

# New Employee Onboarding & Mentoring

FOR FRONT-LINE LEADERS — Manufacturing • Construction • Utilities • First Responders

The first 90 days determine whether a new hire becomes a long-term contributor or your next replacement to hire.

What does a new hire's first 90 days cost your organization when they go wrong? Research shows that up to 20% of new hire turnover happens within the first 45 days, and replacing a single front-line employee costs 50–200% of their annual salary. Most of that turnover is preventable — and almost all of it traces back to the front-line leader's role in onboarding and mentoring. This 47-minute class gives your supervisors a structured onboarding framework, a practical mentoring model, the 90-day milestone map, and the four most common onboarding pitfalls — with the specific fix for each.

## THE BUSINESS CASE FOR THIS TRAINING

**20%**

Of new hire turnover happens within the first 45 days — before an employee has a chance to contribute

**50–200%**

Of annual salary is the replacement cost for a single front-line employee who leaves in the first year

**69%**

Of employees are more likely to stay with a company for 3+ years if they experienced great onboarding

**2x**

Faster productivity ramp-up for new hires who have a structured mentor and 30/60/90 goal framework

Sources: SHRM • Brandon Hall Group • Gallup • Harvard Business Review • Glassdoor

### WHAT YOUR LEADERS WILL LEARN

- ✓ Build a structured pre-boarding, first-day, and first-month plan for every new hire
- ✓ Set clear 30/60/90-day expectations and review them at each milestone
- ✓ Distinguish between the supervisor role and the mentor role — and switch between them deliberately
- ✓ Assign and develop effective mentors using the ask-not-tell guidance model
- ✓ Identify and fix the four most common onboarding pitfalls before they cost a new hire
- ✓ Build peer relationships and belonging into the new hire experience from day one

#### What Changes Immediately:

- ✓ Every new hire gets a structured check-in schedule before day one
- ✓ 30/60/90-day goals are written down and reviewed at each milestone
- ✓ Mentors are assigned with a clear development mandate — not just a buddy title
- ✓ Onboarding follow-through becomes a scheduled habit, not a good intention

### THE 90-DAY ONBOARDING FRAMEWORK

Four phases. One structure. Zero surprises.

<b>1–7</b>	<b>FOUNDATION</b>	Welcome, safety, culture, team introductions — no solo work yet
<b>8–30</b>	<b>ORIENTATION</b>	First real work, weekly check-ins, mentor active, 30-day review
<b>31–60</b>	<b>INTEGRATION</b>	Independent work, feedback loop, peer bonds building, 60-day review
<b>61–90</b>	<b>CONTRIBUTION</b>	Team-level contribution, performance conversation, development plan

Plus: Mentor vs. supervisor distinction, ask-not-tell guidance model, knowledge transfer strategies, four onboarding pitfalls with specific fixes, 30/60/90 goal template.

*“The impact of their work has been incredible — fostering a new generation of capable leaders. Their curriculum is remarkably specific, addressing our unique organizational needs with precision. I wholeheartedly endorse Rising Tide Solutions.”*

— Jim Rhodes, SVP, Wayne Brothers Companies

Your leaders won't remember the meeting where nothing was said. **They'll remember the training that gave them the confidence to act.**

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“A rising tide lifts all boats.”

### SESSION AT A GLANCE

- 🕒 47 Minutes
- 📍 In-Person or Virtual
- 👤 Front-Line Leaders
- 📅 Up to 20 per Session

#### Package Includes:

- Slide deck
- Student handout & worksheets
- 90-day onboarding milestone template
- 30/60/90 goal-setting worksheet
- Mentoring goals & check-in guide
- Four pitfalls quick-reference card
- Action planning guide
- Complete instructor delivery guide

★ **Group, Law Enforcement & First Responder Discounts Available**

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#### 🏠 **RTS In-Person or Virtual**

Our certified facilitators deliver at your facility or via live virtual session. Zero prep required from your team.

#### 🏢 **Teach It In-House**

Every package includes a full instructor guide built on our Train-the-Trainer methodology — your team delivers independently.

#### 📁 **Add All 20 Classes**

Bundle the complete 20-class Lunch & Learn Series for comprehensive front-line leader development.