

OCTOBER 2023

LAKESHORE TALENT NEWSLETTER

LAKESHORE TALENT
FIND YOUR PEOPLE

First days can be scary!

It's October... aka scary season! And in the world of employment, starting a new job can come with nerves and anxiousness for both employees and employers. In fact:

- 87% of people report they are nervous when starting a new job, according to a recent poll by Monster.com.
- 53% of people say starting a new job is as scary as going to the dentist, confronting snakes or spiders, and even skydiving!

However, there are ways to take the fright out of first days. Good employee onboarding has been shown to improve retention by 82% and productivity by over 70%.

Equipping your employees to excel at their job starts before they even step foot in the office. (*Science of People*, link below). 5 Tips for Employers:

1. **Welcome Letter:** Don't wait till their first day. Send a personalized email or letter to share what to expect on their first day. Include a schedule, goals, company policies, and a list of team members with contact information.
2. **Shadow a team member:** Give them a choice - some people work great with shadowing another team member and some like to learn independently. Maybe it's a mix of both! Ask them how they would like to spend their first day.
3. **Meet and greet time:** Provide a virtual or in-person tour. This will allow them to shake hands with a variety of team members and help them feel comfortable getting to know their surroundings and teammates.
4. **Welcome Gift:** Give a schwag bag with company logo items or consider putting together some locally relevant foods or office supplies. Flowers on the desk with a "welcome" note would make a great first impression for a new employee.
5. **Lunch and/or Happy Hour:** This is a great way to get to know each other a little better. The best part is that you can do this virtually with delivery apps.



Lakeshore Talent is passionate about providing an exceptional experience to both business partners and our contractors starting from the very first day.

- Provide your Lakeshore Account Manager with a first week schedule and training agenda. They will be sure to communicate this in advance of the contractor's first day.
- Dress code and parking: Provide an example of the company dress code. Are there any special parking instructions that we should know about in advance?
- If you'd like to create a special first day for a contractor, reach out to your Account Manager. We would be happy to stop by with coffee or drop off donuts or cookies for the entire team. This helps the contractor feel appreciated and part of a team.

Employee engagement & fun in the workplace

Employee engagement is critical for a productive and positive work environment, and engaged employees tend to be more satisfied, motivated, and committed to their jobs. As we head into fall and the end of the year, here are some tips to boost employee engagement.

- Prioritize employee development, such as a lunch and learn or a new technology offering
- Support employees in setting and achieving their career goals
- Recognize and celebrate team and individual achievements
- Have fun! Encourage team-building while giving back to the community
- Support employee well-being through health and wellness initiatives
- Conduct employee surveys to gather feedback on their engagement levels and satisfaction

One of Lakeshore's core values is to have fun, and here are some of the things our team is doing this fall!

- Fantasy football league - Go Broncos!
- Virtual book club
- Participated in the Susan G. Komen Breast Cancer Walk in Denver
- Volunteering with Food Bank of the Rockies
- Health and wellness stipend for internal team



FEATURED CANDIDATE

Administrative Assistant

Reach out to learn more about all of our available candidates, or click the "Featured Candidates" link below.

- Master's Degree
- This candidate has 6+ years of experience working as a program admin and support specialist where they coordinated inventory/supplies, scheduled, approved timecards, managed budgets, updated paperwork, conducted trainings etc.
- This candidate is great under pressure, detail-oriented and a quick learner
- Presents as kind, professional, and articulate
- Software skills: Adobe, QuickBooks, Kronos, Outlook, Microsoft Office





“Sally is hands down one of, if not THE BEST recruiter I’ve ever worked with. Her warm and kind demeanor alleviated all my nerves. She impressed me with her wide breadth of knowledge and clearly put in the work to understand my career goals and needs.”

Candidate Testimonial



REFER AND EARN

DON'T FORGET THAT WE OFFER REFERRAL BONUSES FOR BOTH CANDIDATES AND CLIENTS

CONTACT US FOR DETAILS

BIRTHDAYS AND ANNIVERSARIES

Join us in celebrating our October birthdays and anniversaries!

Happy Lakeshore Anniversary to:
Lindsey A. and Courtney:
2 years on 10/4
Sadie: 1 year on 10/31

Happy Birthday to:
Lindsey A. (10/9), Amy (10/11), and
Connie (10/31)

