

Owner to Owner Podcast Notes



Why New Hires Quit Before They Start Episode #1

Summary:

Felicia Harris, Founder, and CEO of EverythingHR and EverythingHR Financial Services tell us why new hires are a critical part of our business and how we can retain their value and help them thrive.

Show Notes:

- ✓ How to establish a culture that keeps employees thriving
- ✓ Why filling out paperwork shouldn't be the first job for a new employee
- ✓ Establish a relationship with your new hire from the first interview and how you can do it
- ✓ Small business owners have change to their advantage
- ✓ How you can communicate successfully with your employees
- ✓ Why compensation is always going to be an issue whether the employee a new hire or not
- ✓ Key questions to ask when hiring
- ✓ Why Day 1 assessments are important to determine the best fit
- ✓ People who developed relationships in the company are proven to stay with the company longer
- ✓ Relationships with new hires are similar to those you have with a customer
- ✓ How to avoid toxic environments
- ✓ A new hire is a wonderful barometer of the environment you have created
- ✓ Establishing check-ins with a new-hire is a critical sign of the company's health
- ✓ Managing expectations of the new-hire
- ✓ The pitfalls of a company handbook and why you need to give new hires the ability to discuss it
- ✓ Repetition of culture exposure is highly recommended
- ✓ New hires are an important part of taking your company to the next level
- ✓ A well-defined orientation process is key
- ✓ The culture that improves retention rates of employees
- ✓ Why bidding wars to retain talent is a dangerous trap
- ✓ You can't be afraid to lose or retain value when dealing with employees
- ✓ How to prepare your company for a downturn
- ✓ Why a pipeline for new employees is important in order to avoid disruption of business
- ✓ How to get international and national HR questions answered

3 Key Points:

1. Owning a company is complex, and managing employees can be very difficult. EverythingHR can provide your company with all the HR products and services you will need under one roof.
2. Assessments and avoiding paperwork on the first day can set the tone and culture for the employee.
3. New hires can smell toxic cultures when they walk into the door.

Tweetable Quotes:

- “The worst thing you can do after you hire someone is have them fill out paperwork.” – Felicia Harris.
- “You always want to keep up the engagement of the new hire.” – Felicia Harris.
- “Why new hires quit before they start because you haven’t relayed the job expectations to them effectively.” – Felicia Harris.

Resources Mentioned

Podcast

<http://elshaddaiconsulting.net/everythinghr-owner-to-owner-podcast.html>

Twitter

<https://twitter.com/everythinghr1>

Linkedin

<https://www.linkedin.com/company/everythinghr1/>

Connect with Felicia Harris

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