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# Onboarding

Mgr. Dagmar Halová



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## The purpose of onboarding

- Understanding the company culture
- Gaining knowledge and skills
- Establishing relationships
- Easy start
- Engagement

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# Strategy and tools for adaptation

- Introductory education
- Mentoring
- Buddy
- Meeting new colleagues

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# Psychological contract

- Mutual expectations between employee and employer
- Define expectations during the recruitment, selection and adaptation of employees.
- Communicate, discuss and agree expectations in a continuous dialogue implicit in best practices for performance management.
- Ensure transparency of the organization's policies and procedures, as well as management proposals and decisions that impact people.
- Treat people as stakeholders, relying on agreement and cooperation rather than control and coercion.

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## Possible challenges

- Insufficient orientation
- Insufficient managerial support
- Insufficient communication
- Inappropriate workload
- Conflicts among colleagues
- Low engagement of new employees

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# Summary

- What have you learned today?

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# Homework

- Describe the process of adaptation of your organisation and suggest possible improvements





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Thank you for your attention

[dagmar.halova@mvso.cz](mailto:dagmar.halova@mvso.cz)