Aims and Objectives...
- Identify best practice for new starter inductions
- Make recommendations and improvements for inductions
- Identify how inductions can further benefit managers

Methodology...
- Interviewed a focus group of new starters on their induction experience
- New starters were asked to complete a personal motivations questionnaire
- Surveyed managers to identify current induction provision
- Analysed the responses from the different professional services

Findings...
- Informal pockets of good practice
- Ad hoc delivery of inductions that varied in structure
- Minimal guidance given from the University and a lack of synergy
- Inductions are predominately focused on procedures and information
- Little emphasis on identifying motivations and drivers

Recommendations...
- Further research needed to identify current provision and best practice
- Produce a best practice guide to share across professional services
- Produce a formal structured induction timeline
- Gather regular feedback from new starters and managers