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**UPCOMING TRAININGS**  
*mark your calendars!*

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

 September 30	I Expanding Social Supports to Achieve Better Outcomes	 October 15	I Drug Endangered Children: Often the Forgotten Ones
 October 1	I Trauma-Informed Care Foundations: Building Safe, Resilient Environments for Staff & Clients	 October 21	I Protective Factor of the Month: Concrete Support
 October 9	I Resolve to Evolve With EQ	 October 22	I 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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 CALTRIN  
California Training Institute

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

Presented by Dan Comer, MA



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 CALTRIN  
California Training Institute

**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

PVOIS is not responsible for the creation of content and any views expressed in its materials are 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

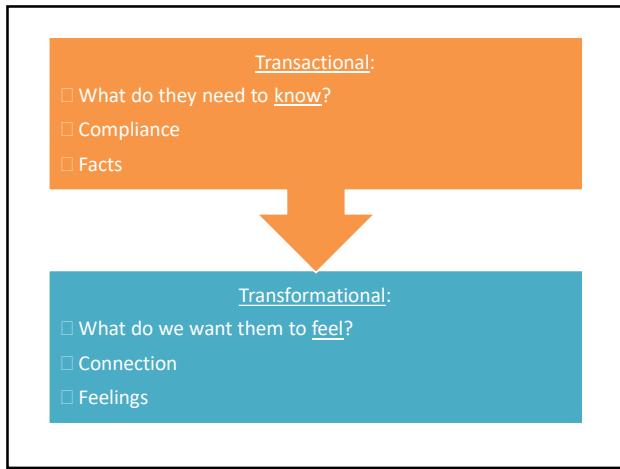
**“Retention is a huge issue – onboarding is your first chance to impact it.”**

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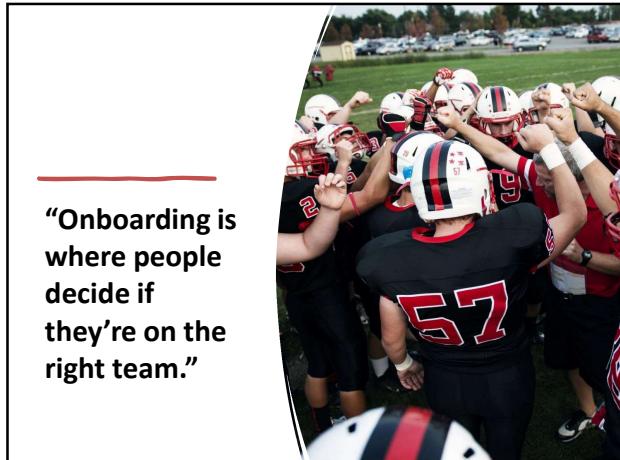
Transactional: Forms, policies, HR-focused, short time frame

Transformational: Connection, storytelling, cross-functional, whole-organization effort, ongoing experience

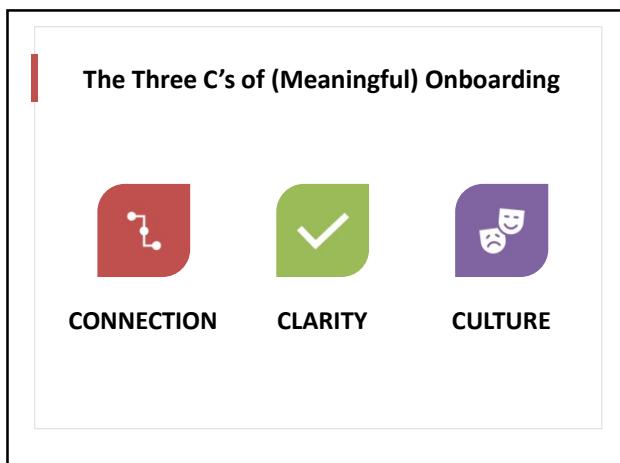
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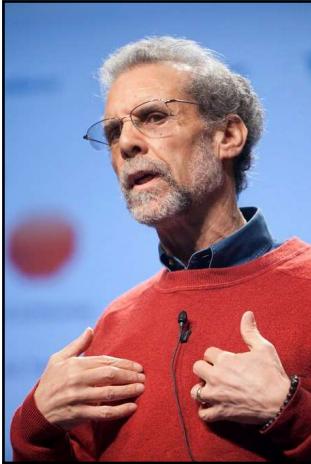
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**In a world of uncertainty, layoffs, AI disruption — new employees are looking for stability, clarity, and purpose. Onboarding is the first test of whether they'll find it here.**

-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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### 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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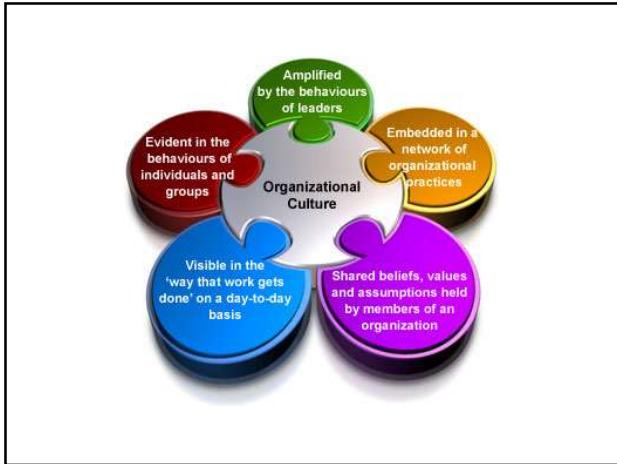


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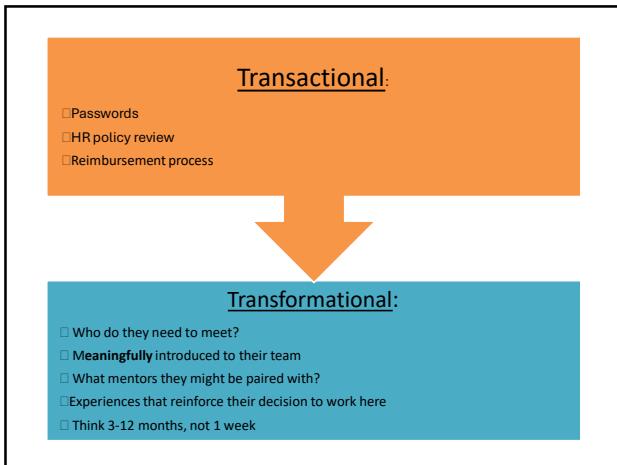
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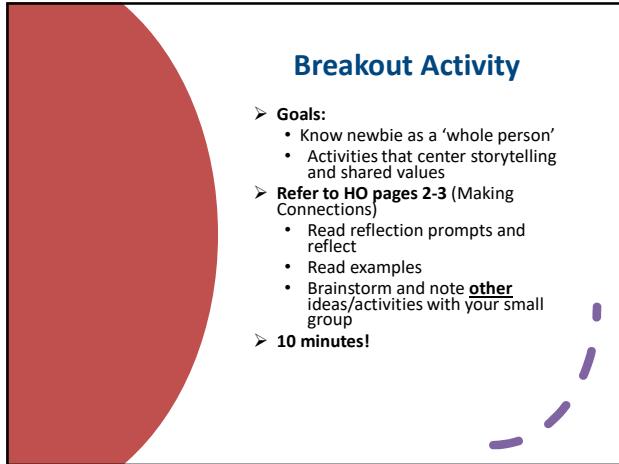
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**Breakout Activity**

- **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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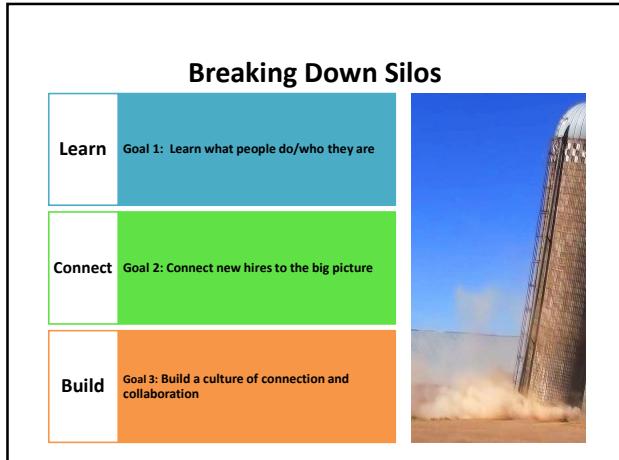
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**Breaking Down Silos**

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



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## Culture-Building Starts on Day One

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Responsibility belongs to everyone!

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

Welcome rituals

Preboarding

Leadership storytelling

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.”**

**“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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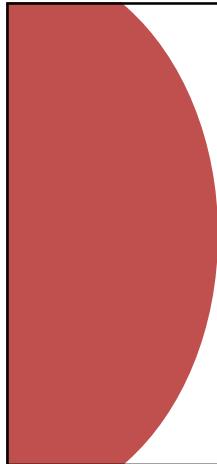
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**2 other considerations:**

- 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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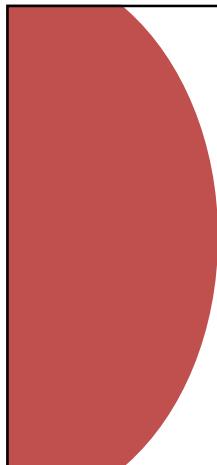
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**Call to Action**

- 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!

Dan Comer  
Kempe Center, Denver CO/Asheville NC  
daniel.comer@cuanschutz.edu

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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*

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