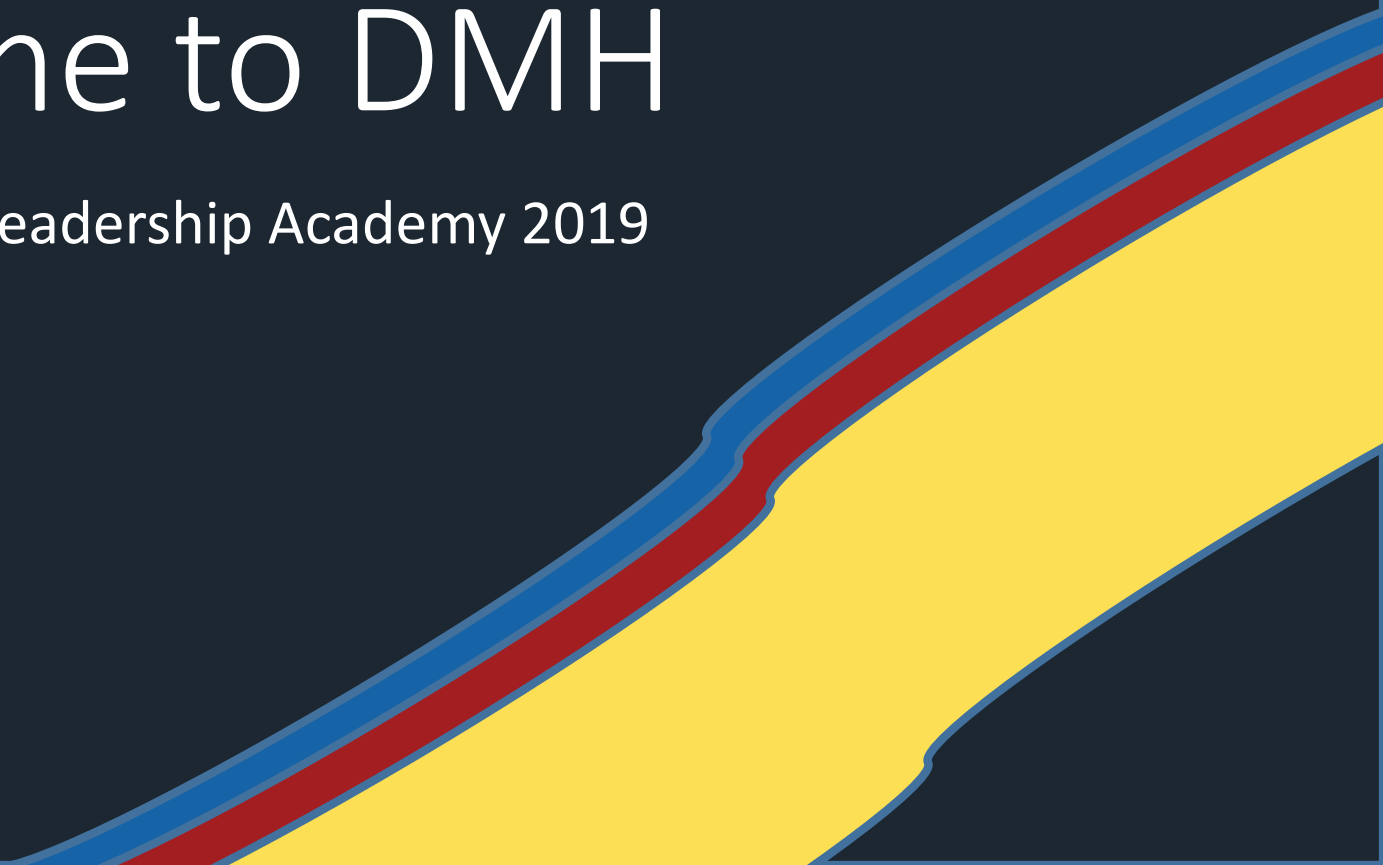




# Welcome to DMH

DMH Director's Leadership Academy 2019



Our number one asset is our amazing workforce  
which works to make each facet of DMH  
successful.

# Statewide New Employee Orientation

- The process of welcoming a new employee into an organization with the goal of integrating them into the organization and ensuring they can successfully perform the job as quickly as possible.
- A first look at the organization as a whole, giving the new employee an overview of the organization and insight into the history, goals, vision, and facilities.
- A source of fuel for the new employee's enthusiasm and a guide to building a long-term relationship with the organization.
- An experience that can solidify the new employee's relationship with the organization. The new employee should walk away from orientation feeling excited about their decision to work for the organization.

# Importance of NEO

- Effective NEO will lead to higher job satisfaction, organizational commitment, decreased turnover/reduced start-up costs, and better performance levels.
- Research shows that employees who attend a structured/organized NEO, were 69% more likely to remain with a company up to 3 years. (Society for HR Management)
- Only 25% of employees worldwide feel connected to their company's mission. (O.C.Tanner)
- 75% of American workers care deeply about the well-being of their employer and only 23% say they have full insight into how their organizations are actually doing (KimbleApplications)

# 2018 Team Proposal

- Change the verbiage, develop an accessible method that can work across the boards, and inspire our newest employees to greatness!
- Instead of Statewide New Employee Orientation, let's "rebrand" this as Welcome to DMH, to be part of each and every new employee's orientation process.

Review State  
of the Art  
Videos from  
Other  
Organizations

Create  
Storyboard

Gather  
Graphics,  
Photos and  
Music

Create  
Interview  
Questions

Schedule and  
Film  
Interviews

Edit  
Interviews  
and Choose  
Soundbites

Create Final  
Product

Obtain  
Approval and  
Post to DMH  
Website

# Key Questions

What is your name?

Where do you work?

What is your role?

What do you do?

What is your driving force?

# Organizations Represented in Interviews

## **Developmental Disabilities**

- Albany Regional Office
- Kansas City Regional Office
- Joplin Regional Office
- St. Louis Developmental Disability Treatment Center

## **Behavioral Health**

- Center for Behavioral Medicine
- Fulton State Hospital
- Saint Louis Psychiatric Rehabilitation Center



# Roles Represented in Interviews

- Dietary
- Psychiatric Technicians
- Psychiatrist
- Psychologist
- Quality Assurance Specialist
- Registered Nurse
- Security
- Support Coordination

# Production Crew



Misty Brenner-Joplin Regional Office



Lisa Franz-Center for Behavioral Medicine/Northwest Missouri Psychiatric Rehabilitation Center



Angela Gomez- Kansas City Regional Office



Alicia Pardee-Fulton State Hospital



Blake Schneider-St. Louis Psychiatric Rehabilitation Center



Allyson Viviano-St. Louis Developmental Disabilities Treatment Center



Matt Waggoner-Central Office- DD



Kelli Watkins-Turley- Central Office-DBH