

Onboard your sales people for success

We've all heard that the first few weeks at a new organisation are critical in any employee's work life. How are you ensuring that your onboarding process is maximising your salespeople's chance of sustained high performance? Check out Accela's top tips for proven success:

Tip #1

Be prepared

- Make day 1 a magic moment for all new hires
- Articulate onboarding process in detail and with confidence
- Set up new hire for quick wins in first week

Tip #2

Have structured learning program in place

- Ensure learning tools are ready, relevant and accessible
- Build tools into staged program with complexity extensions at appropriate junctures

Tip #3

Allow for learning style of individual

- Learning program to use accelerated learning principles
- Ensure program contains good balance of somatic, auditory, visual and intellectual learning

Tip #4

Set up development and coaching plan

- All new hires to have relevant development and coaching plans tailored to on-the-job requirements
- Coach to engage with employee at earliest possible opportunity to ensure success

Tip #5

Ensure focus is on relevant sales skills

- Sales skills and key competencies to drive the content of onboarding program
- Ensure learning goals are measurable and achievable within first few weeks

Tip #6

Track and manage results

- Record and monitor all coaching interventions and revenue outcomes for new hires
- Set improvement benchmarks, reward and recognise at milestones

Want to know how Accela can assist?

Contact us at info@accela.com.au or call +61 2 9368 7969 for a complimentary review of your onboarding process.