



IGNITE SERIES

Employee Onboarding Workshop

Give your new employees a reason to stay and thrive

fathom.net
brentr@fathom.net
860.463.4661

Design a powerful employee onboarding experience that will have your organization be the place where the best talent wants to work and grow.

Our approach to onboarding experience design is built around a single intention: **to have a new employee see their future with your organization before they even start.** While there are many existing onboarding models to draw from, the most successful are those that reflect your organization's unique culture, values and vision and demonstrate your commitment to being a work environment where new talent can grow and thrive.



Why traditional onboarding is designed to fail

Access to talent is the number one limit to growth for an increasing number of organizations.

Research shows that the experience a new employee has in their first 90 days determines whether they become a productive member of the team or even decide to stay.

Despite this fact, the mad rush to get a new employee up-to-speed and doing their job leads to onboarding experiences that can be described as “drinking from a firehose.”

Policy, paperwork, computer passwords, and compliance training... What’s worse is that the vast majority of templates, tools and strategies designed to streamline onboarding are completely one sided. They focus on how to make an employee productive for the company and ignore what the experience is like for that employee.



During this workshop we will explore:

A multi-dimensional lens to think through when designing powerful onboarding experiences

Three fundamental needs new employees have, that when addressed, accelerate excitement, engagement and enrollment

A framework to design and deploy your onboarding experience now, and to refine and enhance over time

Aspects of your culture and environment that will have the greatest impact on your onboarding experience

You will establish

A detailed 3-month onboarding experience singular to your organization

A method for using your onboarding experience as a powerful attractor of talent

The ability to measure the impact of your new onboarding experience

An employee onboarding guidebook to share and deploy across your entire organization

As a result you will

Improve your ability to attract and retain essential talent

Shorten the time required for new employees to become active generators of value and powerful representatives of your story

Acquire the tools to put your onboarding experience into practice right away

Organizations who will get the most out of this workshop have:

- 1) Leadership that understands their organization's future success depends on a continually evolving team made up of sought-after, top-tier talent
- 2) A commitment to a future for their organization that goes beyond what commonly available recruiting and onboarding strategies can make possible

Logistics & format:

This workshop takes place over two 1/2 day-sessions (or one full day event) and is ideally attended by leaders accountable for the performance of the organization who can speak to its vision and strategy, as well as those who are directly responsible for recruiting, onboarding, developing, and retaining talent.

A typical agenda includes:

Part One - *Experience Design* (4 hours)

The first session focuses on introducing key distinctions and frameworks to provoke new thinking, examine the most powerful attributes to leverage, and create an intention and design brief to define your new onboarding experience.

Part Two - *Experience Implementation* (4 hours)

The second session focuses on detailing the specific elements of the experience, and developing agreements for how to deliver the experience and communicate it in a way that enrolls your team and excites your prospective employee.

Each workshop results in a report that captures the key insights, strategies, and actions created by the team in a way that can be powerfully shared with your whole organization.

Fathom accelerates growth by elevating humanity



We believe

Organizations that are driven by ideas greater than what they sell or make outperform those that aren't

Every organization possesses the courage to choose and the power to create a more meaningful future

Organizations have a responsibility to use more of their humanity to connect and serve more of humanity

Which drives our approach

Connect your team to the ideas and ambitions that stir your imaginations and provoke not just a willingness, but a desire to change and grow

Enroll your entire organization in the work of bringing those ideas to life through unified enthusiastic action

Develop the tools, relationships, and habits required to make transformation sustainable, no matter how busy you are with the demands of today

Learn more about our Employee Onboarding Workshop

fathom.net brentr@fathom.net 860.463.4661

Other workshops

PROFIT-ABILITY WORKSHOP

Changing the profitability equation

An exclusive retreat for leaders committed to enhancing their organizations ability to generate profit, in its various forms

STRATEGIC PLANNING RETREATS

When strategy becomes fuel for your future

A strategic retreat designed to unlock a powerful vision and develop the relationships that will realize it