

4 'l' - Employee Alignment Framework

or

New to Role **New Employee Employee INDUCTION** Day of Hiring to 30 **Transition 1 to 2 Weeks** Days I get to know my company and my role **INCUBATION FRAMEWORK** OTJ 1 Week to 1 Month 1 Week to 3 Months I become accountable to my work & **New Joinee** become part of the team **INCLUSION** New to Role 3 Months to 9 Months 2 Weeks to 2 Months I am accountable for my team & contribute to my stakeholders **INTEGRATION** 6 Weeks & Beyond 6 Months & Beyond I participate and contribute to the vision of my stakeholders