

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

BlueJeans Participant Screen

Attendee View

(David Lee)

Entry banner alerts Attendee that nobody will be able to see or hear them.

Event title → Sales Kickoff

Speaker Volume →

Mute Speaker →

Full Screen →

Exit the event

Main (roster) view 1

Chat w/ everyone 2

Chat w/ Moderator

Questions & Answers 3

Expand side navigation (display Presenter roster)

Settings (choose which speaker to use)

Slider bar – drag to change the size of video and content

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.

Virtual Meeting Norms

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.

Welcome to Lunch with Leaders

- ▶ Welcome
- ▶ What is *Lunch with Leaders*?

The screenshot shows the Penn Medicine UPHS COVID-19 Learning website. The header includes the Penn Medicine logo and a search bar. A left sidebar lists navigation options: Curricula for Clinicians, Treatment and Testing Guidelines, Infection Control and PPE, Quick References, Telemedicine, Switchboard (PennKey protected), Pennchart Education, and Patient and Family Communication. The main content area is titled 'Lead Strong' and features a welcome message to Penn Medicine leaders, emphasizing support during unprecedented times. It includes the 'LEAD STRONG' logo, which consists of two interlocking circles, one orange and one blue. A paragraph explains the site's purpose: to provide ideas and best practices around leading oneself and one's team during adversity. A call to action at the bottom encourages participation in the 'Lunch with Leaders' series, which is a one-hour, virtual leadership development series held on Thursdays at noon. The text states: 'We are leading in a time of transformation. "Lunch with Leaders" is a one-hour, virtual leadership development series which Penn Medicine leaders can connect and share practical tips for leading effectively. Please join us live, Thursdays at noon! BYOL - bring your own lunch!'

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!**



**Everyone
was
relatable.**

*Anonymous comments from the
evaluation survey*



Health Through the Holidays (Wellfocused)

WELLfocused

December

	SUN	MON	TUE	WED	THU	FRI	SAT
Coping with Covid	Live events are in GREEN	Live events: Live presentation: HOLIDAY	1 Live: Coping with Covid: 1:00pm	2 Live: Choosing Quality Childcare: 1:00pm	3 Live: Coping with Covid: 1:00pm	4 Live: Coping with Covid: 1:00pm	5 Live: Coping with Covid: 1:00pm
Fitness and Nutrition: Holiday Style	6 Live: Holiday Style: 1:00pm	7 Live: Holiday Style: 1:00pm	8 Live: Holiday Style: 1:00pm	9 Live: Holiday Style: 1:00pm	10 Live: Holiday Style: 1:00pm	11 Live: Holiday Style: 1:00pm	12 Live: Holiday Style: 1:00pm
Holiday Fun with Family and Friends	13 Live: Holiday Fun: 1:00pm	14 Live: Holiday Fun: 1:00pm	15 Live: Holiday Fun: 1:00pm	16 Live: Holiday Fun: 1:00pm	17 Live: Holiday Fun: 1:00pm	18 Live: Holiday Fun: 1:00pm	19 Live: Holiday Fun: 1:00pm
Finding the Silver Lining with Every Silver Bell	20 Live: Finding the Silver Lining: 1:00pm	21 Live: Finding the Silver Lining: 1:00pm	22 Live: Finding the Silver Lining: 1:00pm	23 Live: Finding the Silver Lining: 1:00pm	24 Live: Finding the Silver Lining: 1:00pm	25 Live: Finding the Silver Lining: 1:00pm	26 Live: Finding the Silver Lining: 1:00pm
<div>27</div> <div>28</div> <div>29</div> <div>30</div> <div>31</div> <h2>Happy New Year</h2>							

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

Participate in Poll Everywhere

#1



#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?



Start the presentation to activate live content

If you see this message in presentation mode, install the add-in or get help at PollEv.com/app





Start the presentation to activate live content

If you see this message in presentation mode, install the add-in or get help at PollEv.com/app



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)

82%

Impact of successful onboarding

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

69% of employees are more likely to stay with a company for three years if they experienced great onboarding. ([SHRM](#))

Impact on long-term retention

69%

72%

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

Onboarding at Penn Medicine

Three key goals for successful onboarding:

**1. Learn the
Business**

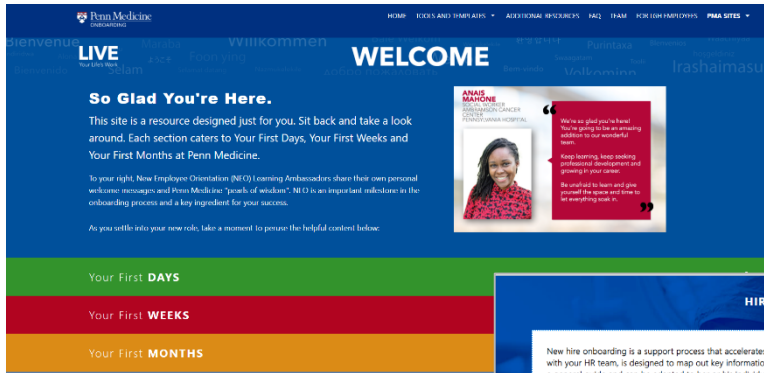
**2. Build
Relationships**

**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.

Onboarding Resources

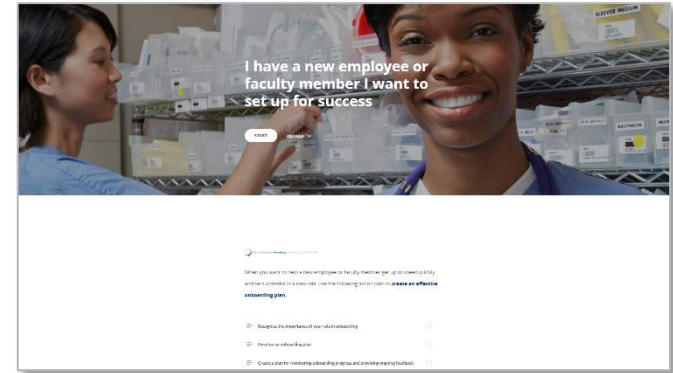
Onboarding site



Key Projects	
Key Actions	Date of Completion

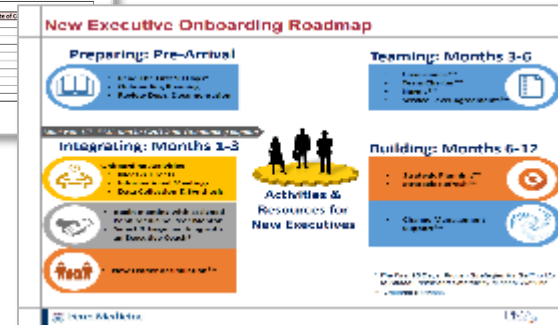
Meetings to Attend	
Key Actions	Date of

Onboarding pathway



Tools and resources organized by

- Hiring manager
- Next executives
- New faculty leadership



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

