

# How to Design an Engaging Onboarding Process

A clear and concise workshop to help you design an engaging orientation framework for new starters

## Duration:

2 Days

## Who is it for?

Employees and managers who have responsibility for designing a framework of induction for their organisation as part of the company's commitment to a positive 'on-boarding' experience for their new starters.

*Joseph and Sharon supported us to refresh the induction programme. They helped us apply project management skills to our current reorientation process and completely relaunch a new and more exciting induction process. The feedback from employees has been so good that we are sure it's contributed to employee retention and overall employee engagement – it's just so much more exciting and welcoming!*

**Jassim A.**  
HR Director

## Workshop Outline

We are all aware of the impact of well-designed on-boarding and induction programmes. High-performance organisations are looking at more engaging and immersive formats to ensure that their new employees quickly adapt to their new environment and demonstrate the culture and values of their new employer as soon as possible.

This workshop provides an opportunity for those involved in designing the 'orientation' process to consider innovative 'best practice' ideas to improving their induction process and contributing to higher levels of engagement and retention.

## What will you learn by attending?

- Reviewing purposes and benefits of on-boarding programme from both new employee and organisation perspectives
- Exploring traditional methods and research feedback
- Discussing being 'an employer of choice' and what this means for on-boarding
- Identify methods of evaluating the benefits of on-boarding programmes
- Designing a 'best practice' on-boarding programme for your organisation to enhance employee engagement by reflecting organisation's culture, mission and values.



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This workshop is delivered in partnership between **People & Design** and **Smarter Learning**

**Sharon Halliday**  
PEOPLE & DESIGN

**Smarter Learning**