

# The First 60 Minutes

## *The Power of the First Impression*

*New hires with a good onboarding experience are 18x more committed to their employer.*



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# The First 60 Minutes

**We don't want to scare them away!**

A New Hire's first 60 minutes can make or break their willingness to commit to Benchmark.

- ▶ The “First 60 Minutes” applies for each initial interaction:
  - Hiring
  - Orientation/Foundations
  - On the job

If you focus on providing a great first 60 minutes, the next 60 minutes will be easier, and so on.....

If you demonstrate this process consistently, others will follow your lead.

# The First 60 Minutes

- ▶ Focus on the person
  - Making the person feel valued will engage them in the learning process
  - Observe body language and adjust your approach accordingly
- ▶ Take the time
  - Do not ignore training requirements because something else is “*more important*”
  - Taking 60 minutes now will save time tomorrow because the new hire will be more productive
  - This person has to be a top priority

# And, Finally...

- ▶ We don't want to scare them away
- ▶ Don't be like Mike
- ▶ If you witness anyone not representing *The Benchmark Way* with a new hire, you must address it!
- ▶ *Each new person has the potential to be exactly who we need*



Click on the button below to take the quiz for this session.

**QUIZ**