THE FOUR Ps FOR EFFECTIVE ONBOARDING

JOB TITLE

PARAMETERS

How does the role fit into the organisation structure? How does the role support delivery of the business goals and ambition? If you have a matrix structure, be sure to determine who will be the new starter's line manager versus 'dotted line manager'. What is the scope of their decision making, budget responsibility and leadership capacity?

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PEOPLE

What teams will they be a part of? What meetings will they attend and in what capacity? Who will their key relationships be with? Who will report to them?

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PLATFORMS

What systems will the new starter need access to? How do different systems, equipment and technologies feature in their role? How will they be trained to use them effectively? What resources will they receive or have access to, to support their ongoing learning?

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PERFORMANCE

How and when will the new starter's performance be measured? Who will be involved in the review process? What does 'good' look like? How will their performance be recognised (e.g. bonus, commission, progress review)?

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ACTIONS (continued over)

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