



PT WORK Force™

Engage Your Employees Before They Start

Engaging new employees before they walk in the door on their start date can make them feel informed and ready to hit the ground running when they finally arrive, states Stuart Hearn in an [article published on the TLNT website](#).

This is especially important when there is a long time between the hire offer and the start date. It's been shown that about 22 percent of new hires leave within the first 45 days. You don't want your new hire to be part of that group.

Here are two of the ideas that Mr. Hearn provides in his article that can keep a new employee's enthusiasm for their new job front and center in their minds:

- Send them an email with a personalized hello from the CEO. This will create a connection with the company and be pretty impressive to your new hire.
- Start your on-boarding process early by sending them names and emails of those they will be working with closely. Encourage them to start getting to know their fellow employees. (And make sure to tell current employees about this.)

Action Step:

[Develop a plan](#) for engaging new employees BEFORE their start date. A lot can happen between accepting a position and starting that new job. Make sure they know you are looking forward to having them on your team.

