

Meeting Date: 10/27/2016
Location: William B Travis (WBT) Bldg, Meeting Room 1-111, first floor
Presenter: Ted Beasley, EmergentExecs
Topic: *Where's the Swag: The Onboarding Challenge to Attract and Retain Employees*
Presenter led a discussion among participants, on the assessment results and on onboarding practices.
In attendance: All officers of the association: Catherine Camp, Chair; Tracie Reyher, Vice-Chair; Suzanne Retiz, Secretary; Alma Craig, Treasurer; and 30 representatives from 26 state agencies; please see attached sign-in-list. Mr. David Duncan, CPS HR Consulting

Call to Order Catherine Camp, Board Chair, called the TSHRA meeting to order at 9:00 a.m.

Business Announcements Catherine made the following announcements:

- 1) Update on TSHRA's certification provider status. It's a long process. Course credit code will be provided to attendees as soon as it is available. Officers will keep membership updated on progress.
- 2) Reminder about membership dues.
- 3) TSHRA's new website

Presenter Introduction Tracie introduced guest speaker, Mr. Ted Beasley from EmergentExecs.

Presentation commenced with brief introductions from around the room – names, agency, and the number of new hires over the past year. Responses to number of new hires obtained over the past year varied from 2 to 250 due to the various sizes of agencies in attendance.

We reviewed the New Employee Onboarding executive summary from survey responses submitted prior to meeting. (An email was sent out prior to TSHRA meeting containing a link to take the survey as an option.)

Mr. Beasley reviewed survey results and expounded on the benefits of intentional planning, role clarity within an organization, social integration for new hires, and the importance of managers being held accountable for onboarding outcomes.

The breakout session consisted of 4-5 individuals breaking off into groups to discuss frameworks for onboarding. Questions to ponder in groups included: What do new hires in a state agency care most about experiencing the first day? First month? First Year? Does this differ, depending on the agency; and why? In which trait does your agency excel in onboarding? What are you doing to be effective in that area? In which trait does your agency struggle with onboarding? Discuss in the group how you could turn the weakness into strengths.

Participants reconvened to share input from their group about what makes a stellar onboarding program. Ideas included: having a breakfast/lunch potluck for new hire, allowing a new hire to come to work later on the first day; providing an agenda to the new hire, agenda to list what is to be expected from the new hire and how it will be achieved. It was also suggested to provide one-on-one meetings with management team in order to learn about the agency directly from higher level management. One suggestion was to have informal meet & greets between new hires and higher level management to learn about agency history and agency culture.

Participant Feedback & Reminders Meeting concluded with reminders from Tracie Reyher about checking and updating required regulatory posters and the update for overtime regulations, raising exempt salary from \$455 per week to \$913 per week effective December 1, 2016. Tracie also asked for member feedback and questions.

Next TSHRA membership meeting TBA, January 2017

Meeting Adjournment With no further comments or questions from the audience, Catherine Camp adjourned the meeting at 11:03 a.m.

Treasurer's Report: Copies of the fiscal year's (and the new Board) first Treasurer's Report were available for attendees. [TSHRA](#)