## **Learning Objectives**

1. **Primary Objective:** Describe the difference between orientation and onboarding.

**Specific Objectives:**

* Given the description of new hire orientation and an onboarding process, learners can contrast the difference between each.
* Learners will be able to define new hire orientation and the onboarding process in their own words.
* Learners will be able to match the activities that take place during the one-time orientation event and those activities that occur during the ongoing onboarding process.
* Learners will be able to distinguish the different activities which occur during new hire orientation versus the onboarding process.
* Learners will be able to describe the current experience for a new hire, and analyze if they are attending an orientation or engaged in an onboarding process.

1. **Primary Objective:** List the benefits of an onboarding process.

**Specific Objectives:**

* Given the established differences between new hire orientation and the onboarding process, learners will list the benefits of the ongoing onboarding process.
* Learners will be able to identify the benefits for the new hire.
* Learners will be able to identify the benefits for the leader.
* Learners will be able to identify the benefits for the department.
* Learners will be able to identify the benefits for the organization.

1. **Primary Objective:** Describe a leader’s role and responsibility in the onboarding process.

**Specific Objectives:**

* Learners will discuss the leader’s role in the onboarding process.
* Learners will explain the interpersonal skill a leader utlizes during the onboarding process.
* Learners will discuss the negative outcomes of leaders not participating in the onboarding process.
* Learners will generate a list of leader onboarding best practices.
* Given the leader’s role worksheet, learners will classify specific activities a leader engages in during the onboarding process for: pre-boarding, day 1, week-1, 30-day, 60-day, and 90-day.

1. **Primary Objective:** Describe the benefits of an Onboarding Partner program

**Specific Objectives:**

* Given the description of the Onboarding Partner Program, learners will list the benefits of the program.
* Given the description of the Onboarding Partner Program, learners will evaluate the program and predict the challenges of implementing this program within their department.
* Learners will devise solutions to combat challenges to implementing the Onboarding program.
* Learners will outline the onboarding partner’s responsibilities during the Onboarding Program within your department.
* Learners will outline the leader’s responsibilites during the Onboarding Program
* Learners will outline the employee’s responsibilities during the Onboarding Program

1. **Primary Objective:** Develop an action plan for implementing the onboarding process within your department.

**Specific Objectives:**

* Given a 90-day worksheet, learners will develop an action plan for implementing the onboarding process in their department.
* Learners will assess Training & Development and HR’s responsibilities during the onboarding process.
* Learners will outline the employee’s responsibilities during the onboarding process.
* Learners will outline the onboarding partner’s responsibilities during the onboarding process.