


YOU'RE NOT THE CFO YET

MANAGING NEW HIRE EXPECTATIONS

Penny McCarty, MHRIR, SPHR, SHRM-SCP

Chief People Officer
HSHS Medical Group
Springfield, IL

MANAGING EXPECTATIONS – THROUGHOUT EMPLOYMENT


1. Hire Right
 2. Communicate Realistic Career Path
 3. Keep Engagement High
 4. Prepare them for Future Roles
 5. Get Out of the Way
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HIRE RIGHT


- Start communicating future during recruitment
- Be realistic...better to lose 'em now
- Hire two levels up



COMMUNICATE REALISTIC CAREER PATH

- **Advice**
 - Prove self in your current role
 - **Regular meetings – development and performance**
 - **Weekly/bi-weekly one on ones**
 - What have you accomplished since last met?
 - What are you currently working on?
 - What obstacles can I assist with?
 - What do you plan to accomplish before next meeting?
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KEEP ENGAGEMENT HIGH

- Include in meetings, debrief
 - Facilitate important introductions
 - Assign projects
 - Provide ongoing feedback of successes and failures
 - Provide support / be their soft landing
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PREPARE FOR FUTURE ROLES

- Discuss gaps
- Talk about strategic position of each task
- Focus on development plans

...Now Get Out of the Way.



QUESTIONS??