

Company Culture Alignment

On the job training and learning about the company culture are two separate things. Make sure you take the time to separate these items and give each their needed spotlight. Emphasize and explain your organization’s mission, beliefs, and values during the onboarding process. Not only do you want to talk about these items, but you need to share organizational examples. If one of your core values is honesty, talk about a time when a current employee was honest during a tough situation. These stories will help support the importance of your organization’s values and drive home the message.

BENEFITS

Positive culture attracts future top talent and increases employee engagement and retention. By sharing the importance of company culture to your new hire, they understand behavioral expectations from the start, and can contribute positively to the culture.

Culture Alignment Activities



MENTORING

Create a buddy or mentoring system within the organization. Begin by connecting your new hire with an established employee who exemplifies role model behavior. This creates a positive first impression of the company culture and environment. This ongoing partnership allows the mentor to share their insights and experience.



PANEL

Host a panel of department leaders. During the session, invite the new hires ask open-ended questions to C-Suite level employees to learn more about the organization, culture, and values. Open ended questions allow the panel to answer the question as it relates to them personally, professionally, or both. The goal of the panel is initiate conversation amongst leadership and new hires, and to ultimately reinforce company culture and values.



SCAVENGER HUNT

Give your new hires a list of fun facts about current employees and have them travel around the office to meet and match the fun fact with the correct individual. This is a creative way to handle introductions and break the ice!