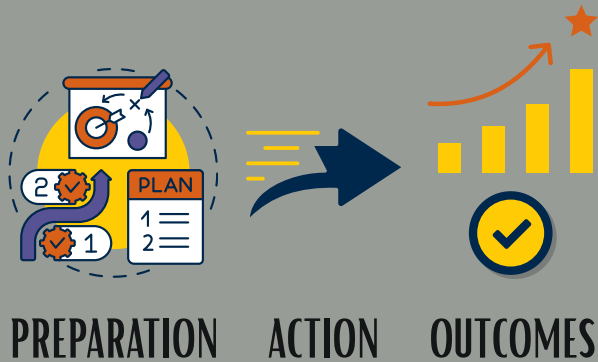
- Connect training directly to primary duties
- Offer practical walkthroughs of key workflows and tools
- Model decision-making and problem-solving within the role

### STRUCTURE COACHING AND FEEDBACK

#### SCHEDULE REGULAR, FOCUSED CHECK-INS

- Schedule consistent touchpoints during weeks two to six
- Provide concrete examples in feedback
- Create space for questions and reflection

# STRATEGIC EMPLOYEE ONBOARDING - A ROADMAP TO SUCCESS



## FROM PREPARATION TO IMPACT

Effective implementation generates tangible results and its impact shows up palpably in how employees think, contribute, and engage. When expectations are defined, support is aligned to operational needs, and feedback is structured, employees move forward prepared and motivated. These outcomes are observable in daily practice and interactions.

## IMPLEMENTATION OUTCOMES



### CLEAR DIRECTION

Employees gain clarity on their core responsibilities and see how their work connects to unit priorities. Initial uncertainty gives way to purposeful focus.



### STRONGER ENGAGEMENT

Regular feedback and well-defined expectations foster connection and trust. Employees sense trust in their abilities, which energizes and deepens workplace commitment.



### EARLY PROGRESS

Defined priorities and achievable milestones create early wins. Momentum builds as employees see tangible evidence of their contribution.



### GROWING CONFIDENCE

Hands-on learning and structured guidance build competence. Staff feel empowered, encouraged, and prepared to take on increasing responsibility.