Welcome to our virtual waiting room!

While you wait for the session to start, please take time to:

1. Familiarize yourself with BlueJeans
2. Check your name—update first and last if incorrect
   ➢ 1 in the picture
3. Visit the chat window
   ➢ 2 in the picture
4. Visit the question & answers window
   ➢ 3 in the picture
Lunch with Leaders LIVECast:
Onboarding New Leaders at Penn Medicine

December 3, 2020

1 Nursing contact hour awarded.
Penn Medicine Nursing is an approved provider of continuing nursing education by the Pennsylvania State Nurses Association, an accredited approver by the American Nurses Credentialing Center’s Commission on Accreditation. Approval # 124-3-H-15.
Actively participate to make this engaging! You have several opportunities:

• Respond to all polls using your phone.

• Ask the facilitator questions in the Q&A window unless directed otherwise.

• Share your experience, add a comment, or ask for clarification using the Chat feature. A moderator will monitor the chat.

Please note that the session will be recorded.
Welcome to Lunch with Leaders

- Welcome
- What is *Lunch with Leaders*?
What’s in the Mail?

What did you enjoy about the session on Attitude of Gratitude?

I just came home and had a load of messages that people were talking about me and one comment came up is that you described me. LOL. I guess I have a signature look.

Great to hear the feedback. This PJ’s thing we do is such a blessing for our family and for dozens of families at CHOP.

Joseph Oaster
Manager, IS Education, Corporate IS

The insight is real, not made up.

People were very high energy - it makes a difference. Loved it!

Anonymous comments from the evaluation survey

Everyone was relatable.
What’s New: Health Through the Holidays

### Weekly Topics

<table>
<thead>
<tr>
<th>Topic</th>
<th>Image</th>
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</thead>
<tbody>
<tr>
<td>Coping with Covid</td>
<td><img src="image1.png" alt="Coping with Covid" /></td>
</tr>
<tr>
<td>Fitness and Nutrition: Holiday Style</td>
<td><img src="image2.png" alt="Fitness and Nutrition: Holiday Style" /></td>
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<tr>
<td>Holiday Fun with Family and Friends</td>
<td><img src="image3.png" alt="Holiday Fun with Family and Friends" /></td>
</tr>
<tr>
<td>Finding the Silver Lining with Every Silver Bell</td>
<td><img src="image4.png" alt="Finding the Silver Lining with Every Silver Bell" /></td>
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### December

#### Coping with Covid

<table>
<thead>
<tr>
<th>Date</th>
<th>Topic</th>
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<tbody>
<tr>
<td>01</td>
<td>Understanding how to manage a Health Plan</td>
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<tr>
<td>02</td>
<td>12-Step Meeting: A New Year, A New You</td>
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<td>03</td>
<td>Holiday Fun with Family and Friends</td>
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<td>04</td>
<td>Finding the Silver Lining with Every Silver Bell</td>
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<tr>
<td>05</td>
<td>Happy New Year</td>
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</tbody>
</table>

#### Fitness and Nutrition: Holiday Style

<table>
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<tbody>
<tr>
<td>06</td>
<td>12-Step Meeting: A New Year, A New You</td>
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<tr>
<td>07</td>
<td>December 2nd: A Special Holiday Day</td>
</tr>
<tr>
<td>08</td>
<td>Fitness and Nutrition: Holiday Style</td>
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<td>09</td>
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<tr>
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<td>Happy New Year</td>
</tr>
</tbody>
</table>

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Health Through the Holidays (Wellfocused)
Today’s Objectives

- Punctuate the importance of onboarding to ensure new hire success
- Share tips for recruiting during COVID-19
- Get to know four new to role Penn Medicine leaders and learn from their onboarding experiences
- Share ideas and learn more about PMA tools and resources to onboard new employees during these challenging times
#1 Participate in Poll Everywhere

To: 22333

#2 What emotions are you feeling today?
Lunch with Leaders Guests

Elizabeth Howell, MD
Chair, Obstetrics & Gynecology

Michael Posencheg, MD
Chief Medical Officer, PPMC

John Sestito
Executive Director, CPUP

Daniel Yoshor, MD
Chair, Neurosurgery
What emotions are you feeling today?
Onboarding: Why It’s Critical

- 88% of employees think their employer did a poor job with the onboarding process. (Gallup)
- Half of all senior-level outside hires fail within the first 18 months on the job. (Urbanbound)

Impact of successful onboarding

- 82% of employees are more likely to stay with a company for three years if they experienced a great onboarding process. (SHRM)

Impact on long-term retention

- Organizations with a strong onboarding process improve new hire retention by 82% and productivity by over 70%. (Glassdoor)
- 69%

72% of employees say one-on-one time with their direct manager is the most important part of onboarding process. (Enboarder)

Sources: Don’t underestimate the power of onboarding (Society for HR Management); Key onboarding statistics (Various)
Onboarding at Penn Medicine

Three key goals for successful onboarding:

1. Learn the Business
2. Build Relationships
3. Execute Quick Wins

Putting these priorities at the forefront of your first 90 days will facilitate a smooth integration into your role and accelerate your overall performance at Penn Medicine.

Based on “The first 90 days” by Michael Watkins
Onboarding Resources

Onboarding site

Tools and resources organized by
- Hiring manager
- Next executives
- New faculty leadership

Available on Penn Medicine Academy site

Onboarding pathway

I have a new employee or faculty member I want to set up for success.
Upcoming Lunch with Leaders LIVECast

2021: Lead EVEN Stronger

December 17, 2020 at 12 pm

Our guests:

• Chris Miller, MD, Dermatology, HUP
• Tamara Montroy, Central Fee Abstraction Director, Corporate Finance
• Corinna Sicoutris, Director, Advance Practice Providers
Add the Series to your Outlook!

Upcoming Lunch with Leaders LIVECasts

Dec 17  2021: Lead EVEN Stronger
Jan 14  Interview with Kevin Mahoney
Jan 28  Next Steps for Eliminating Racism, Bias and Inequity
Feb 11  The Updated Penn Medicine Blueprint

Click here or visit Lead Strong Site to add the event series to your Outlook calendar.
Exit Poll Everywhere

New iMessage

To: 22333

leave