
Welcome
Aboard!
New Hire Orientation
DAY 1

Objectives

This orientation is designed to give you all the info you need to get to know our company culture, structure and teams.

Your active involvement in this orientation isn't just a formality – it's a big part of setting yourself up for success and feeling confident in your new role.

We look forward to supporting your professional growth and development as a member of our team with us!

What to expect:

- → Meet key team members
- → Learn about our core values and mission
- → Receive training on our systems and procedures
- → Engage with colleagues and build connections

Introductions

Your Facilitator



Miriam Duen

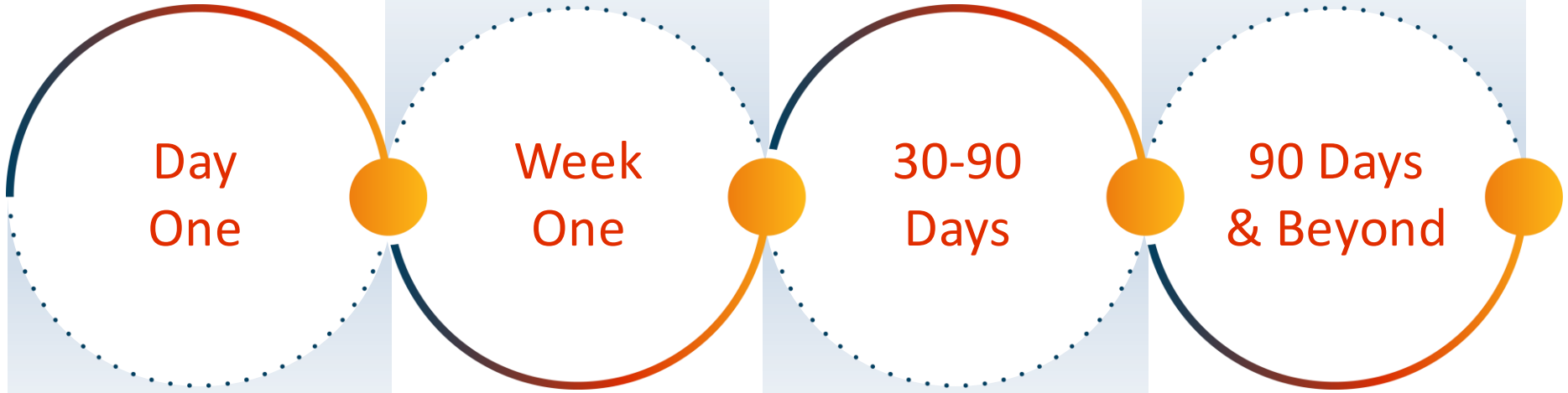
HR Manager, Talent Management

You

Please share:

- → Your name
- → Your role
- → Your home site
- → **One word** that describes how you are feeling about starting at the organization?

Your New Hire Journey



Your Onboarding Team

The following people stand ready to support you throughout your onboarding journey. Be on the lookout for introductions to the members of your Onboarding Team!



Hiring Manager:

Your manager is your day-to-day functional lead. You will want to talk with them about ways of working together, communication preferences, and key responsibilities. They are also eager to hear about your experience throughout your new hire journey and are invested in your success.



Onboarding Buddy (Coming Soon):

Your onboarding teammate is a colleague who can help you navigate your new team. This person can help you with accessing resources or support, general questions about ways of working and collaborating with colleagues, and anything related to the ins and outs of working at the organization!



Cross-Functional Onboarding Committee:

The cross-functional onboarding committee is a group of tenured employees that can help you navigate our as a whole. This group is a resource to you so that you can broaden your network at the organization. This group can answer questions, share insight on ways to build connections across sites and teams, and share insights into culture and expectations.



HR Support:

You HR support team is here to help you with personnel questions and concerns. Reach out to HR with questions about onboarding, HR systems access, and other HR- related policy questions.

Performance Management

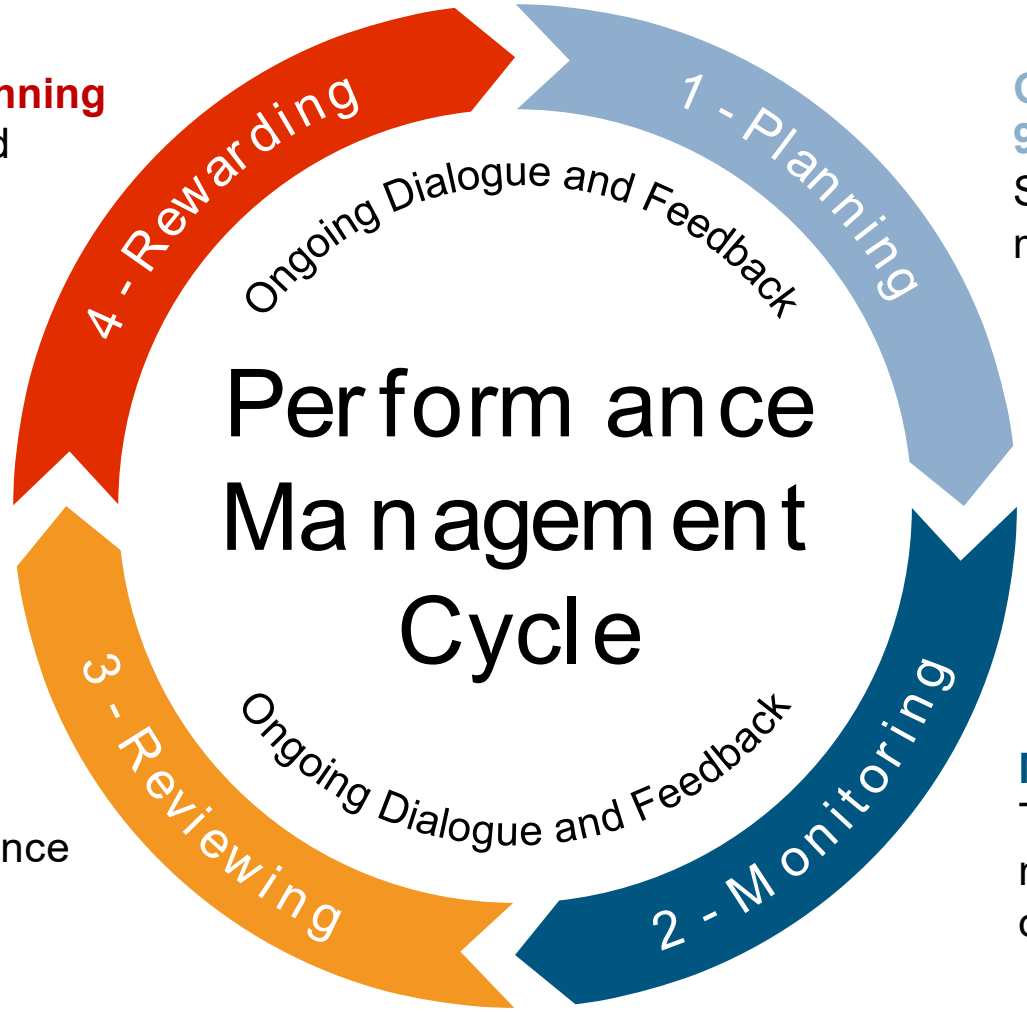
PerformYard



Performance Management Overview

Compensation Planning
Give recognition and reward performance

Goal Setting & 90-Day Review:
Set clear and measurable goals



Annual Review:
Assess results to determine performance rating

Mid-Year Review:
Track progress during mid-year and mitigate obstacles

Why Is Performance Management Important?



Linkage

Provides a clear understanding of the relationship between our performance and the Team Member's performance



Clarity

Clarifies goals, responsibilities, priorities and expectations



Results

Focuses efforts on achieving specific and measurable results



Communication

Encourages communication between Team Member and Manager



Compensation

Increases the connection between individual performance results and compensation; Based on budget

Talent Development

(Coming Soon)

360Learn



New Hire Resources

Team Member Hub



Wrap Up and Next Steps



Next Steps

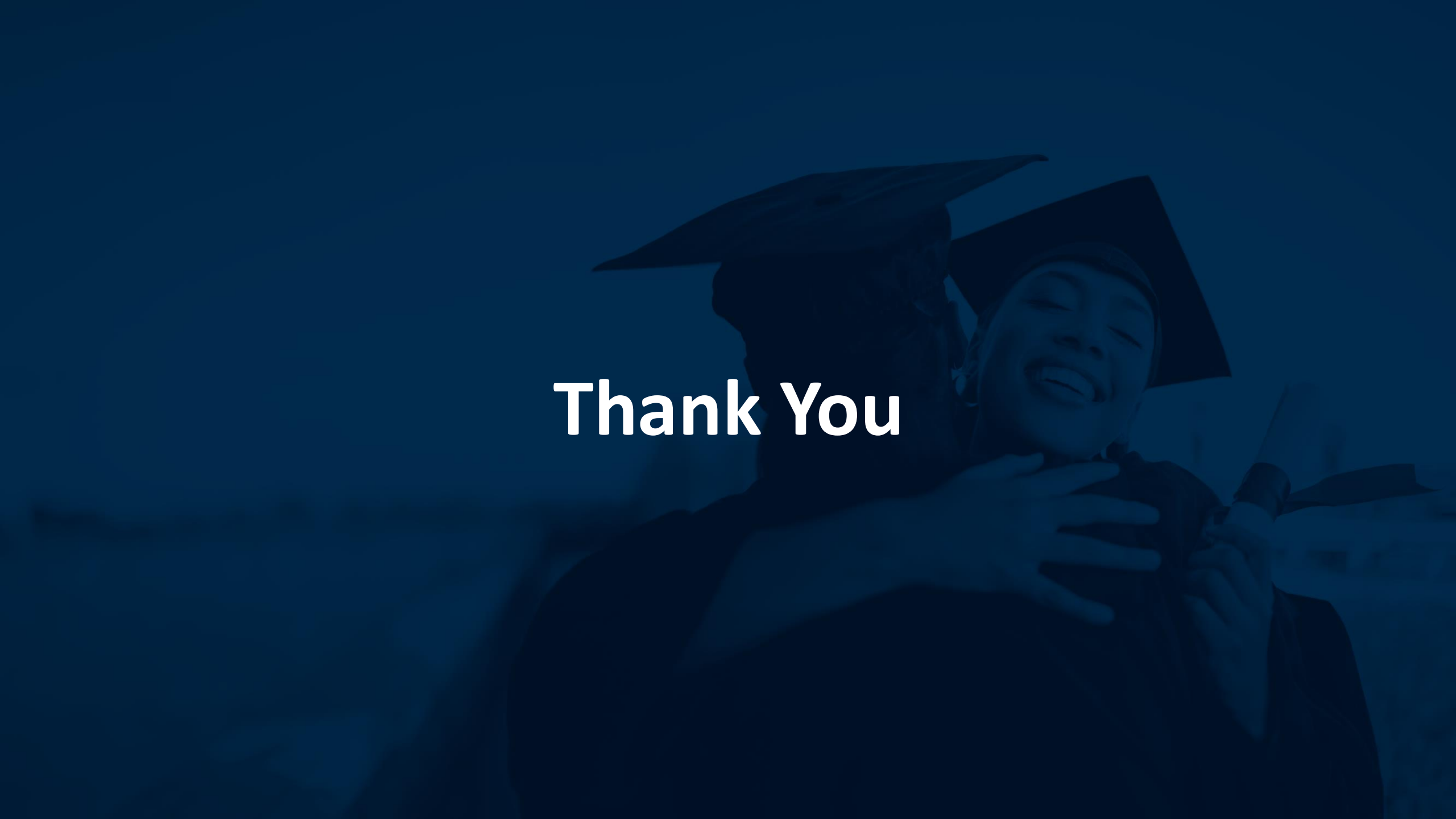
Believe it our not - we've ended our first day of new hire orientation with us!

As we wrap up today's activities, we want to remind everyone that we will learn about Benefits and our HR Systems and processes at our next session.

We're thrilled to have you on board and hope you're as excited as we are to embark on this new chapter at the organization!

Be sure to complete the Onboarding Survey!

- Don’t forget your I9 paperwork
- Keep making connections – and use your ‘New Hire Guide’ to chart your path!
- Resources from today’s session can be found here: Team Member Hub


Thank You