



Onboarding Mutual Expectations

How do Organisations Benefit?

Uphold
culture

Ensure fair
treatment

Recognise &
reward good
performance

Support quick
decisions
about poor
performers

Types of Expectations

New
Hire



Logistical - start time, dress code



Behavioral - in-office, with clients, at events, in meetings



Communication - how to communicate, norms, best practices



Training - attendance, participation, accountability



Team Code of Conduct: norms, practices, support



Performance: skills development, shadows, application of feedback, KPIs, other metrics