

A smiling woman with curly hair, wearing a white polka-dot shirt, is pointing upwards with her right hand. The background is a bright, slightly blurred office setting with a computer monitor and a printer visible.

INVESTING IN EMPLOYEE DEVELOPMENT AND WELL- BEING

presented by

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**WHAT WE ARE GOING TO TALK ABOUT IN
THIS SESSION IS**



**INVESTING IN EMPLOYEE DEVELOPMENT
AND WELL-BEING**

THROUGHOUT THIS SESSION:

- **IMPORTANCE AND BENEFITS OF A 30-60-90-DAY EMPLOYEE TRAINING PLAN**
- **DESIGNING AN ATTRACTIVE EMPLOYEE BENEFITS PACKAGE**

IN ORDER TO BEGIN THE SUCCESS PLAN OF
OUR NEW HIRES, ASIDE FROM PROVIDING
THEM THE TASKS AND RESPONSIBILITIES
INCLUDED IN THE JOB DESCRIPTION

IT'S IMPORTANT TO ESTABLISH A CLEAR UNDERSTANDING BETWEEN YOU AND THE NEW HIRE ABOUT THE PROGRESSION OF THEIR ONBOARDING AND TRAINING PLAN WITHIN THE INITIAL 3 MONTHS OF EMPLOYMENT.

NEW HIRES OR REGULAR STATUS
EMPLOYEES IN NEW POSITIONS GO
THROUGH AN INTRODUCTORY PERIOD

SO THE VERY FIRST QUESTION
EACH OF YOU NEED TO BE ABLE
TO ANSWER IS...

HOW DO I ENSURE THAT NEW EMPLOYEES
ARE EFFICIENTLY ONBOARDED AND
EQUIPPED TO CONTRIBUTE EFFECTIVELY
TO MY BUSINESS' SUCCESS?



**A TRAINING PLAN IS NOT JUST A FORMALITY, BUT
A STRATEGIC INVESTMENT IN YOUR BUSINESS
SUCCESS**



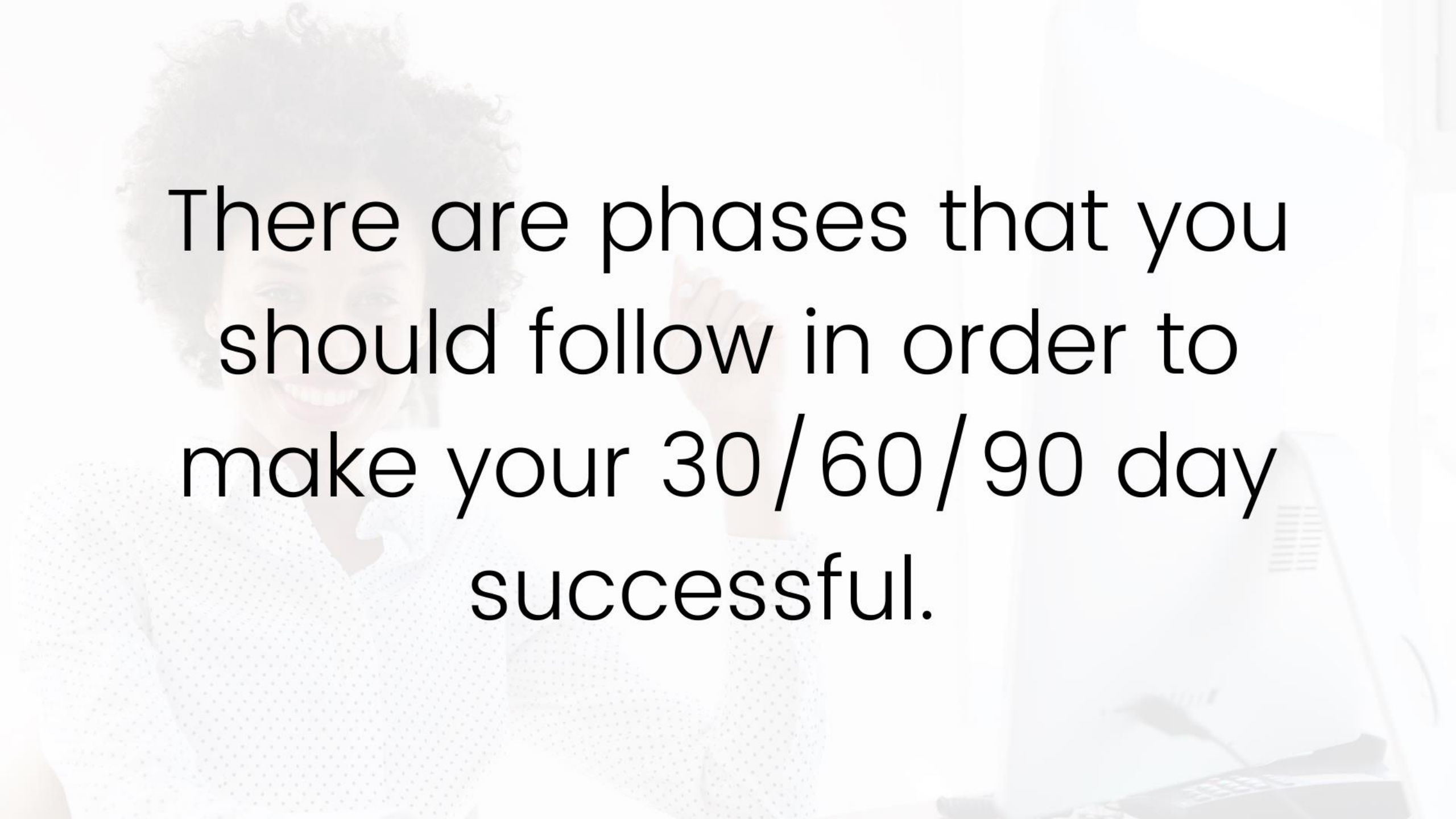
**IT ENSURES THAT EMPLOYEES QUICKLY GRASP THEIR ROLES, REDUCE
ERRORS, AND CONTRIBUTE POSITIVELY TO THE GUEST EXPERIENCE.**

BENEFITS

FOR YOUR STAFF, THIS PLAN OFFERS CLARITY AND CONFIDENCE. THEY UNDERSTAND EXPECTATIONS, BECOME PROFICIENT IN THEIR TASKS, AND FEEL VALUED, LEADING TO HIGHER JOB SATISFACTION

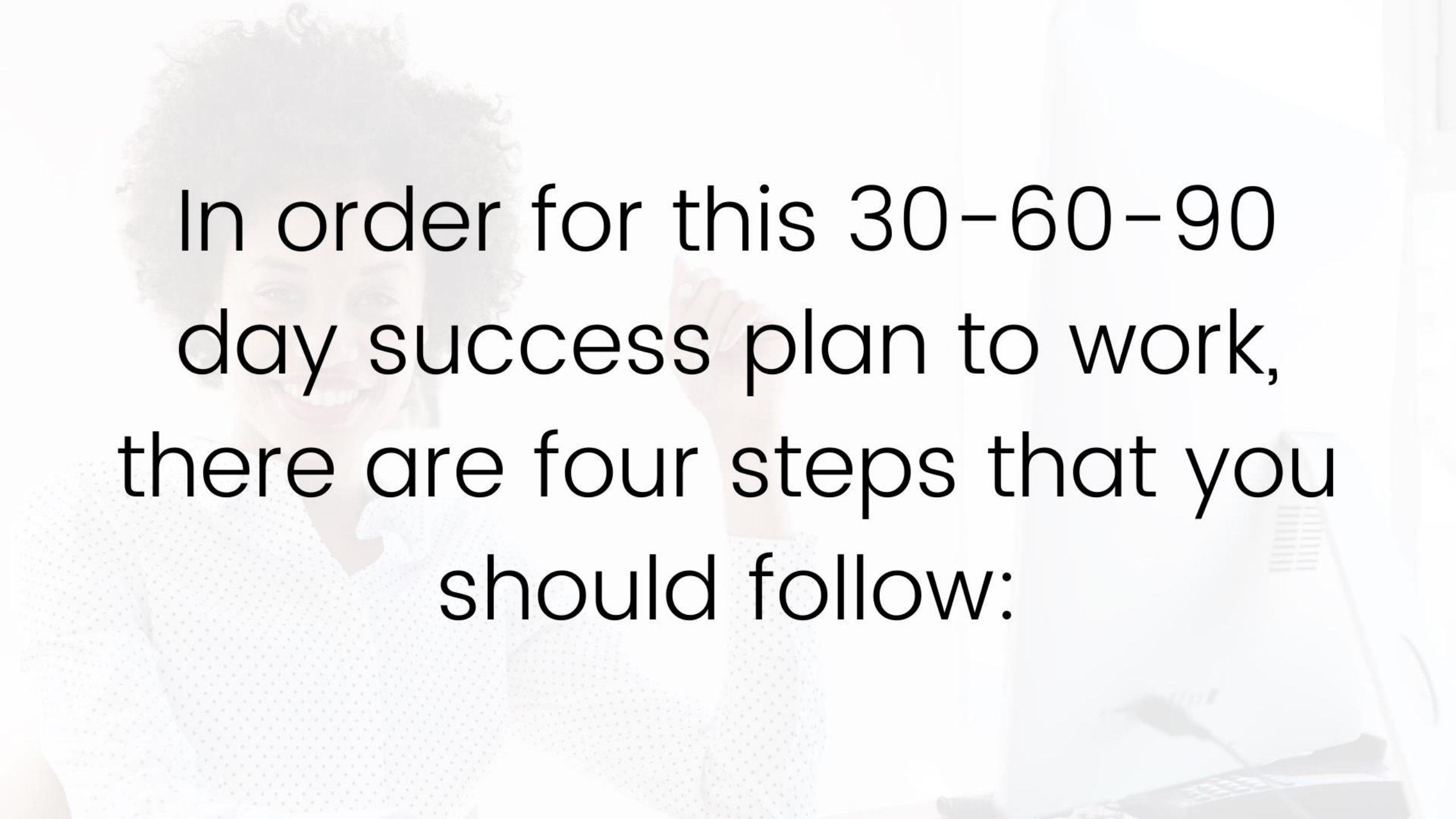
FROM A BUSINESS PERSPECTIVE, THE BENEFITS ARE REMARKABLE. INCREASED EMPLOYEE RETENTION MEANS LOWER TURNOVER COSTS AND A MORE SKILLED WORKFORCE.

**A SUCCESSFUL TRAINING PLAN ALSO CONTRIBUTES TO
CONSISTENCY IN SERVICE, FOOD QUALITY, AND SAFETY
PROCEDURES. IT ENSURES THAT EVERYONE FOLLOWS
THE SAM PROCESSES MAINTAINING BRAND REPUTATION.**



There are phases that you should follow in order to make your 30/60/90 day successful.





In order for this 30-60-90
day success plan to work,
there are four steps that you
should follow:

IDENTIFY
CLEAR CUT
OBJECTIVES



IDENTIFY
CLEAR CUT
OBJECTIVES

1



CREATE AN
ACTION PLAN
ON HOW TO
ACHIEVE
THOSE
GOALS

2



IDENTIFY
CLEAR CUT
OBJECTIVES

1



CREATE AN
ACTION PLAN
ON HOW TO
ACHIEVE
THOSE
GOALS

2



CALIBRATE
WITH AN
EMPLOYEE
EVERY AFTER
30TH DAY

3



IDENTIFY
CLEAR CUT
OBJECTIVES

1



CREATE AN
ACTION PLAN
ON HOW TO
ACHIEVE
THOSE
GOALS

2



CALIBRATE
WITH AN
EMPLOYEE
EVERY AFTER
30TH DAY

3



PROVIDE
FEEDBACK
REGARDING
THE EMPLOYEES
PERFORMANCE

4

LEARNING PHASE

**YOUR GOAL HERE IS TO LET THE EMPLOYEE
KNOW MORE ABOUT THE COMPANY, ITS CULTURE,
AND THE ENVIRONMENT. HAVING THEM LEARN
ABOUT THE BASICS AND LETTING THEM HAVE A
FEEL OF THE COMPANY'S PROCESSES.**

IN THIS PHASE, THE NEW HIRE SHOULD LEARN ABOUT THE FOLLOWING:

- DETAILS OF YOUR COMPANY (HISTORY, VISION, MISSION, ETC.)
- POLICIES, ORGANIZATIONAL INFORMATION, COMPENSATION, ETC.
- TASKS THAT WILL BE HANDED TO HIM/HER
- TOOLS/MACHINE/SYSTEMS THAT YOU ARE USING
- STATUS OF THE PROJECTS
- SETTING OF EXPECTATIONS
- INTRODUCE THEM TO THE EXISTING EMPLOYEES

CONTRIBUTING PHASE

**IN THIS PHASE YOUR GOAL IS TO IMPROVE THE
EMPLOYEE'S CONTRIBUTION TO THE COMPANY,
LETTING THEM BE MORE PRODUCTIVE THAN THEY
USUALLY ARE.**

IN THIS PHASE, THE NEW HIRE WILL BE GRADUALLY LEFT TO DO HIS/HER TASKS ON HER OWN, YOU CAN ALSO PROVIDE SOME PROJECTS THAT CAN HELP HIM/HER ADJUST.

IN THIS WAY, YOU CAN GAUGE WHETHER THE NEW HIRE HAS PROPERLY ADJUSTED IN YOUR COMPANY OR HE/SHE STILL NEEDS YOUR GUIDANCE.

HOWEVER, PLEASE TAKE NOTE THAT IT IS IDEAL FOR THE NEW HIRE TO HAVE ALREADY ADJUSTED ON HIS/HER DUTIES AND RESPONSIBILITIES.

IT IS HIGHLY SUGGESTED TO CONDUCT A PERFORMANCE EVALUATION ON THE 60TH DAY OF THE NEW HIRE, THIS IS TO MAKE SURE THAT HE/SHE IS IMPROVING AND ADJUSTING WELL ENOUGH.

LEADING PHASE

IN THIS FINAL PHASE OF THE SUCCESS PLAN, THE MAIN GOAL IS TO HAVE THE EMPLOYEE BECOME A RESOURCE TO THE COMPANY. THEY HAVE TO ESTABLISH THEIR PRESENCE AS AN ASSET INSTEAD OF LIABILITIES.

**IN THIS PHASE, THE NEW HIRE SHOULD'VE PROPERLY ADJUSTED AND CAN
TAKE ON NEW PROJECTS ALL THE WHILE CONTINUING ON TACKLING HIS/HER
OWN TASKS.**

**IN THIS PHASE, HE/SHE CAN ALSO PROVIDE INSIGHTS ON HOW TO BETTER
THE PROCESS AS WELL AS PRESENT SOME METHODS THAT HE/SHE THINKS
WILL WORK BETTER FOR EVERYONE.**

**THE NEW HIRE CAN ALSO BE GIVEN AN ADDITIONAL TASK OF ASSISTING
SOMEONE WHO NEEDS AN EXTRA PAIR OF HANDS.**



**YOU SHOULD ALWAYS REMEMBER THAT THE SUCCESS OF YOUR EMPLOYEES
IS ALSO A SUCCESS FOR THE COMPANY AS YOU ARE BUILDING THE
FOUNDATION TO WHICH WILL KEEP THE COMPANY RUNNING.**



**COMPETITIVE
COMPENSATION AND
BENEFITS**

**INDUSTRY STANDARD
COMPENSATION PACKAGES**

**HEALTH AND WELLNESS
BENEFITS**

RETIREMENT BENEFITS

WORK LIFE BALANCE INITIATIVES

**INDUSTRY STANDARD
COMPENSATION PACKAGES**

- **BASE SALARY**
- **BONUSES (PERFORMANCE-BASED)**
- **STOCK OPTIONS OR EQUITY**
- **COMMISSIONS (SALES ROLES)**
- **PROFIT SHARING**
- **RELOCATION ASSISTANCE**
- **TUITION REIMBURSEMENT**

- HEALTH INSURANCE
- DENTAL COVERAGE
- VISION COVERAGE
- DISABILITY INSURANCE
- LIFE INSURANCE
- FLEXIBLE SPENDING ACCOUNTS (FSAS)
- HEALTH SAVINGS ACCOUNTS (HSAS)
- WELLNESS PROGRAMS (GYM MEMBERSHIPS, WELLNESS CHALLENGES)
- MENTAL HEALTH SUPPORT

**HEALTH AND WELLNESS
BENEFITS**

- PAID TIME OFF (VACATION, SICK LEAVE, HOLIDAYS)
- FLEXIBLE WORK ARRANGEMENTS (REMOTE WORK, FLEXIBLE HOURS)
- FAMILY LEAVE
- CHILDCARE SUPPORT
- PARENTAL LEAVE
- SABBATICALS
- TELECOMMUTING OPTIONS

WORK LIFE BALANCE INITIATIVES

RETIREMENT BENEFITS

- **401(K) PLANS**
- **PENSIONS**
- **IRAS**
- **RETIREMENT SAVINGS PLANS**
- **SOCIAL SECURITY CONTRIBUTIONS**
- **EMPLOYER CONTRIBUTIONS TO
RETIREMENT PLANS**
- **FINANCIAL PLANNING ASSISTANCE**

question
ANSWER



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