

EFFECTIVE INDUCTION – FIRST STEP IN RETENTION OF TALENT

Introduction

While companies recognise the benefits and needs of induction, not many companies have an effective induction programme that can “wow” the employees with impressions that are lingering enough for them to stay beyond the first year and more. This training, therefore, will equip HR and non HR with the know-how to implement and conduct induction to meet the motivation needs of the new and existing employees.

Course Objective

By the end of the programme, participants will be able to:

- Understand the reasons for employee turnover
- Identify the purposes and ownership of and effective induction
- Design an effective induction process that is aligned to Maslow and Herzberg motivation needs
- Conduct an orientation that can cater to different personality learning

Target Audience

HR and Non-HR personnels who are involved with the company’s orientation programme.

Course Outline

- Purpose and objectives
- Impact of ineffective induction
- Benefits of effective orientation
- What turns employees off in orientation
- Maslow and Herzberg’s Motivation Theory in relation to orientation contents
- Planning and Designing of Balanced Approach (IOJ) to employees orientation
- Different personality learning style
- Contents and methodology tips of an effective orientation

Methodology

Mini lecture, case study, role play, exercise.

Duration : 1 day, 9am to 5pm (7 hours)
 Course Venue : SNEF Corporate Learning Centre @ Tanglin

Register online at SNEF website www.snef.org.sg
 Click on ‘Training’ and Course Category ‘**Human Resources/Industrial Relations**’

Course Fees

Fees Type	Full Fees (inclusive 7% GST):
Member	\$321
Non-member	\$428

Trainer



Theresa Lee has more than twenty-five years of strategic yet hands-on practical and result-orientated experiences in Human Resource Management and Human Resource Development. She had held senior management positions in MNCs of American, British, European and Indian origin as well as local SMEs. Her HR experiences span across varied industries such as manufacturing, retail, reinsurance, telecommunications, logistics, trading chemical and training and consultancy.

Theresa is a recognized HR business partner, facilitator and coach. She has assisted several companies to achieve result-orientated HR deliverables and had customized training solutions to achieve L4 training effectiveness.

Theresa’s successful experiences have manifested the following HR business skills:

- Writing result-oriented job description for effective job valuation and career development
- Effective result-evidenced-competencies-based interview and selection to reduce drainage of labour cost
- Applying motivation theory and the behavior of core value to enable effective orientation
- Understanding Adam Equity Theory to ensure paying and rewarding right
- Understanding behavioural science to have effective, impactful interpersonal and performance management

With the above skills, she had spent 12 years travelling up in China for her series of leadership training from 2008 to 2017.

Theresa has a diploma in Human Resources Management and a diploma in Training Development and Management. She is a certified trainer in leadership and Bill Crosby Quality System and a living testimony of performance excellence not dependent on just academic qualifications.

Enquiries:

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