

Millennial Onboarding Workshop

Onboarding new employees is a secure investment that will assist newly hired employees in developing their skills, knowledge, and value within the company. It will help match the technically skilled millennial workforce with new and emerging needs of your company, which gives your company an advantage within the market.

Millennial Onboarding is a specialized type of employee onboarding. With Millennials we are seeing a need to tweak the onboarding process to better suit the needs of the company and new hires. It will increase productivity and produce a happier and more skilled workforce. The new hire phase is a critical time for the employee and company and having a structured set of procedures will make this time run smoother and produce a greater chance of success.

Workshop Objectives:

- Define onboarding
- Discuss the characteristics of Millennials
- Create an onboarding process for Millennials
- Develop action plans for working with Millennials
- Learn from introspection



For more information or to reserve your spot in this workshop, please contact:

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Start Up Costs

Employee Anxiety

Employee Turnover

Realistic Expectations

Case Study

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Why Onboarding?

Importance of Onboarding

Making Employees Feel Welcome

First Day Checklist

Case Study

Session Four: Millennials and Onboarding

Who are Millennials?

How Do Millennials Differ from Other Workers?

Investiture Socialization – Let Them Be Themselves!

Informal Rather than Formal Onboarding Processes

Case Study

Session Five: Onboarding Checklist

Pre-Arrival

Arrival

First Day

First Week

First Month

Case Study

Session Six: Engaging the Millennial Employee

Create an Informal Program

Engage Employees One on One

The Role of Human Resources

The Role of Managers

Case Study

Session Seven: Following Up With the Millennial Employee

Initial Check-In – One on One

Following up – Regular, Informal Follow Ups

Setting Schedules – Millennials and Work-Life

Mentoring and the Millennial

Case Study

Session Eight: Setting Expectations with the Millennial Employee

Define Requirements – Provide Specific Instructions

Identify Opportunities for Improvement and Growth

Set Verbal Expectations

Put It in Writing

Case Study

Session Nine: Mentoring the Millennial

Be Hands-On and Involved

Serial Mentoring

Be a Mentor, Not an Authority Figure

Focus Millennial's Exploratory Drive on Work

Case Study

Session Ten: Assigning Work to the Millennial Employee

Provide Clear Structure and Guidelines

Provide Specific Benchmarks

Set Boundaries and Provide Reality Checks Guide, Don't Dictate

Case Study

Session Eleven: Providing Feedback

Millennials Thrive on Feedback!

Characteristics of Quality Feedback

Informal Feedback

Formal Feedback

Case Study

Session Twelve: Wrapping Up

Words from the Wise

Lessons Learned