



An Agile Approach to Onboarding

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An Agile Approach to Onboarding

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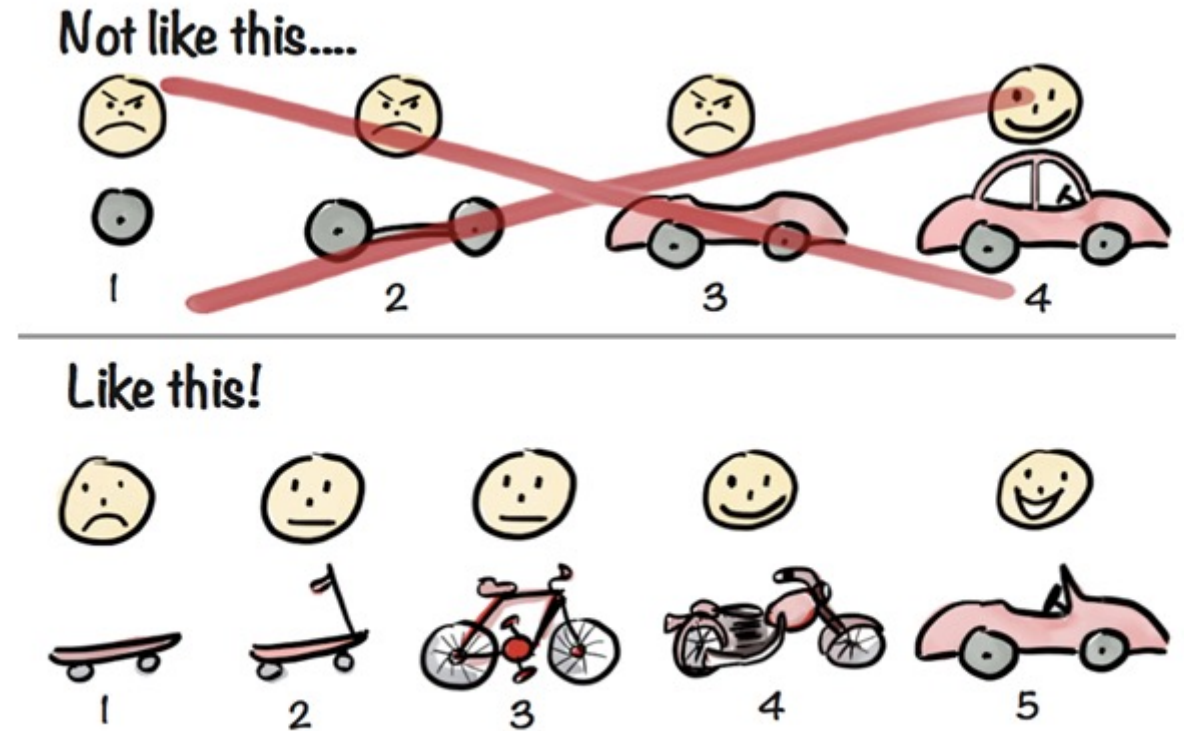
Introduction – The Why

- Onboarding is a key component for the success of a project
- Focussed on new to industry onboarding in particular industrial placement or graduate onboarding
- Trying to achieve both an accelerated onboarding and development focussed on new starter satisfaction while ensuring new starter deliver value to their assigned projects
- New to line management looking to leverage previous experience

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Agile Definition

Agile is the ability to create and respond to change



Henrik Kniberg

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Agile Definition

Waterfall

Project manager/
team lead



Managed by project
manager/team lead

Agile



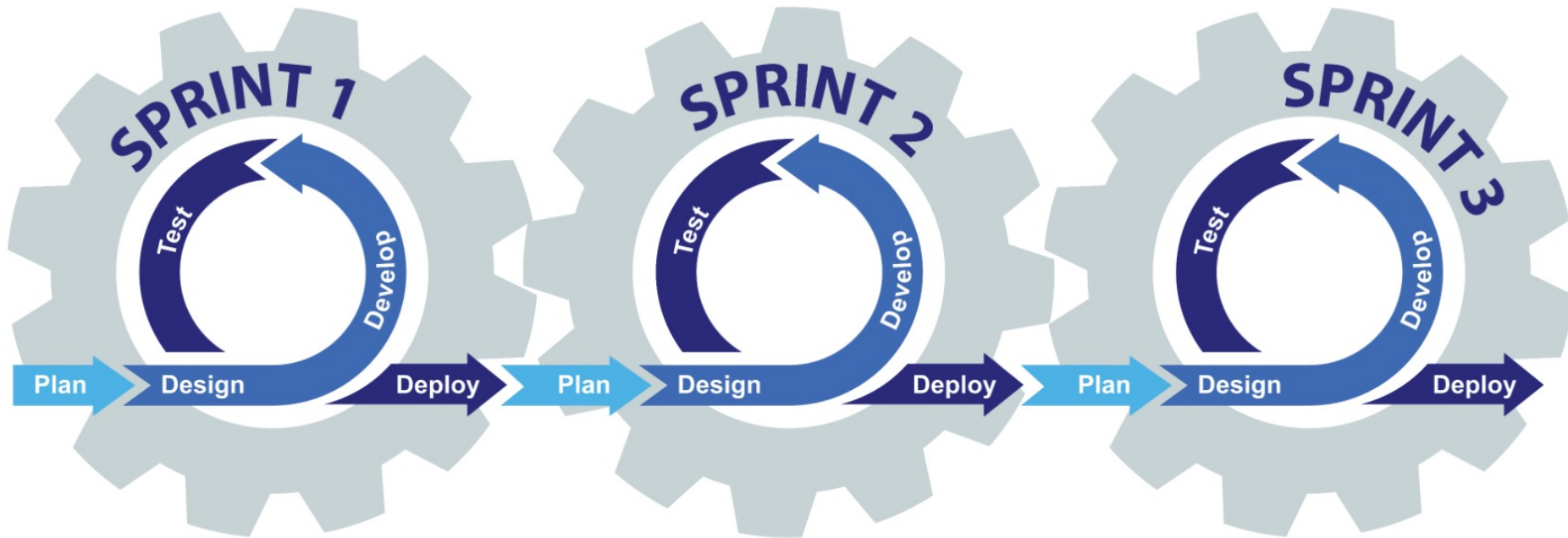
Facilitator

Self-organizing
cross-functional teams

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Agile Definition

Features of Agile software development



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Onboarding Challenges

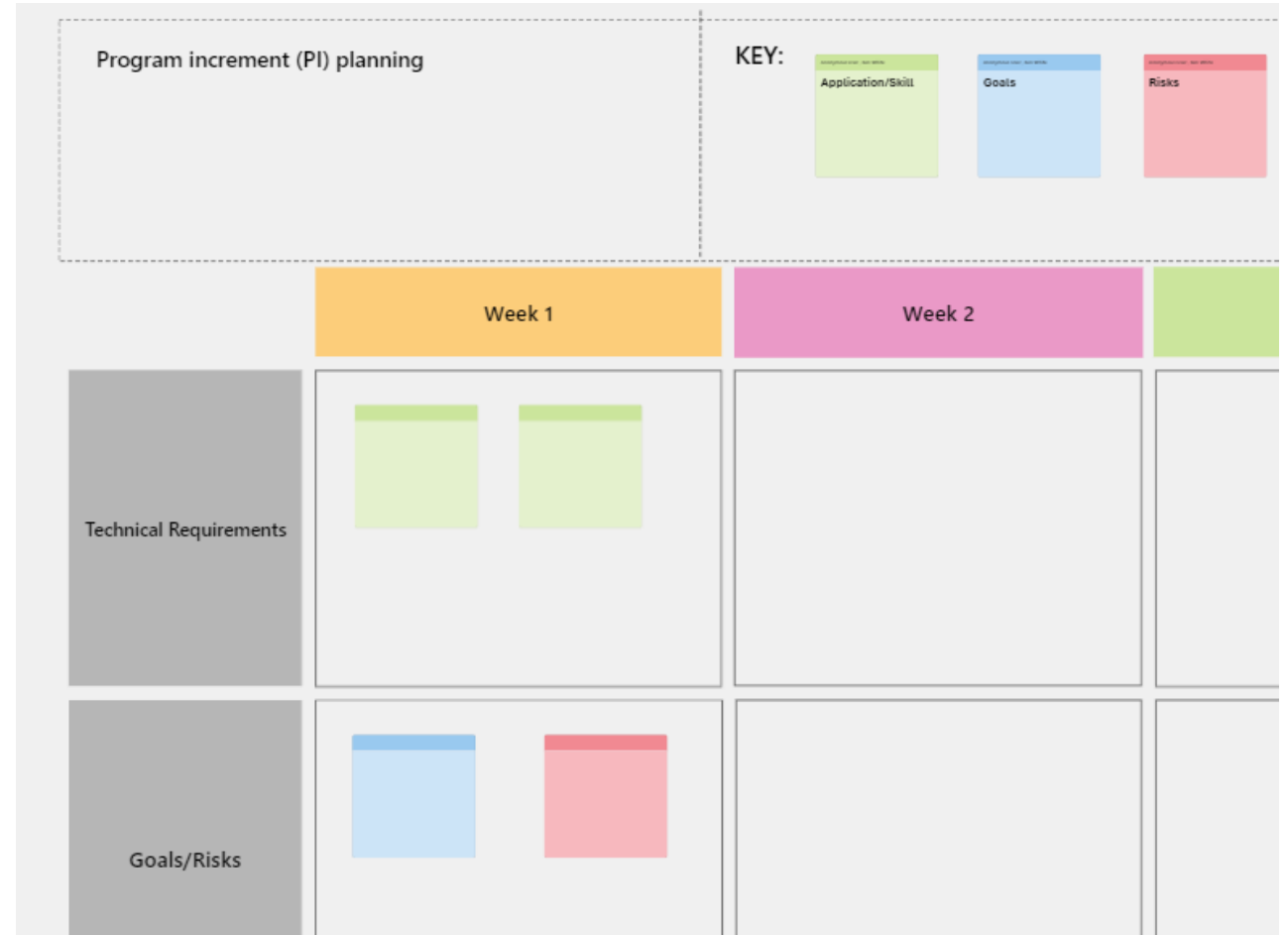


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Mapping to Line Manager Behaviours

Planning – Before start date

- Where to Start?
- Build all new to industry starters into the project plan
- Focus on:
 - Technical Requirements
 - Engagement
 - Consider incoming skills

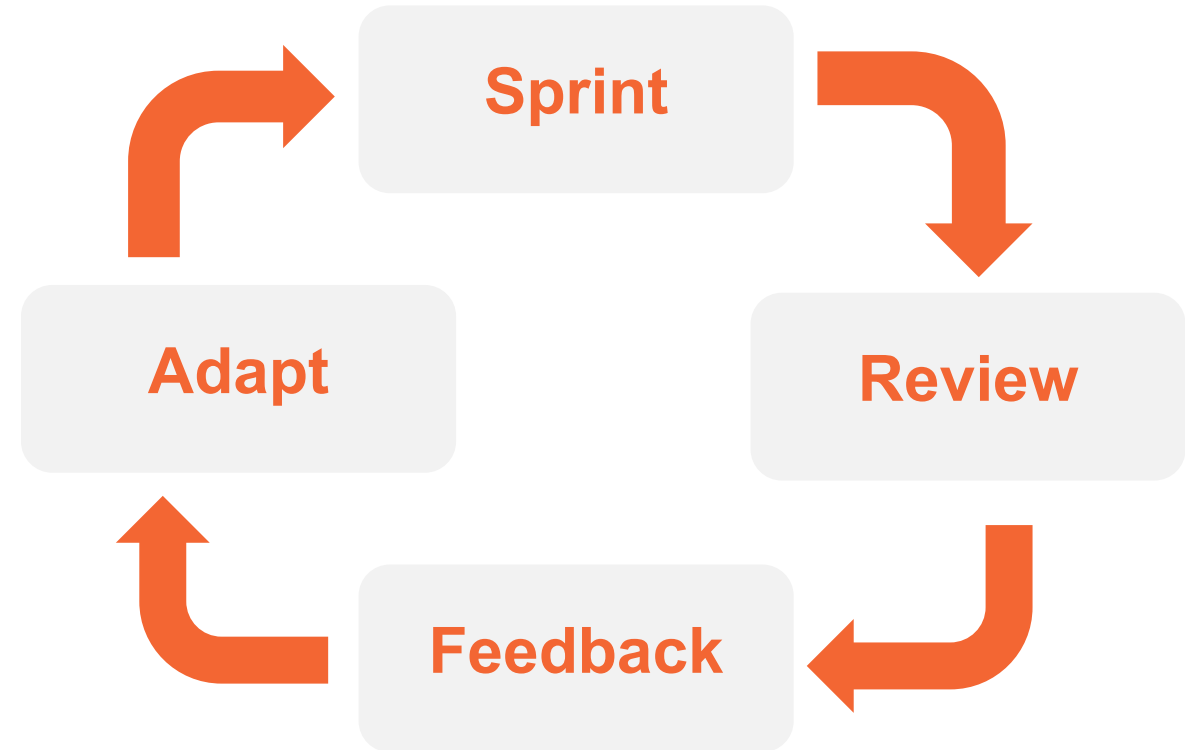


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Mapping to Line Manager Behaviours

Sprints, reviews, feedback, adapt

- Project focussed onboarding that adapts to the individual
- Incorporate feedback from new starter into next sprint
- Fail Small Fail Early
- Focus on:
 - What went well and not so well
 - Identify development goals

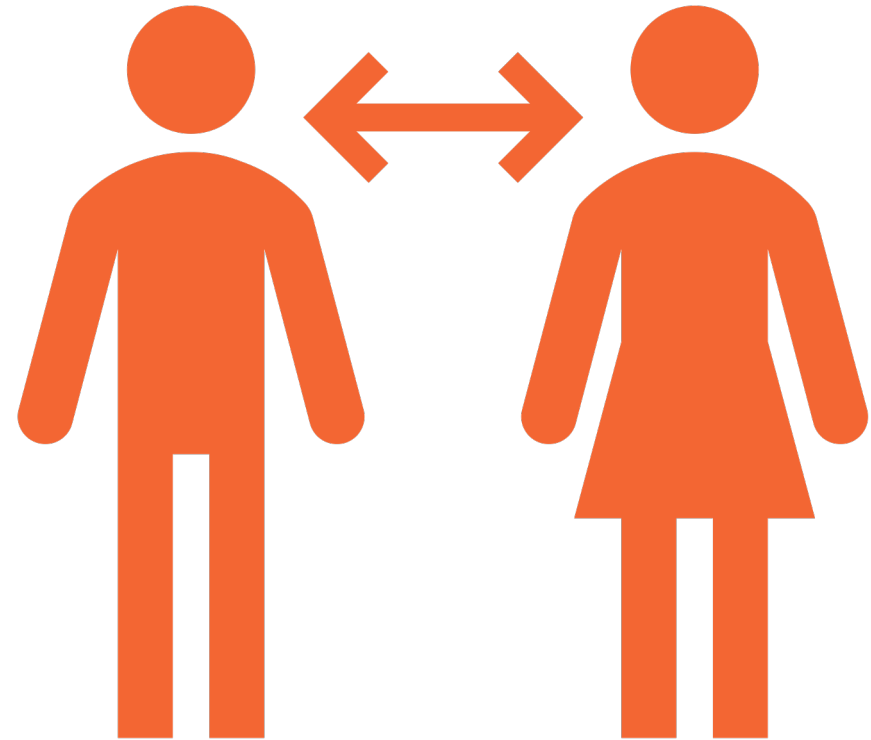


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Mapping to Line Manager Behaviours

Stand Ups

- 1-1 5 Minute stand up. Focus on:
 - What I did yesterday
 - What will I do today
 - What blocked me
- Regular contact time
- Promotes Agility
- Unblocks Progress



Benefits

- Faster/More focused onboarding
- Accelerated development and increased engagement
- Does not try to teach everything at once
- Builds a strong working relationship between LM and New starter

Drawbacks/issues

- Replication - no two onboardings the same
- High level of time and energy investment
- Needs the right LM with the capacity to focus

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Questions?