



# RISK RESOURCES

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INSURANCE SOLUTIONS FOR HEALTHCARE PROVIDERS

## WHY TALK CULTURE DURING ORIENTATION

Let's ask ourselves if our values as a part of our home's DNA are important to us? We say we want everyone working together, all moving forward in the same direction. The truth is, if we don't intentionally focus on our values and culture from the start, we devolve into a tasks only, institutional model.

## QUESTIONS TO CONSIDER

- Has your orientation process become out of balance, solely focused on tasks?
- Have you paused to evaluate what your focus is...what you include, what you don't?
  - Consider if there are pieces you can stop or rework to increase their effectiveness.
  - Consider if there are pieces you can start or include again, to make the time and training more effective.
- Giving some time to considering ways you can improve capturing your new employees into your culture with your lead team.

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*STATISTICS SHOW THAT ORIENTATION CAN HAVE A DIRECT IMPACT ON REDUCING TURNOVER AND ABSENTEEISM.*

## MAKING ORIENTATION WORK FOR YOU

- Provide feedback frequently to the new employee, particularly as you see them living out your cultural values. Such as:
  - An act of kindness
  - Positive Overall demeanor
  - Effective communication

## VALUES BECOMING A PART OF YOUR DNA

- Every meeting
- Every huddle
- Every encounter

To effectively keep everyone moving in the same direction, new employees and seasoned employees, daily focus is necessary.

*THINK  
SIMPLY  
AND  
REPETITIVELY*

OUR PARTNERS AT EASTERN ALLIANCE HAVE HELPFUL TOOLS FOR ASSESSMENTS, ORIENTATION, AND ALL RELATED TRAININGS.