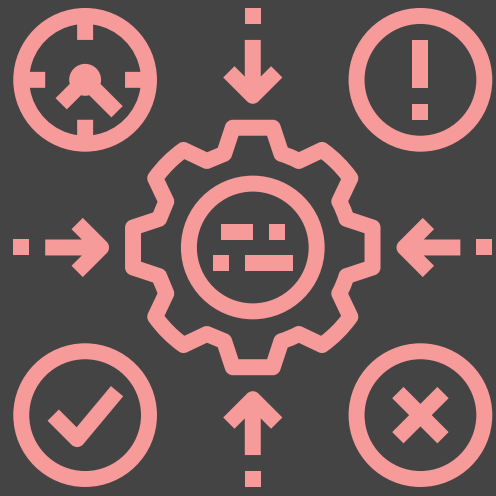


NEW TEAM MEMBER INTEGRATION:
THE THREE C'S

A journey to success

Don't confuse effective recruitment with retention

context



The **context** is macro environment in which your organization functions. The environmental context is the macro-environment in which the organization functions. The context will differ industry to industry. Healthcare for example, will have different regulatory needs than food manufacturing. While this seems like a fact that would be obvious to many, it is often overlooked.

content



Content most often refers to the policies/procedures and organizational history. Often overlooked these are the “cultural characteristics” that make up the organization as a whole.

Additionally:

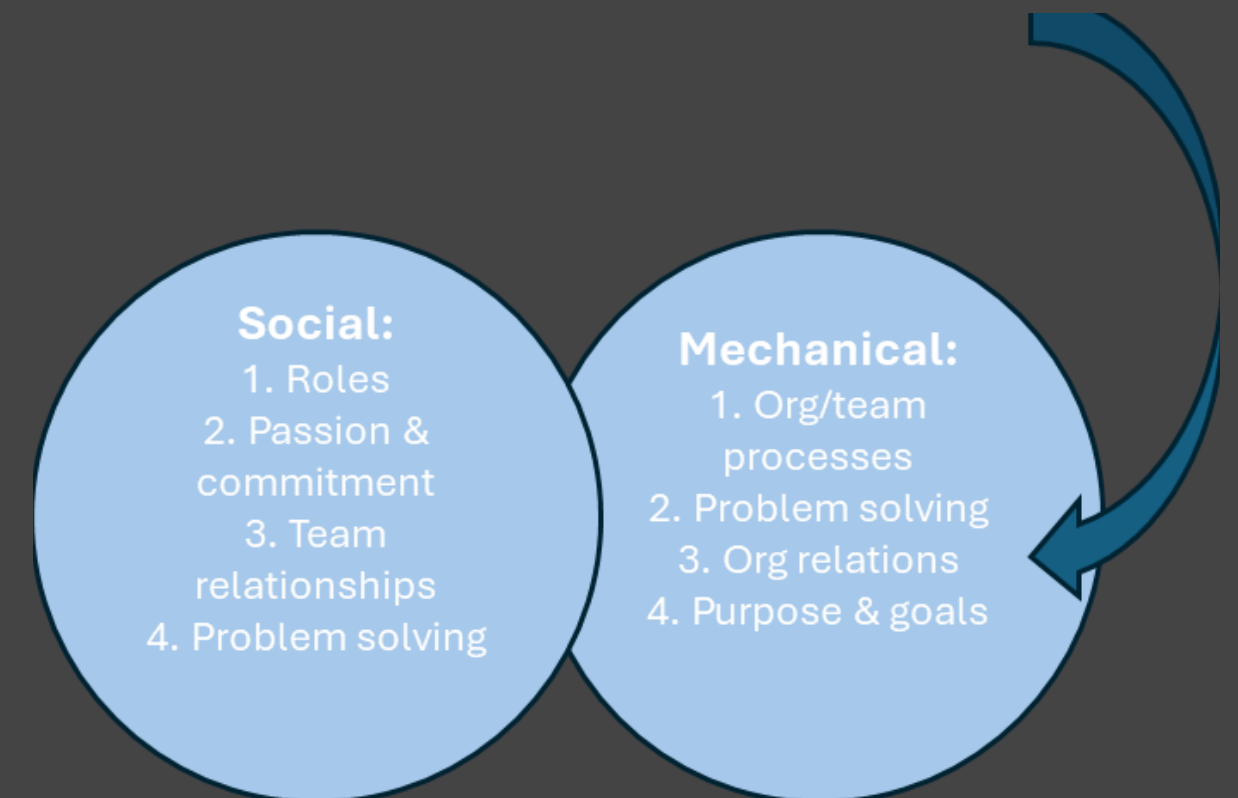
1. Organization to organization will have different policies and procedures
2. Even within the same organization policies may vary department to department.

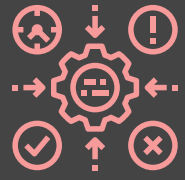
culture



Organizational **culture** refers to associated behaviors and expectations, values, and the overall, “it’s just the way we do things around here” statement.

An important part of the organizational culture is to understand where and how to find the right information at the right time from the right person.

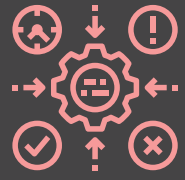




CONTEXT:

THE ENVIRONMENT IN WHICH THE INDUSTRY FUNCTIONS

-
-
- Heavily regulated or compliance driven industries will require some contextual knowledge
 - - Healthcare
 - - Airlines
 - - ISO manufacturing organizations
 - - Construction (roofing, electrical)
-
-



CONTEXT:

THE ENVIRONMENT IN WHICH THE INDUSTRY FUNCTIONS

- Context is very important in ensuring that those you integrate understand the macro-environment.
- Housekeeping is a great example:
 - -a 20 year veteran of housekeeping in the hotel industry has a great deal of content knowledge, but may not understand the regulatory requirements of housekeeping in the healthcare environment.
- From the research perspective, this has been the one area that has not been identified as particularly challenging, but that may be due to the sample.



CONTENT:

THE OPERATIONAL ENVIRONMENT

•
•
• How the work gets done:

• Job role specifics

• Policies and procedures

• Organizational history

•
•
•



CONTENT:

THE OPERATIONAL ENVIRONMENT

-
-
- Nurses, physicians, social workers, engineers, and many others have indicated that the content, or how the work gets done here, has been one of the most challenging for new team members.
-
-
- All have expressed that this is one of the most difficult aspects of entering into a new organization, even when transferring into a new position or new role within the same organization!
-



CULTURE:

THE FUNCTIONALITY OF THE ORGANIZATIONS MECHANICAL & SOCIAL ELEMENTS

Culture is often defined as “how the work gets done.” It is comprised of eight specific elements:

1. Purpose and goals
2. Organizational or team processes
3. Organizational relationships
4. Passion and commitment
5. Roles
6. Team relationships
7. Problem solving
8. Organizational knowledge & learning



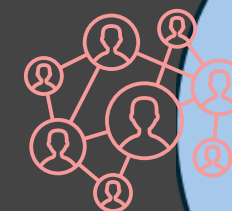
CULTURE:

THE FUNCTIONALITY OF THE ORGANIZATIONS MECHANICAL & SOCIAL ELEMENTS

These are the mechanical and social aspects of culture

Social is crucial in terms of shaping trust and relationships which in turn aids in productivity!

Mechanical aspects ensures the wheels stay on the organizational bus



Social:
1. Roles
2. Passion & commitment
3. Team relationships
4. Problem solving

Mechanical:
1. Org/team processes
2. Problem solving
3. Org relations
4. Purpose & goals





THANK YOU SO MUCH FOR BEING PART OF THE CONVERSATION.
PLEASE FEEL FREE TO EMAIL ANY SPECIFIC QUESTIONS YOU HAVE

TO

DANIELLE@ARCHETYPELEARNINGSOLUTIONS.COM

AND JOIN IN FOR PART IV AND WE'LL EXPLORE THE
INTEGRATION TOOLKIT.