

## New Employee Attachment

*"The way a manager influences the perceptions of a new employee during the **Critical Attachment Period** (CAP) impacts the level of Attachment achieved and the resulting impact on the "Risk of Attrition" and "Discretionary Effort & Performance".*

*The CAP for a new employee is the **first 120 days** of employment and includes the phases of **Attraction, Recruitment, Pre-Employment and Induction**.*

*Most employees who leave within the first 18 months are often labelled by their managers as unsuitable or unavoidably lost. Most of the time this is not the case. Usually this has occurred because of either poor recruitment or poor Attachment.*

*Too many organisations have lost both talent and money because they have failed to understand the Employee Attachment Phenomenon and manage the Critical Attachment Period effectively.*

*Our unique business tool **empowers managers** and organisations to understand, manage and take targeted action to ensure they are achieving high levels of Attachment from their new employees.*

*By using this unique business tool your organisation will ensure you don't lose people for the wrong reasons. You will **enhance new employee performance** through achieving increased **discretionary effort**.*

*The cost of Attracting, Recruiting, Inducting and On-Boarding a new employee is in excess of \$100,000 in direct and indirect costs.*

*This unique business tool ensures you **protect your people investment** and importantly create a workforce that achieves its potential.*

*Your organisation cannot afford to leave your people investment to chance."*

Anthony Sork - Managing Director Sork HC



## Attract - Recruit - Attach - Retain - Perform

### Driver 1 – Recruitment & Selection

"The level of efficiency and professionalism associated with the recruitment and selection process impacting the perception of operating standards and the value the new employer places on employees."

### Driver 2 – Pre-Employment

"The way the new employee was encouraged to feel secure and excited about their new position and the strength of bond achieved between the moment of being offered the position and the date of commencement."

### Driver 3 – Orientation

"The way the organisation welcomes the new employee for their first day or days of employment. Associated specifically with the initiation of key interpersonal relationships with their immediate team and where possible senior leaders. The way the organisation establishes the perception of personal space for the new employee and has prepared and issued agreed business tools and access. The orientation to the physical workplace and immediate surrounding environment."



### Driver 4 – Central Messages

"The core common messages associated with the company's structure, mission, vision, direction, philosophy, values, and behaviours. The collective understanding of who the business is, where it is going and how it is to collectively behave and perform."

### Driver 5 - Rotation

"The managed process of ensuring the new employee has the opportunity to meet, be briefed by and initiate open communication and relationships with key business units both immediately upstream and downstream from their own business function. The same managed process relating to corporate service functions within the business."

### Driver 6 – Incremental Learning

"Staged and progressive learning of skills as they apply to their new position, to the standard of competency required to achieve minimum performance within the Critical Attachment Period."

### Driver 7 – Accuracy Of Job Representation

"The perceived difference between the ways the job was represented throughout the selection process compared to the first hand experience of the job being performed by the new employee. The degree to which the position was misrepresented either in the proportion of or types of duties performed."

### Driver 8 – Manager Alignment & Accessibility

"The frequency and nature of contact between the hiring manager and the new employee, allowing for the assessment of the values and behaviours of the manager and their alignment to the new employee's expectations and desired standards."

We are pleased to provide you with **8 of the 20** definitions of the Core Attachment Drivers. For more information regarding the Sork HC Attachment & On-Boarding Survey/ Report then please contact us on +61 2 9344 7589 or [HCinfo@SorkHC.com.au](mailto:HCinfo@SorkHC.com.au)