

# INSTITUTIONAL ONBOARDING FRAMEWORK

A strategic white paper on optimizing new recruit ROI through the "First 90 Days" Alignment Span.

## | The Problem: The Visibility Disconnect

Organizations often fail to translate technical potential into brand performance due to a lack of structural onboarding.

## | The Framework

- **Month 1: Value Alignment.** Synchronizing the individual's personal brand with the institution's core "Entity" values.
- **Month 2: Capability Readiness.** Bridging the gap between assigned roles and visible professional contribution.
- **Month 3: Performance Momentum.** Establishing a scalable trajectory for long-term organizational impact.