



# TECHLORE

“Insider Tips to Make Your Business Run  
Faster, Easier and More Profitable”

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"As a business owner, you don't have time to waste on technical and operational issues. That's where we shine! Call us and put an end to your IT problems finally and forever!"  
-Jim Stackhouse  
NeoLore Networks

## Common Onboarding Mistakes

“First impression is the last impression,” and this is a well-known fact, and it can also be used for companies and their new hires. When you hire new employees, you might be making these common onboarding mistakes unintentionally, but it can have a huge impact on your company's new hires.

Some companies neglect the needs and expectations of the recruits, which can badly affect their motivation level. New employees decide in starting months if they want to work with the organization, depending on the treatment they get in their workplace.

### Common Onboarding Mistakes You Might Make

We will discuss some common onboarding mistakes you might be making with your recruits. Sometimes we might need to learn how it leaves long-lasting effects on our new employees.

### No Formal Onboarding Program

Some companies need to pay more attention to their new hires and need more organization and order in their onboarding process. Only a few companies care about this process and have a formal schedule and planning.

You need a formal onboarding process with proper scheduling

and planning to make a huge mistake by taking your recruits for granted. Employees lose interest and may leave your organization due to a lack of order and organization.

### No Proper Communication

Communication is key to understanding each other at the workplace. If your organization has good communication with its employees, they will be able to explain their needs and expectations at the workplace.

Coworkers should communicate with each other and help recruits understand their job. Organizations that do not communicate directly to their recruits are making huge mistakes because communication can get feedback from their employees and make their organization overcome their mistakes.

### Beginning the Onboarding Process on Their First Day

Employees require complete information regarding their jobs and an understanding of the work environment. Some companies start the onboarding process on the first day of hire. If you do this to your new hires, you will need clarification on them, and they will hesitate to work with you for the long term.

Provide them with essential knowledge about your organization and how their coworkers perform their duties. Explain the tasks to them for a few days so they can build their understanding and create plans for how they will start working.

### Decentralized Onboarding Process

Onboarding processes should be shared between the HR department and management; centralizing this process makes it a responsibility of one department only. This shows a need for shared responsibilities between management and the human resource department.

The whole management should take responsibility for this process

and welcome newcomers to the organization. This way, recruits see a warm welcome, and it will motivate them to work with passion, and they might decide to work with you for the long term.

### Not Providing a Feedback Platform

Feedback and reviews help companies grow and perform better. If you have a process to get feedback from your old or new employees, then you are making another mistake of not making improvements.

Feedbacks help you understand where your organization is lacking and where you should be working to overcome the shortcomings your employees face.



## SleepPhones

SleepPhones Wireless sleep headphones are traditional headphones made bed-friendly and cord-free. Ideal for sleep, travel, yoga and leisure time, our ultra-slim, patented soft and comfortable “headphones in a

headband” make listening to audio a dream. Unplug and surround yourself in an ultimate sound experience – without disturbing, or being disturbed by, the person next to you. Get them at [www.sleepphones.com](http://www.sleepphones.com)

# Understanding the 4 Types of AI

## Reactive Machines

These are the most basic types of AI machines. They do not have experiences or memories from the past and they purely work reactively on present scenarios.

In the 1990s, an international grandmaster Garry Kasparov played with Deep Blue, was IBM’s chess-playing supercomputer, the machine outdone him.

Deep blue can know each chess move and identify the game pieces on the board. It could easily predict its opponent’s next move and make possible decisions. Although this is a reactive machine with no memory, it ignores everything and plays along.

## Limited Memory

These machines have a limited memory from the past; this system is built into self-driving cars. The limited memory option allows cars to observe the speed and direction of other cars. These observations are preprogrammed and the system monitors them for a certain period.

Vehicles with limited memory AI can observe traffic lights, lane markings, bumps, and curves on the road. The cars know when not to cross over another driver and when to change lanes.

These cars do not remember their past experiences for a long time or learn new things over time as humans do; scientists may overcome these shortcomings in the future.

## Theory of Mind

Theory of mind separates the machines of the past from those created in the future. Machines with a theory of mind technology can create representations about the world as well as other entities in the world.

They can understand human thoughts, objects, and creatures, and their psychology and behavior may affect their emotions. Humans formed societies after interacting with each other and understanding their emotions and feelings. Machines can also be advanced like humans in emotions and behavior if treated the same as humans and a little more effort in the future can make it come true. AI systems need to understand humans psychologically to treat them and understand their behavior.

## Self-Awareness

Self-awareness is a human ability to understand themselves and have perspectives of their kind. Scientists are working to build machines that understand consciousness.

Humans know exactly what they want, which distinguishes them from machines because machines are not yet advanced enough to have the theory of mind that Type 3 artificial intelligence possesses. It is easy for us to find out what the other person feels about our opinions by their facial expressions and tone, but machines cannot detect the emotions of humans and the reason behind them. Self-aware machines are a challenge for scientists because it is difficult to build consciousness and emotions into devices.

# How to Analyze Your Competition Better?

To identify and analyze where you stand in the market or an organization, you must first identify your competitors and then where you stand compared to them. You must have full knowledge of your competitors, what they do and how they do it, and their strategies so you can analyze and stand out from the competition.

## Ways to Analyze Your Competition

- Analyze your competitors, find their weaknesses and loopholes, and work on improving yourself where your competitors are lacking; this may also attract their customers to your brand.
- Identify different types of competitors and their strategies. Implement their best strategies in your organization and take advantage of your competitors.

- Look out for your competitors’ strengths and learn how you can achieve those strengths and stay unique and different from others.
- Define your goals and objectives and compare them with your competitors, talk to their customers and adapt what they like and want to see in your business.



# VR and AR: Understanding the Difference

AR (Augmented Reality) is a real-world setup, while VR (Virtual Reality) is a virtual setup.

1. VR provides a virtual simulation and increases virtual and fictional reality, while AR provides real-world experience.
2. You can experience virtual reality with a VR device and AR with smart glasses or smartphone applications.
3. VR can control your presence virtually, while AR lets you control your environment and can help you experience both the virtual and real world through AR devices.
4. VR works in a fully artificial environment, while AR surrounds the real-world environment.

# Employee Development Improvement Strategies

1. Train your employees to polish their skills and help them learn and grow. The training process can be done over classes, lectures, videos, mentoring, and other possible training techniques.
2. Rotate the jobs of your employees to encourage them in a new role, they can develop additional skills.
3. Provide coaching to your employees.
4. Group work or workshops are a very good opportunity for employees to learn in a team; this helps them to learn and cooperate as a team.
5. 360-degree Performance Reviews can help employees to get feedback about their performance and to overcome their shortcomings.

# Quick Changes Your Business Needs

Every business needs to be updated over time to be successful and stand out in the market. Customers appreciate and are attracted to an agile business model. Here are some changes your business needs to adapt to become successful.

## Quick Changes for Businesses to Become Successful

Most business owners prioritize their customers and keep asking for feedback and reviews from them. After collecting their views, they implement them in their business model for better customer support services.

As an entrepreneur, you must have knowledge of your products and the industries you are involved in. This will help you find your target customers, advisors, investors, and suppliers to establish a booming business from the start.

You should plan your business from the start and create a sound model with credible experience and knowledge about your products.

# Take the NeoLore Cyber Security Survey

Has your company done a Cyber Security Maturity Assessment within the last year? Do you have an IT security policy in place? Do you know if you’ve been hacked or are leaking data?

If your answer was “no” or “I’m not sure” to any of those questions, your company may be at risk for a devastating cyberattack.

Get the NeoLore Networks Cyber Security eBook for Free!

## It Features

- Information on the various threats to your business
- NIST Security Framework
- CIS Controls
- Basic Controls

And More!

<https://neolore.com/cybersecurity>