

New manager onboarding checklist

Once the new manager has started

☐	Detail your company policies	Bring them up to speed with how you run your internal processes. Managers need to understand your leave, security, remote work, and confidentiality policies, and those relating to harassment and other potential HR issues.
☐	Brief the new manager on team members	Provide a clear handover for the new manager. Explain the state of the team, any challenges, recent promotions, and how people have been working. Don't forget to include any accommodations for specific circumstances and hybrid working patterns.
☐	Share your performance review processes	Explain how you appraise people's performance and what you will expect the new manager to do. This might include 360-degree feedback, anonymous surveys, and setting criteria managed via your HR tech. Don't forget to explain your approach to acknowledging successes—such as celebrating people on your company-wide HR platform—and any bonuses or rewards the manager can allocate.
☐	Schedule one-on-one meetings	Carve out time for the new manager to meet with their direct reports and supervisor and build connections with people across the organization.
☐	Establish a mentorship program	The best managers are constantly learning, ideally supported by the guidance of an experienced mentor who can help build their leadership skills and share company knowledge.
☐	Create their training program	Depending on the manager's experience and background, design a continuous professional development program that can help them balance their timekeeping, the needs of their team, the demands of their projects, and any conflicts. The best managers can motivate and inspire their people while delegating effectively and standing their ground. It's up to HR to provide the training that helps your leaders do just that.
Once the new manager has started		
☐	Schedule regular check-ins with HR	Over the first few months it's particularly important to build strong relationships with new managers as they familiarize themselves with your company culture and processes. This also builds a firm foundation for closer collaboration on supporting healthy and productive team dynamics.

Onboarding Manager Checklist York University

Sharlyn Lauby



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A Road Map for Onboarding Managers Sharlyn Lauby, 2014-09-02 Few organizations have manager onboarding programs but they are key to equipping managers with the tools they need to be successful from day one In A Road Map for Onboarding Managers Sharlyn Lauby details how proper onboarding prepares managers to start their role confident engaged and better able to serve as an employee coach and mentor both of which are critical to an organization s bottom line This issue of TD at Work identifies why managers need their own onboarding program outlines a step by step process for developing a manager onboarding program offers a checklist for a new manager buddy program provides a template for developing a new manager onboarding program **Creative Onboarding Programs (PB)** Doris M. Sims, 2010-10-15 Revised expanded and up to the minute the leading guide to serving the modern organization s onboarding needs It s a challenge overlooked by many The need to bring recent hires into the fold smoothly effectively and rapidly And in this state of the art multi phased guide to integrating new employees into an organization Doris Sims longtime HR and onboarding guru again redefines the expectations of what effective HR training and succession management can do for your business Fully updated with new case studies of best practices from successful companies Creative Onboarding is the edge your business needs The most complete resource for helping employees do their best work from the minute they first walk in the door this book delivers an arsenal of high end strategies and skills including Activities and checklists to help focus your onboarding efforts Advice on designing and implementing programs for employees at any level that mesh with existing organizational cultures The latest tools technologies that create programs with impact Ways to measure results and make positive adjustments on the fly In today s hyper competitive business environment seamless onboarding is an absolute necessity And Creative Onboarding puts within easy reach the benefits of improved retention and performance along with drastically reduced HR related overhead Topics covered include Designing New Employee Onboarding Companies Who Do it Right New Tools and Technologies to Make Your Program Fun and Memorable Onboarding New Managers Onboarding FAQs and more **Onboarding** Christian Harpelund, 2019-01-21 The book provides a clear framework for managers to improve the onboarding process The authors have developed an easy to use model and process for onboarding which maps out 6 dimensions which can be used to design and implement a systematic organizational process Successful Onboarding: Strategies to Unlock Hidden Value Within Your Organization Mark Stein, Lilith Christiansen, 2010-06-21 CAPTURE THE ONBOARDING MARGIN WITH THE 4 PILLARS OF SUCCESSFUL ONBOARDING Bringing a new employee on board can be the start of a rewarding relationship or the beginning of a missed opportunity This smart book can teach you how to make the most of each employee s career starting on Day One Daniel H Pink author of DRIVE and A WHOLE NEW MIND This book has the potential to change the way that we think about new hires and what is possible from the group With the instruction provided you can migrate onboarding from the administrative to the strategic and deliver far greater value for your

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