



Welcome to

## Beyond Orientation: Designing Onboarding that Connects, Inspires, and Builds Culture from the Start

THE TRAINING WILL BEGIN SHORTLY! WHILE YOU'RE WAITING...

**Icebreaker Question**  
(answer in the chat)  
Describe your ideal onboarding experience in one word.

**Survey & Certificate of Completion**  
Available following the training.

Connect With Us!   

VISIT [CALTRIN.ORG](https://caltrin.org) & SCAN TO LEARN MORE 

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## Hi, We're CalTrin!

*Who we are*

- The California Training Institute
- Funded by the State of California, Dept. of Social Services, Office of Child Abuse Prevention (OCAP) to support child abuse prevention through professional development and extended learning opportunities.
- Designed for staff of family strengthening and child abuse prevention organizations in California, including Family Resource Centers, Child Abuse Prevention Councils, community-based organizations, and other child and family serving systems.

*What we offer*

- Live webinars & small group training
- Virtual, self-paced courses
- Job aids & other resources

This training was made possible with funding from the California Department of Social Services, Office of Child Abuse Prevention. Any opinions, findings, conclusions, and/or recommendations expressed are those of the CEBC. CalTrin and do not necessarily reflect the views of the California Department of Social Services.

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## UPCOMING TRAININGS

*mark your calendars!*

Visit [caltrin.org](https://caltrin.org) to view and register for upcoming webinars or workshops



 <b>September 30</b>   Expanding Social Supports to Achieve Better Outcomes	 <b>October 15</b>   Drug Endangered Children: Often the Forgotten Ones
 <b>October 11</b>   Trauma-Informed Care Foundations: Building Safe, Resilient Environments for Staff & Clients	 <b>October 21</b>   Protective Factor of the Month: Concrete Support
 <b>October 9</b>   Resolve to Evolve With EQ	 <b>October 22</b>   Leveraging CalTrin for Staff Onboarding

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## Before We Begin...

### DURING



The notetaking slides are in the chat now!



Review interactive features for today's session. Locate the controls on the toolbar at the bottom of your screen.




This presentation is being recorded.



External AI assistants are not allowed in CalTrin trainings due to California privacy laws.

### AFTER



Complete the survey at the end of this webinar to receive your Certificate of Attendance.



A follow-up email will be sent to all participants within two days.

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## Beyond Orientation: Designing Onboarding that Connects, Inspires, & Builds Culture from the Start

Presented by Dan Comer, MA

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## Speaker SPOTLIGHT



**Dan Comer, MA**  
Workforce Manager  
The Kempe Center

- Responsible for curricula development, training facilitation, and coaching services for the Colorado Child Welfare Training System
- Kempe Center faculty as a learning development specialist and leadership coach
- Experience and expertise include implementing alternative/differential response, change management, leadership, resiliency, and best practices in family engagement

CALTRIN is not responsible for the creation of content and any views expressed in the materials and programming.

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## Objectives

Redefine onboarding as a cultural and connection strategy

Learn practical ways to break silos from day one

Explore actions which build a supportive culture

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Poll  
Prompt

**What best describes your current onboarding experience?**

1. Informational
2. Overwhelming
3. Unfocused
4. Nonexistent
5. Other

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## Why Onboarding Matters

- Impacts retention and early engagement
- Early experiences shape long-term culture fit
- Over half of employees would go “above and beyond” in their jobs *if* they had a good onboarding experience
- Research on new employee onboarding shows that when onboarding is done correctly, it leads to:
  - Higher job satisfaction.
  - Organizational commitment.
  - Lower turnover.
  - Higher performance levels.
  - Career effectiveness.
  - Lowered stress.
- The cost of disengagement is high
  - 40% of people leave jobs due to lack of engagement or poor culture fit

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**Dr. Ida Drury**

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**“Retention is a huge issue – onboarding is your first chance to impact it.”**



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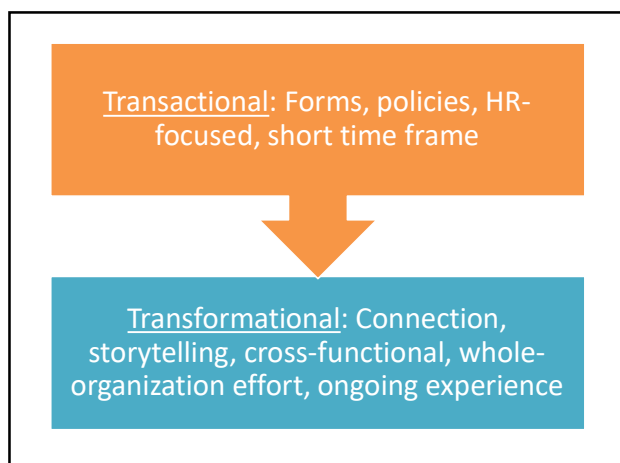
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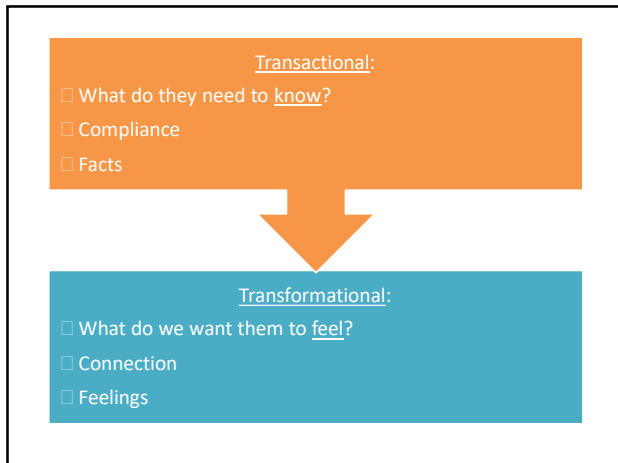
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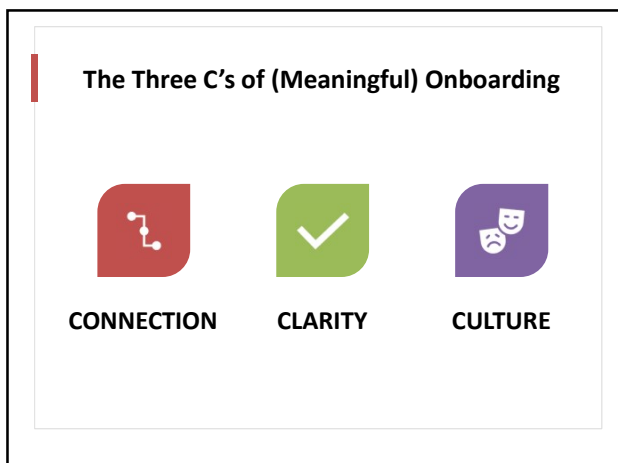
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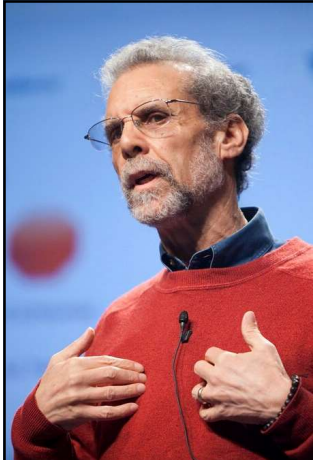
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**“In a world of uncertainty, layoffs, AI disruption — new employees are looking for stability, clarity, and purpose. Onboarding is the *first test of whether they’ll find it here.*”**

-Daniel Goleman, Psychologist and author of Emotional Intelligence  
-Believes in dressing comfortably at all times

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### The Three C's of (Meaningful) Onboarding



**CONNECTION**



**CLARITY**



**CULTURE**

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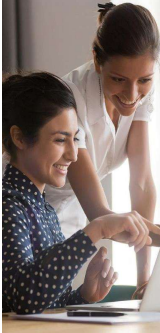
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### CULTURE and CLIMATE




**Organizational Culture**

The shared behavioral expectations and norms in a work environment.

**“The way work is done.”**

E.g.,

- Do we talk about success and failures?
- Can I ask for help?
- Does everyone leave at 5:00 on the dot?



**Organizational Climate**

Staff perceptions of the impact of the work environment on the individual.

**“How it feels” to work here.**

E.g.,

- Supportive
- Stressful
- Isolated
- Fun

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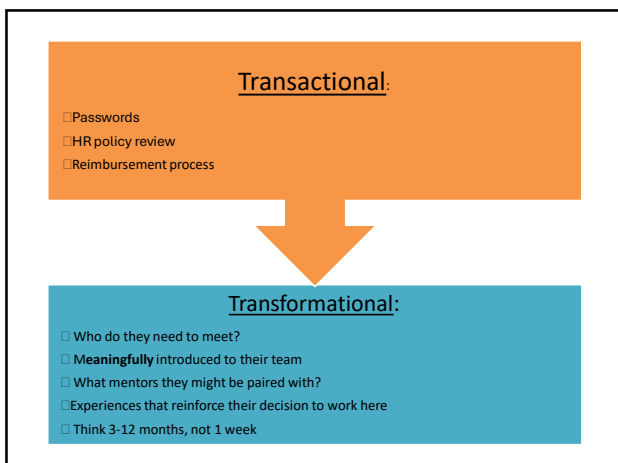
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### Breakout Activity

- **Goals:**
  - Know newbie as a 'whole person'
  - Activities that center storytelling and shared values
- **Refer to HO pages 2-3** (Making Connections)
  - Read reflection prompts and reflect
  - Read examples
  - Brainstorm and note **other** ideas/activities with your small group
- **10 minutes!**

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### Breaking Down Silos

<b>Learn</b>	Goal 1: Learn what people do/who they are	
<b>Connect</b>	Goal 2: Connect new hires to the big picture	
<b>Build</b>	Goal 3: Build a culture of connection and collaboration	

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## Culture-Building Starts on Day One

Responsibility  
belongs to  
everyone!

Welcome rituals

Leadership  
storytelling

Culture is learned  
by a series of  
'micro-moments'

Preboarding

Prepare an  
excellent first day

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“Culture isn’t  
built at the  
annual retreat  
— it’s built in  
dozens of  
small, everyday  
interactions.”

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### Chat Prompt

What’s one tradition  
or practice in your  
organization that  
helps people feel  
welcome?

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## 2 other considerations:

### ❑ How long will this take?

- Reaching an employee's full potential often takes longer than a 90-day period.
- Minimally, make a plan for 90 days, 1 year is better...

### ❑ Online onboarding:

- Some organizations use technology to deliver initial orientation programs, but one study shows that benefits may not be quite as positive in computer-based orientations.
- Researchers found less understanding of the job and the organization for those in the computer-based version.

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## Call to Action

- What is one thing you'll take back to improve onboarding?
- Drop your answer in the chat!

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## Does your onboarding process communicate:

'You belong here, your contributions matter, and we're glad you chose us.'



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## Onboarding, Part 2

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Thank  
You!

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Thanks for joining us!

**WHAT'S NEXT?**

- Survey and certificate in the chat now
- Follow-up email with resources within two days
- Watch your inbox for the next issue of *CalTrin Connect*

Stay Connected for More Free Training & Resources!

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FOLLOW US! AND CHECK OUT TRAINING REPLAYS ON YOUTUBE!

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