

Session 1

Group Exercise

Group Vote

Have each person cast 2 votes for what they'd like to focus on for this discussion. The 2 topics with the most votes will be the 2 topics of discussion. Some examples are:

- 30-60-90 day onboarding plan
- Guidance to being a good buddy
- Typical first 1:1
- Documenting team culture
- Sharing wins and milestones with the team
- Sharing and responding to feedback

Feel free to also use your ideas!

Individual Thinking

Find some examples that you can show your group to ground the conversation.

Spend 5-min looking through your team's docs and folders to find examples of what your team typically does for the 2 topics your group has selected.

Group Discussion

For each topic, ask for a volunteer to share what their team does for the topic to start the conversation. In case you need some starters, here are some discussion questions:

- What's common amongst how teams approach the topic and how are the approaches different?
- What is your personal touch that you add to these types of things when you do them? How does that play to your strengths?
- Who do you involve to make this successful?
- How do you make this a regular part of the team's culture?

After 15 minutes, switch to the next topic.

