

● The Welcome Wagon Onboarding Program

Many research organizations do not onboard their new employees, and their current onboarding program is not robust enough to meet the needs of their hiring process. Onboarding is only effective when it helps individuals obtain the necessary resources needed to perform their job duties, and when they incorporate the “5 Cs” of onboarding: compliance, clarification, confidence, connection and culture.

Since onboarding is quite often thought of as orientation or mistakenly confused with training, it is hard to obtain buy-in from senior leadership to create an onboarding program specifically designed for research managers and administrators.

The presenters will walk through the process of developing a ‘Welcome Wagon Onboarding Program’.

Panel Discussion Outline:

1. The importance of having an onboarding program.
2. The benefits that contribute to the success of onboarding new employees
3. Information on how their organization onboards new staff
4. The pros and cons of onboarding new staff (what works and what does not)
5. Review of the “5 Cs”: compliance, clarification, confidence, connection and culture.

Presenters:

- Dr Bryony Wakefield, University of Glasgow (United Kingdom)
Bryony Wakefield PhD is the Executive Director of Research Services at the University of Glasgow. She currently serves as the Vice-President/President-Elect of the U.S. based National Council of University Research Administrators (NCURA). In addition, she is an Adjunct Faculty at Johns Hopkins University.
With twenty years of experience working in the higher education sector Bryony has built a career in research management and administration. Her interest in in this profession began at the Australian National University, and later at the University of Melbourne. She thrives working in an environment with a collaborative focus and breadth of activity.
 - Mr Bruno Wöran, Paracelsus Private Medical University (Austria)
Bruno is currently Head Research & Innovation Management www.PMU.ac.at & CEO PMU-Innovations Ltd. Over the past three decades he facilitated EU Affairs and Innovation Networks for www.MerinoVA.fi OY AB and <http://www.lut.fi>, Finland; Senior Expert Controlling www.IST.ac.at, ICT at www.eutema.com and DANUBE, the university-industry EU transfer organisation in the Vienna Region (FP3-7).
He pursues his PhD at OBS, Finland, holds a MBA University of Nebraska, Omaha (1993) and University of Economics, WU Vienna (1991).
Bruno engages in several networks; IPChair www.NCURA.edu RVIII; IPPresident www.TII.org; Board member www.ISPIM.org; co-editor, trainer and author on knowledge transfer, expert systems, certificates, innovation and intercultural communication
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