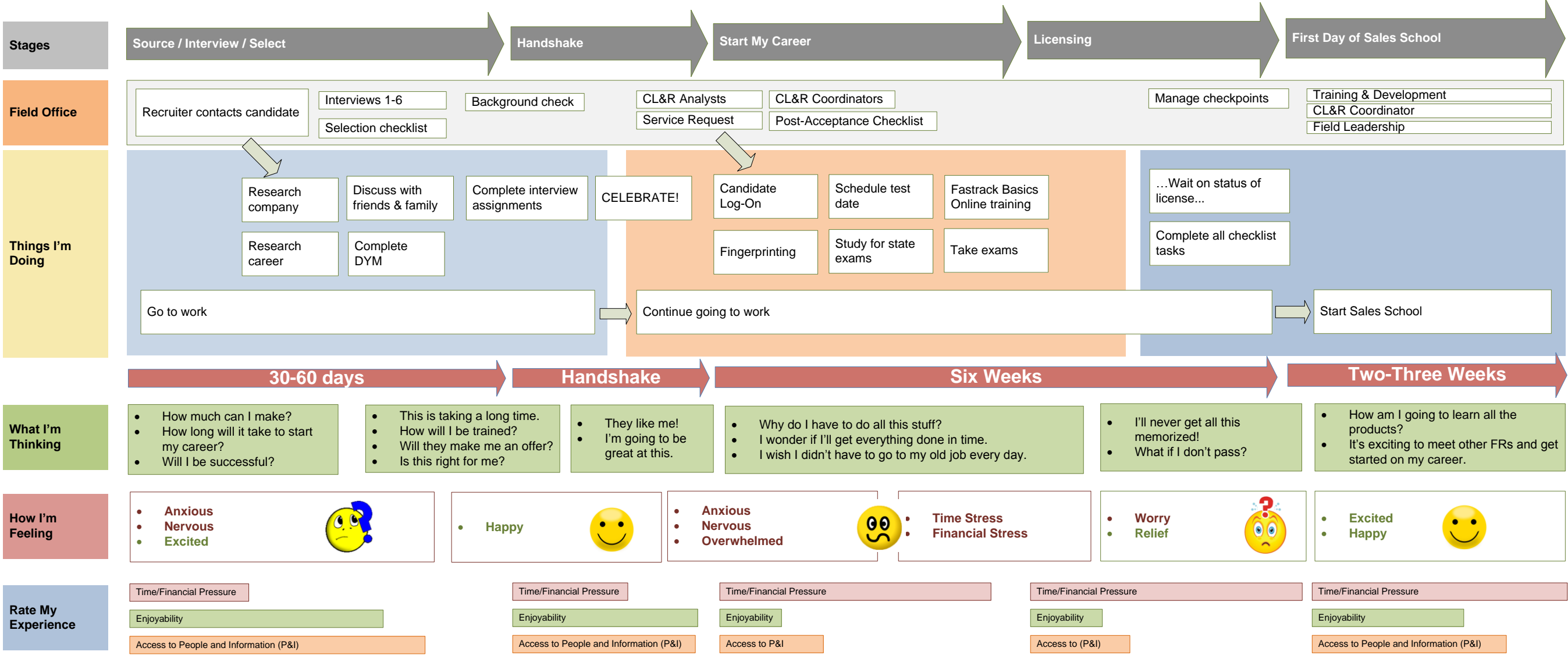


Guiding Principles

We want to create a personable, easy-to-understand process for becoming a new FR	Both HO and Field Leadership are important contributors to the candidate's success.	We want to make sure we are asking candidates to do the RIGHT (value-added) task at the RIGHT time.	High-quality training and support for Field leads to higher staff retention and better candidate success.
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Candidate Journey



Opportunities

Global	Onboarding	Sales School
Gain buy-in from Field Leadership on best practices for sourcing and selection	Set clear expectations for each step of onboarding process from Field Leadership on down	Help candidates come to training ready to start building their client base (data populated in CRM, phoning language learned)
Offer consistent, standardized onboarding for all candidates leading to Integrated Planners	Create checkpoints and accountability for both the candidate and the field office	Strive for a high-touch and personalized Sales School experience for each candidate
Ensure that candidates understand the full selection and contracting process and see the "big picture"	Assign a mentor or main contact-point for each candidate	
Help Field Staff understand the importance of setting objectives for candidates	Ensure that candidates are well-prepared for Sales School and know how their career will evolve	