

OCAD-WE



FIRST IMPRESSION IS THE LAST IMPRESSION

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OCADUCO

Staff Orientation & Onboarding

Community Building

- Communicating the goals and culture of the institution
- Connecting the team members to the wider community

Other Stakeholders

By including new staff to an institutional orientation with faculty and other staff, opportunities to network and build relationships



Simple Visualization or Diagram

Welcome to OCAD U!

Build on institutional knowledge and structure

Cohort of 2019!

Build on relationships and friendships, to connect annually and mentor incoming staff and faculty

WHY

People First

TRENDS



Employee Empowerment

Staff, new and established want to be engaged in their work and their community

TRENDS



Greater Sense of Belonging

An engaged employee is more involved in the success of the organization, and more effective in their jobs, increasing retention of people and knowledge.

WHY

Open Dialogues

TRENDS



Strong Organizational Culture

Being able to define and socialize the culture and values of an organization allows for the community to be more inclusive

TRENDS



Building Trust

Knowing the goals and values of the institution allows for greater transparency and trust to be built

WHY

We all have Lives

TRENDS



Personalized Experience

Connecting with individuals and departments that will allow for a more inclusive and effective work environment allows staff to develop their career paths

TRENDS



Work/Life Balance

Understanding the organizational culture, networking with co-workers and incorporating the needs of staff allows for flexibility and acknowledgement of a diverse community

Institutional Orientation

A better oriented staff will result in a more effective and efficient community. Simply including staff into a larger institutional orientation rather than a limited faculty event can be easily launched August 2019.

- + **The Ask:** Revision existing faculty orientation to include all new employees; expand the community engagement from all units and Senior Leadership Team (SLT) reports.
 - cost of hospitality/swag/printing needs
 - cost of staff engaging in an institutional orientation/open house
- + **Measurements:** Measure effectiveness through surveys and feedback; and evidence of efficiency through shorter wait times for results, higher staff retention and fewer grievances

Thank You.