



# TYGES®

Aerospace and Defense Business Unit  
Executive and Professional Search Firm

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### LATEST NEWS FROM TYGES INTL- AEROSPACE & DEFENSE BUSINESS UNIT

In our line of work at TYGES International - Aerospace & Defense, we work with companies and professionals who provide products and services that help protect the security of our nation. In light of last month's bombings in Boston, we would like to extend our condolences to those affected and send our heartfelt thanks and gratitude to the first responders and soldiers who sacrifice themselves physically and mentally to protect us each and every day.

## Onboarding: A Hidden Factor to New Hire Success

Is your company onboard with the onboarding process?

Onboarding is a silent killer for companies that don't understand the importance of the onboarding process. An effective onboarding process not only outlines the first 90 days for a new hire, but also takes advantage of the time between job acceptance and start date. In doing so, a new employee will have a better understanding of their role within the company, the company itself, and comfortably transition into the cultural atmosphere with their fellow coworkers.

Successful onboarding saves time and money, so having a process in place is money the bank for a company. [The 10 Commandments of Employee Onboarding](#) says just that and credits Michael Watkins with outlining the benefits of a proper orientation process as reducing the cost for on the job learning, saving time for coworkers and supervisors involved in the training process, and increasing morale by showing the new hire that he/she is valued. While every company will have a different onboarding process, there are several key steps that should run across the board. In his article [Expert Opinion: Capture Revenue with Strong Onboarding](#), John Kearney outlines the two main elements that successful onboarding programs include, which are:

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1. Activities list of actionable items to execute and a time frame.
2. Learning requirements of the key information necessary for the role.

The next question might be: how can a company improve their onboarding process and do so in a cost effective manner? There are plenty of tools and resources available to companies that can improve the onboarding process for both the new hire and the company. The most readily available tools, and ones many people are already familiar with, are social tools. These social tools can range from a company's network system to LinkedIn or Facebook and can give a new hire the opportunity to become familiar with the company's system as well as get acquainted with soon-to-be coworkers all before day one on the job. Karie Willyerd discusses how the use of social tools within the onboarding process can alleviate the stress of the new hire transition process in her article [Social Tools Can Improve Employee Onboarding](#). Willyerd points out:

*How much easier is it to join a social community committed to the same body of knowledge rather than tracking down 6-month-old email trails and documents sitting on someone's hard drive? IDC (International Data Corporation) estimates the average knowledge worker spends 15-30% of their time just looking for information. Make it easy on your new employees to find information and you can make a big first step in improving their time to productivity.*

Not only does access to social tools prior to the start date benefit the time table for productivity, it can also ease a new hire into the office culture. Social tools allow a new hire to wade into the office social pool and become acquainted with their new coworkers before they step foot into the office. Social tools within a company are beneficial to the actual onboarding process as well. Willyerd discusses how companies with cross-functional workflows can easily keep everyone in the loop on a new hire with the simple use of social tools. She states, "At most companies, email is still the main form of communication used to convey status. All it takes is one person missing an email for the new hire to suffer." There are plenty of corporate social tools available to companies that facilitate the completion of onboarding tasks within a cross-functional workflow environment.

A successful onboarding process is often overlooked, however, its importance radiates throughout other areas of a company when it fails. Having successful onboarding means taking advantage of the time period between the acceptance of a job and the start date. The key to taking advantage of that time period is making sure that everyone within the infrastructure of the company is up to speed and involved with the new hire and onboarding process. As [George Bradt](#) states, "Whose fault is it really when a new executive fails? It's everyone's fault. If everyone paid attention to the basics of executive onboarding, there would be far fewer failures."

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◆**Contracts Manager/Director** with over 20 years combined experience in domestic, international, Government, and commercial contracts. This former Contracting officer and military academy graduate has 15+ years with a major Aerospace/Defense company and is looking to relocate to the North Carolina/South Carolina region.

Contact Andrew Beccue for more information on what these incredible candidates can bring to your organization.

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