

# COULD GREATER FOCUS ON THE FIRST 100 DAYS OF EMPLOYMENT MAKE A DIFFERENCE?

# THE FIRST 100 DAYS ARE KEY TO WINNING EMPLOYEES' HEARTS AND MINDS

**20-YEARS** OF WORLD-CLASS MANUFACTURING  
C-LEVEL EXECUTIVES | DIRECTORS | SENIOR MANAGEMENT  
HR | OPERATIONS | SUPPLY CHAIN | PROCUREMENT | FINANCE | ENGINEERING | QUALITY



**EMPLOYERS SHOULD  
MAKE SURE THAT  
NEW RECRUITS  
ARE NURTURED  
FROM DAY ONE.**

**THEY SHOULD RECEIVE  
THE BEST INTRODUCTION  
TO THE COMPANY  
AND INDUSTRY.  
THEIR CAREER PATHS  
SHOULD ALSO BE  
SET OUT CLEARLY.**



# WHAT TO THINK ABOUT...

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# EXPERIENCED STAFF

- AS WELL AS PAIRING TRAINEES WITH A 'BUDDY' AND BUILDING A WORKPLACE CULTURE THAT PROMOTES CONTINUOUS PROFESSIONAL DEVELOPMENT, THERE IS MORE THAT EMPLOYERS SHOULD DO TO WIN OVER THE NEW STARTERS.

# JOB DESCRIPTION

- IT'S IMPORTANT THAT EMPLOYERS PAINT AN ACCURATE PICTURE OF WHAT THE ROLE WILL REQUIRE.
- PROVIDING INSIGHTS ON HOW THINGS WORK IS EXPECTED BY NEW RECRUITS
- ANYTHING LESS ISN'T RIGHT.



# PROGRESS

EMPLOYERS ARE TRYING TO  
MOVE ON FROM THE PANDEMIC.

HOWEVER;

- THOSE RECRUITING LARGE NUMBERS OF TRAINEES HAVE FOUND THAT HYBRID WORKING CAN HAMPER PROGRESS.
- PROVIDING STRUCTURED / INFORMAL TRAINING IS VITAL TO ENSURE EMPLOYEES SUCCEED.
- EVEN IN PROFESSIONS WHERE RECRUITS ARE REQUIRED TO PASS EXAMS, 'SOFT' SKILLS SHOULD ALSO BE INVESTED IN.

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# MANAGING MANAGERS

- TO REDUCE DROP-OUT RATES, EMPLOYERS SHOULD FOCUS ON 'TRAINING THE TRAINERS' TO ENSURE THEY ARE PREPARED TO TRAIN RECRUITS.
- MAKE SURE THAT MANAGERS HAVE ENOUGH TIME IN THEIR SCHEDULE.
- ALSO MAKE SURE THAT THE TRAINER HAS THE RIGHT KNOWLEDGE.
- IT'S VITAL THAT NEW RECRUITS FEEL WELL-SUPPORTED.
- IF THE SUPPORT PROVIDED IS INADEQUATE, EMPLOYEES MAY VOTE WITH THEIR FEET.

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# CULTURE

- CHANGES BROUGHT ON BY THE PANDEMIC AND ONLINE TRENDS SUCH AS 'QUIET QUITTING' AND 'QUITTOK', HAVE HAD AN IMPACT ON EMPLOYEE EXPECTATIONS.
- EMPLOYEES WON'T ACCEPT A WORKPLACE THAT DOESN'T LISTEN.
- EMPLOYERS NEED TO RECOGNISE THE CULTURAL SHIFT AND PROVIDE NEW RECRUITS WITH A WORKPLACE THAT VALUES THEM.

# BENEFITS

UNDERSTANDING WHAT NEW RECRUITS ARE LOOKING FOR IS CRITICAL;

- CORPORATE SOCIAL RESPONSIBILITY AND DIVERSITY, EQUITY AND INCLUSION POLICIES HAVE BECOME KEY CONSIDERATIONS FOR EMPLOYEES.
- EMPLOYERS AND HR DEPARTMENTS SHOULD MAKE SURE THAT THEIR CREDENTIALS ARE THOUGHT OUT THROUGHOUT THE RECRUITMENT PROCESS.
- ALL STAFF SHOULD BE OFFERED THE CHANCE TO SUPPORT ENVIRONMENTAL AND/OR SOCIAL VALUE INITIATIVES.

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**A NEW JOB IS ALWAYS DAUTNING,  
DURING A COST-OF-LIVING CRISIS,  
AND WITH FLEXIBLE WORKING MODELS  
INFLUENCING WORKPLACE PRACTICES,  
THE CHALLENGES ARE GREATER THAN EVER.**

**EMPLOYEES NEED TO FEEL THAT THEY ARE  
PART OF AN ORGANISATION  
THAT HAS PRINCIPLES AND A SENSE OF PURPOSE  
AND SHARES THE SAME VALUES.**

**EMPLOYERS SHOULD LISTEN TO THEIR STAFF  
AND SHAPE THEIR  
BENEFITS PACKAGES ACCORDINGLY.**

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**IF YOU'RE NOT ENJOYING  
YOUR FIRST 100 DAYS  
WITH A NEW EMPLOYER;**

**CONTACT THE RECRUITMENT TEAM AT  
[RECRUIT@MORGANRYDER.CO.UK](mailto:RECRUIT@MORGANRYDER.CO.UK)**





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