SACRAMENTO STATE

Hive 6 Leadership
Pillars of Success

Welcome!

Please:

- Sign in at your table
- Complete a name tag

SACRAMENTO STATE

Hive 6 Leadership
Pillars of Success

The Power of Successful Onboarding

Land Acknowledgement

We acknowledge, with respect, the land our campus is on today was, and continues to be, the homelands of the Indigenous people of this area, the Nissim-Pawenan, Nisenan, and Miwok. The larger Sacramento area and its rivers serve as a gathering place for many local tribes from the surrounding valley and foothills including the Southern Maidu, Patwin, and Wintun.

We recognize these lands and riverways as unceded traditional territories of these Native peoples. We further recognize these California Native nations and respect their sovereignty. By offering this land acknowledgement, we affirm a commitment to build relationships and foster a university environment of success to better serve Native nations and communities.

Black Labor Acknowledgement

We are also mindful in acknowledging that this country would not exist if it were not for the free labor and brutal enslavement of Black people. We acknowledge and honor the legacy of the African diaspora and Black life, knowledge, and skills preserved despite systematic violence, dehumanization and the fallacy of white supremacy.

- Mellonie Richardson, Sac State (2023)

Session Speakers

Machelle Martin
Senior AVP of Human Resources

Mellonie Richardson
Director of Talent Acquisition

Beverly Gentry
Director of Learning and Development

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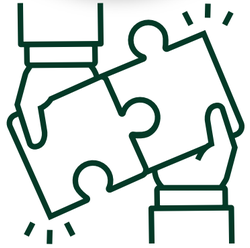
Hive6 Leadership: Pillars of Success

Session Structure

Learning

Activity



Application

Networking

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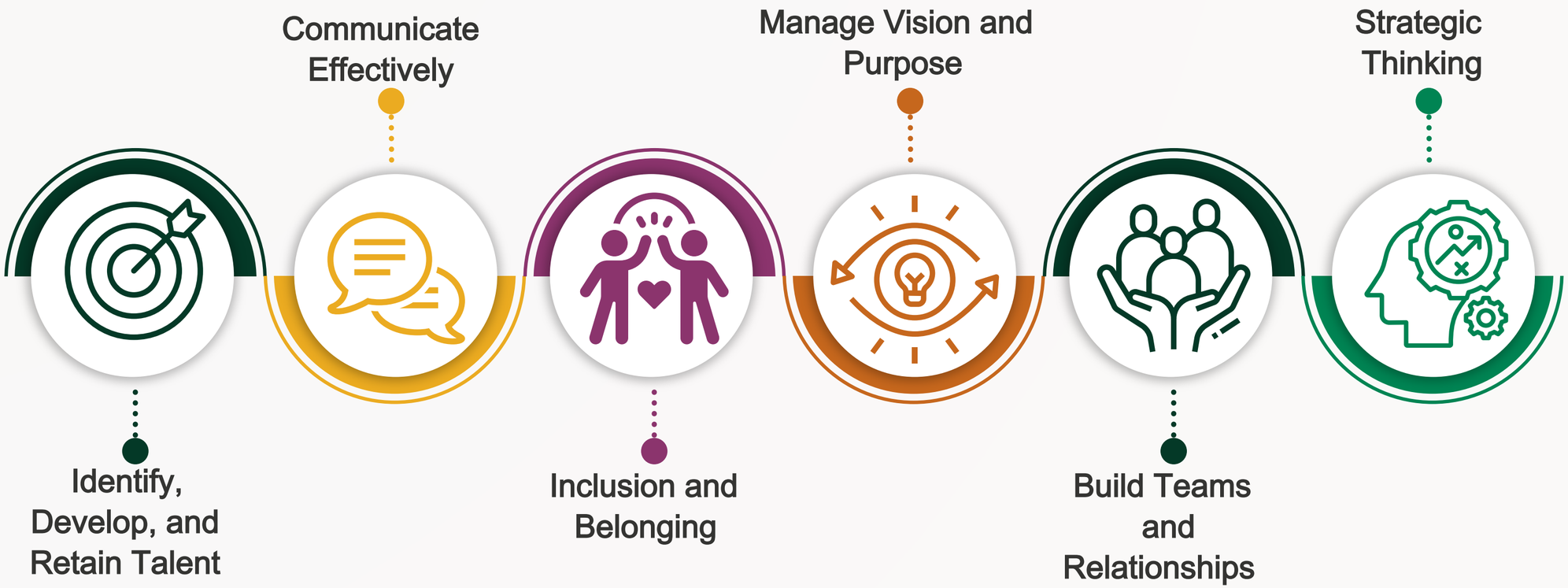
Hive6 Leadership: Pillars of Success



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Hive6 Leadership: Pillars of Success Purpose

- **Align leadership** across multiple organizational levels of the university in accordance with the Strategic Plan and the Hive6 leadership competencies.
- Create **common behavioral expectations** , shared meaning and language across leadership.
- Develop a network of leaders who understand how to **balance managing** in the current moment while leading towards the future.
- **Learn from one another** , enhance collaborative thinking, and sense of belonging amongst university leaders

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Today’s Pillar:
Identify, Develop and Retain Talent

- The leader:
  - Identifies and hires talent, onboards, trains, develops, gives recognition, performance management.
  - Sets and communicates clear expectations; communicates often to check-in, provide feedback and guidance.
  - Succession planning; determines the talent and staffing needs of the unit.

Identfy
Develop
Retain

Learning Objectives

1. Discuss best practices for onboarding.
2. Consider new ways to improve the onboarding experience.
3. Learn from each other.

Discuss
Consider
Learn

Maximize Your Learning:

- Participate
- Take Space, Make Space
- Treat Confidentially
- Network and Connect

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Time to Kahoot!

On your phone or laptop:

Join at www.kahoot.it

Game PIN: **240 1700**

Focus Groups

Top 5 Needs of New Hires

Worked at Sac State less than one year; N = 24

1. Manager support and onboarding planning
2. Team inclusion and integration
3. Campus and role acclimation
4. Ongoing training and development
5. Resources and onboarding materials

Focus Groups

New Hire Onboarding Successes

Worked at Sac State less than one year; N = 24

Use of 1:1 meetings and manager support during the onboarding process

Manager available for questions and ongoing support during initial months

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W

Focus Groups

Quick Wins

For Onboarding New Hires

Schedule 1:1 time dedicated to your (the manager) new employee throughout the first 2 weeks

Identify a colleague to take them on a campus tour

Have every member of the immediate team reach out to the new employee within the first 3 days

Provide a rough schedule of the first day/week

Talent Management

- An organization's **commitment** to *equitably* recruit, hire, develop, and retain the most talented, knowledgeable, and *diverse* individuals. #TalentLifeCycle

- The practice of *inclusively* engaging employees and creating a sense of *belonging* - recognizing skills, strengths, and motivation.

Pair & Share

5 min

Onboarding Experiences

+

Share a positive onboarding experience that you personally experienced, observed, or helped to facilitate

-

Share an experience that did not go well that you experienced, observed or helped to facilitate

Here at Sac State…

Onboarding Experiences

+

-

Preparation is Key!

First Impressions are Everything

- On average, organizations have 44 days to convince new hires to stay.
- Once first impressions are made, it's hard to move past them.
- By contrast, a great onboarding experience can pay dividends for years to come.
- 97% of employees say it's important for onboarding to include training on the tools and software the company uses—and 81% consider it “crucial” to onboarding.
- Onboarding must blend social connections and support.

Panel Discussion

Learning from our Colleagues

Dr. Nadine Kelley

Senior Director

University Housing

Gina Curry

Associate Vice President

Financial Services

Jesseca Sanchez

Executive Assistant to the CIO

Information Resources & Technology

Honorable Mention:

Charles Cole

Director of Recruitment, Outreach and Orientation

Admissions

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Best Practice Board

Networking Break – 10 min

Go to the back of the room, and write down a Best Practice or practical tip for Onboarding

Tips for Virtual Onboarding

Table Discussions and Report Out

Onboarding Prep

- Each table will be assigned a question
- Select a **scribe to record** your discussion
- Select a **reporter to share** highlights
- **Discuss your answers** (5 min)
- The reporter will summarize key highlights to share for 1 -2 minutes

MN

Onboarding Considerations: Generations in the Workplace

- **Baby Boomers (Born 1946-1964):**
  - Driven by career advancement and recognition.
  - Appreciate structured environments and face-to-face communication
- **Generation X (Born 1965-1980):**
  - Value work-life balance and flexibility.
  - Prefer direct communication and opportunities for professional development
- **Millennials (Born 1981 -2000):**
  - Seek meaningful work and strong workplace culture.
  - Value flexibility, autonomy, and opportunities for growth
- **Generation Z (Born 2001-2020):**
  - Prioritize diversity, inclusivity, and mental health.
  - Value flexibility, transparency, and opportunities for innovation
  - ***Onboarding:*** *May ask about early pay raises and equity, importance of feelings, expect seamless onboarding into systems*

Onboarding Considerations: Neurodivergence in the Workplace

- Neurodivergence refers to variations in the human brain regarding sociability, learning, attention, mood, and other mental functions. Common forms of neurodivergence include autism, ADHD, dyslexia, and dyspraxia

- Strengths may include: attention to detail, unique perspectives, creative approaches, problem-solving skills, and high dedication to work.

- Neurodivergent employees may need help removing barriers in the workplace.

Onboarding Considerations: Re-Onboard When Necessary

Clues to watch for that may indicate re-onboarding is needed:

- Underperforming ->consider retraining
- Disinterested or demotivated ->consider clear goals and milestones
- Aloof or by themselves ->help navigating the team; mentor
- Confused or ask too many questions ->ensure they have necessary information

Onboarding Tips

- Pre-board
- Welcome package
- Involve the team
- Assign a buddy
- Make the first day exciting
- Share your definition of success

- Stay true to your culture
- Introduce work gradually
- Check in regularly
- Involve senior leaders
- Be flexible
- Revisit your onboarding process

How to Rock Your Onboarding

Best Practice Take Away's

- Best Practice Board
- First Impressions Matter
- Generations and Gen Z in the Workplace
- Build connections

CSU's Manager Guide for Onboarding

Coming Events…

Coming Events…

- Compliance Training Push to complete any overdue training
- 12/3/2024 – Symphony Orchestra, 7 -8:30 PM
- 12/4/2024 – Women’s Basketball, 6:30 -9:30 PM
- 12/5/2024 – Building Coordinator and Floor Marshal Training, 10:00 -11:30 AM
- 12/6/2024 – President’s Holiday Celebration for Faculty and Staff
- 12/10/2024 – Performance Evaluation Training (for MPP’s and Dept Chairs) invite via Outlook calendar, 8:00 AM, Zoom
- 12/14/2024 – 2024 Winter Commencement Ceremonies

Learning & Development

learn-dev@csus.edu

https://www.csus.edu/administration-business-affairs/human-resources/learning-development/

Del Norte Hall 2004

Employment Services

916-278-6326

Hr-empservices@csus.edu

https://www.csus.edu/administration-business-affairs/human-resources/employment-services/

Del Norte Hall 3009

THANK YOU