

# From Compliance to Connection – Revamping New Employee Orientation

The  
**Journey  
Begins  
NOW**





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# Welcome!

You've just been  
hired! University  
Health System was  
founded in 1917...





# Why We Are Here

## **Learning Objectives:**

- Position onboarding as a competitive advantage
- Identify specific strategies that you can implement in your organization's onboarding
- Incorporate inter-activity into large group sessions to increase engagement and improve knowledge retention
- Increase efficiency and consistency across your onboarding program



# Our Journey

## ATD Best Awards

- October 2014

## Benchmark MGM in Vegas

- January 2015

## Launch New Program

- August 2015



# Our Shift



From  
Compliance &  
Clarification

To Culture &  
Connection



# Importance of Onboarding

Engage new hires

Improve retention

Improve employee performance

Create culture change agents



# Onboarding Poll

- Please take out your phone
- On your browser, go to **Kahoot.it**
- Enter the game pin
- Enter your name
- Get ready to play!





# Sneak Peak





Why is connection important?

We want them to feel proud of  
their decision to join the  
organization.

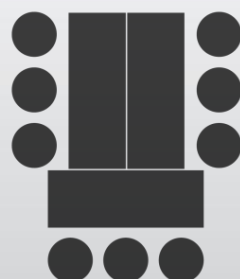
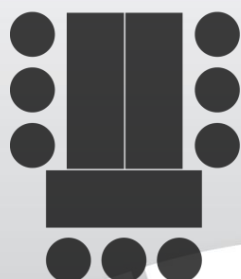
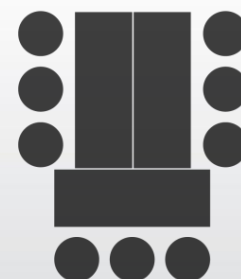
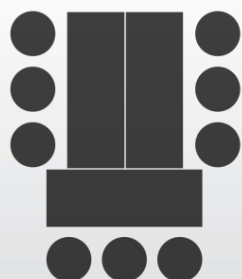
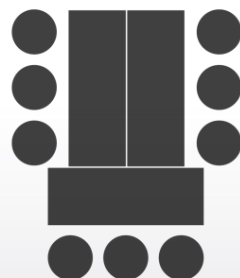
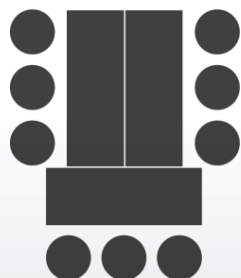
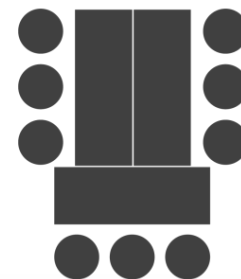
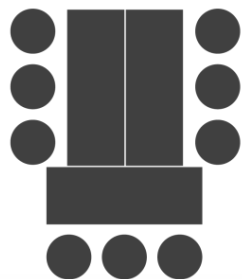
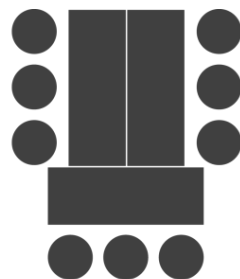
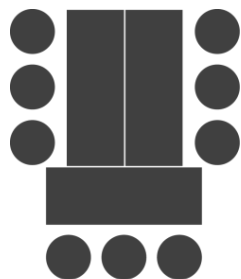


# Room





# Room





# The Game





# Jenga





# Engagement





# Delivery





# Review

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- Enter your name
- Get ready to play!

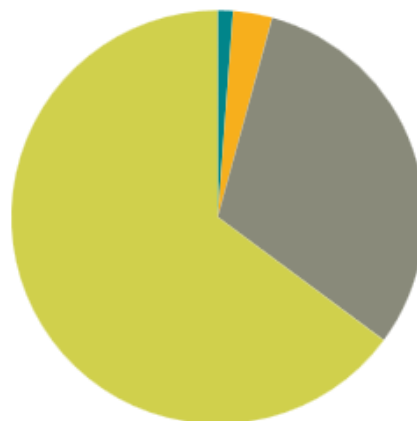




# Connection

The orientation helped me establish a strong connection with UHS.

Answered: 586 Skipped: 3



Strongly Disagree Disagree Neutral Agree Strongly Agree

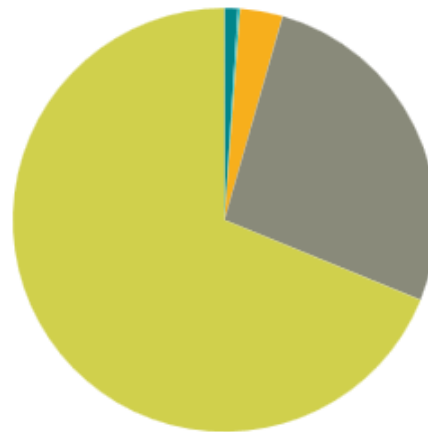
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total	Weighted Average
(no label)	1.19% 7	0.00% 0	3.07% 18	30.89% 181	64.85% 380	586	4.58



# Engagement

## The orientation kept me engaged.

Answered: 587 Skipped: 2



Strongly Disagree Disagree Neutral Agree Strongly Agree

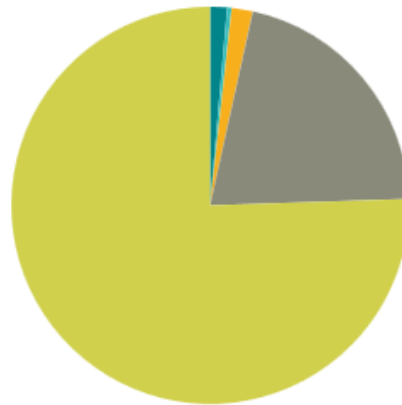
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total	Weighted Average
(no label)	1% 6	0% 1	3% 19	27% 157	69% 404	587	4.62



# Retention

I plan on being with this organization one year from now.

Answered: 580 Skipped: 9



Strongly Disagree Disagree Neutral Agree Strongly Agree

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total	Weighted Average
(no label)	1.38% 8	0.34% 2	1.72% 10	21.03% 122	75.52% 438	580	4.69



# Feedback





# What They Are Saying

“Best employee orientation ever!”

“It was actually fun! I was not expecting this to be as interactive and engaging.”

“I enjoyed orientation because the activities helped everyone be involved & I will remember more easily what was taught.”

“Everything was thought provoking and helpful for me to succeed.”

“Your vision is inspiring. I am proud to be a part of your vision.”



# Follow Up Survey

After 90 days:

**93%** felt their orientation made them feel they belong at UHS

**91%** was the average correct response rate on a knowledge retention assessment





# Benchmarking UHS!



And more....



# Thank you!



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