Play GreenHouse GEW Video

https://vimeo.com/301087569

https://www.facebook.com/GreenHouseBizInc/posts/2177615892558023
Flip Chart Pages

How Are You Celebrating Global Entrepreneurship Week?

What Resource or Information Do You Need for GEW?
Include your name & organization
Today’s Activities

- Learn
- Connect
- Empower

people + culture = everything

TRUST

The Entrepreneurial Ecosystem Playbook, Draft 2.0, 2018, The Kauffman Foundation.
Presented by:
Michael Nail and Brooks Miller
What is Onboarding?

The process of helping new hires adjust to social and performance aspects of their new jobs quickly and smoothly.
Onboarding

- U.S. Workers are projected to change jobs an average of 10 times between the ages of 18 – 37
- Every year, 25% of the U.S. workforce experiences a career transition. 50% of all hourly workers leave new jobs within the first 120 days
- 50% of all senior outside hires fail within 18 months in a new position
Generally, new hires have approximately 90 days to prove themselves in a new job.

Onboarding helps new employees adjust to their jobs by:

- Increasing job satisfaction
- Jumpstarting relationships
- Motivating individuals to perform
- Clarifying expectations and directives
- Providing support to help reduce unwanted turnover
- Investing in early career support helps distinguish great employees and increases the chance of productivity and retention.
Types of Onboarding?

- Informal ("sink or swim strategy")
- Formal
The Four C’s of Onboarding

- **Compliance**
  - Basic legal and policy related rules and regulations

- **Clarification**
  - Ensuring employees understands the job and expectations

- **Culture**
  - Go beyond the history – educate employees about company values

- **Connection**
  - Establish interpersonal relationships and information networks
Practical Considerations

- Avoid “dumping” large quantities of information on new employees all at once
- Roll out information from pre-employment communications throughout the first year of employment (use the Four Cs)
- Document the necessary steps for the onboarding program
- Continuously review and improve the system for the program
Legal Considerations

- **Offer Letter**
  - Stick to specifics (i.e. pay structure, benefits, position offered)
  - Set forth the conditions of employment
  - Ensure company documents agree with offer letter
  - Avoid dangerous terminology or time frames
  - Stress employment-at-will
Legal Considerations

- If the candidate has existing restrictive covenant, require a separate acknowledgment:
  - Return of all confidential information
  - Prohibition on use of prior employer’s confidential information
  - Individual will not breach existing obligations
  - Individual will contact company representative with questions

Consequences of breach
Pre-Employment Checklist

- Offer Letters
- Background checks – follow the Fair Credit Reporting Act
- I-9 Compliance
- Employee Handbooks
Sample Onboarding Plan

Prepare for New Employee’s Arrival
- Introductions, day one tasks, necessary documents, welcome activities, face-to-face meetings

First Few Days
- Assign a mentor, explain policies, met with manager, discuss first assignment

First Few Weeks
- Continue meeting and providing feedback; establish goals and continue to clarify role/responsibilities
Sample Onboarding Plan

**First Few Months**
- Ensure any specified training is completed; continued feedback; ensure employee and mentor have productive relationship

**First Year**
- Recognize successes, continued feedback, provide additional opportunities, discuss how the onboarding process has worked
Resources

- [www.bamboohr.com](http://www.bamboohr.com)
- [www.workbright.com](http://www.workbright.com)
- [www.zenefits.com](http://www.zenefits.com)
- [www.icims.com](http://www.icims.com)
Global Entrepreneurship Week

Ellen Bateman, Director for US Ecosystems

Global Entrepreneurship Network
https://www.genglobal.org/
Global Entrepreneurship Week
November 18-24, 2019

Why Celebrate GEW?

• Create critical mass of activities
• Shine a light on our activities
• Fill the gaps in community awareness
Global Entrepreneurship Week

Successes and Lessons Learned in 2018

• Brian Brady, GreenHouse Business Incubator
• Other thoughts from 2018 and for 2019
Promotional Resources

1. GEW USA Event Organizer Guide
   • All official GEW resources can be found on their website: https://www.genglobal.org/gew

2. Template Press Release

3. Press Release Media Contacts

4. In addition to registering your event with GEW, we encourage you to add it to the UpstateVibe365 regional calendar as well.
   • www.upstatevibe365.com; use the “submit your event” button
Connecting

• Your name
• Your organization
• What resource or information do you need right now?

(Someone here may be able to help)
Staying Connected

Upstate Entrepreneur Ecosystem Slack Channel

https://upstateentrep-fi74224.slack.com/
https://slack.com

◦ Find your workspace
◦ Upstate Entrepreneur Ecosystem
Empowering – Work Groups

• Intersections
• Connecting the Disconnected (rural and urban)
• Best Practices
• Storytelling
• First Timers
Work in Your Groups – until 1:10

1) Appoint someone to take notes
2) Report activities to your work group
3) Follow directions on your table
4) Report to whole group
Work Groups – Reporting (5 min.)

• What is Your Group’s Goal?
• What Activities Have You Done?
• What Are You Doing Next?
Next Meeting: December 4th @ Ogletree Deakins’ Office

- Connect
- Learn
- Empower

- Progress Reports
- Education Minute
- GEW Results
- Celebrations
Thank You!

ADDITIONAL QUESTIONS & DISCUSSION