

The crucial early days

Understanding organisational culture quickly makes the process of integration easier

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The first day for a new entrant in an organisation is always exciting. He or she is ready to put in diligent efforts and is keen on finding out-of-the-box methods, to make a mark.

Yet, it's also a nerve-wrecking time, as the new entrant is not familiar with organisational culture. To combat this problem, the new entrant should straightaway work on

increasing his/her visibility in the organisation.

To increase visibility, here's a five-step strategy.

1. Always wear a smile: A smile is an ice-breaker that helps you connect with people, instantly.

It ensures a pleasing personality and enables people to remember you for a longer time. Generally, smiling employees come across as more likeable and friendly therefore.

2. Socialise with co-workers: For new entrants, it is important to touch base with co-workers. In other words, begin interaction at an early stage, without any delay. This assists in understanding the people around you, their working style and thought process, ultimately leading to increased engagement. By so-

cialising, you build a rapport with people and this will help in the longer run, while working together towards achieving a common goal.

3. Strengthen your relationship with everyone: Beyond socialising, it's important to strengthen relationships to make the bond more profound.

All you need to do is: share workload, present ideas and encourage motivation amongst peers. Doing these ensures acceptance, making you an integral part of the organisation.

4. Be available for assignments: One must be ready for any assignment as a beginner. He or she should proactively show interest in taking up new challenges and tasks that not only positions them in the limelight but also

garners respect and acceptance across the organisation. Therefore, don't just sit back and wait but be readily available.

5. Find a mentor at the workplace: As even Batman/Bruce Wayne needed an Alfred to guide him, every individual requires a mentor for guidance. Hence, it is essential for new employees to seek help from seniors in the initial phase to overcome shortcomings.

A new employee should never be reticent in asking for help wherever required. Instead, he must seek assistance with unflinching confidence, so that co-workers help him/her proactively.

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