

ThoughtWorks®

Welcoming new developers into a team

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Three Questions

What is an onboarding

Why do we do it

How can it be done



WHAT

onboarding

/ɒnˈbɔːdɪŋ/ 

noun

the action or process of integrating a new employee into an organization

WHY



Concerns: Three perspectives



Newcomer

I don't know the people
I don't know how they work
I want to add value



Team

I am too busy to take care of
somebody else
Our culture and processes
shall live on forever



Company

We need new features right
now, next year it might be over

Isn't this just common sense? Sadly, not always




HOW





START EARLY



FIRST IMPRESSIONS COUNT

Have a checklist

Make a list with with all that is needed for somebody to start at your organization

Accounts

Mail / Calendar

Contact persons / Links

Office stuff

...

The onboarding is not finished until every item has been crossed off



Prepare a schedule

Multiple sessions

When / Where / With whom / What

Public and available

Organization wide

A bad plan is better than no plan

November 2017						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

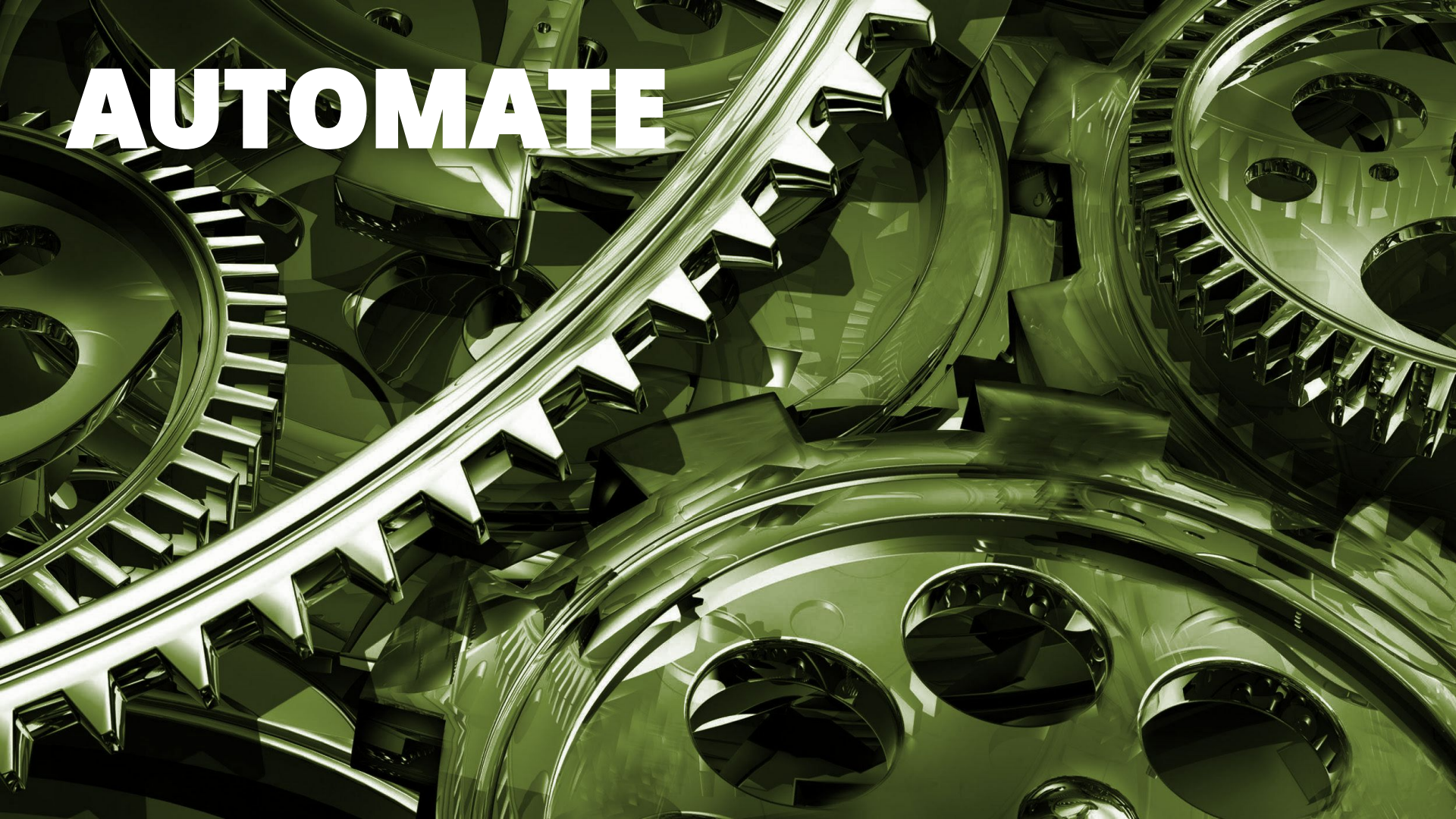
Session examples

- ❑ Set up computer
- ❑ Check accounts
- ❑ Architecture introduction
- ❑ Agile process
- ❑ Introduction to the product
- ❑ Coding guidelines
- ❑ Testing infrastructure
- ❑ Office rules

Unboarding

The Death March

	Agenda - Morning		Agenda - Evening
08:00 - 09:00	Computer set up	13:00 - 14:00	Regrets about eating the whole pizza
09:00 - 10:00	Architecture introduction	14:00 - 15:30	Legal "introduction"
10:00 - 11:00	Agile process	15:30 - 17:00	Tour through the internal wiki
11:00 - 12:00	Development tools	17:00 - 18:00	Pain and Despair
12:00 - 13:00	Lunch	18:00 - 18:02	Feedback session



AUTOMATE

Unboarding

The wiki dumpster



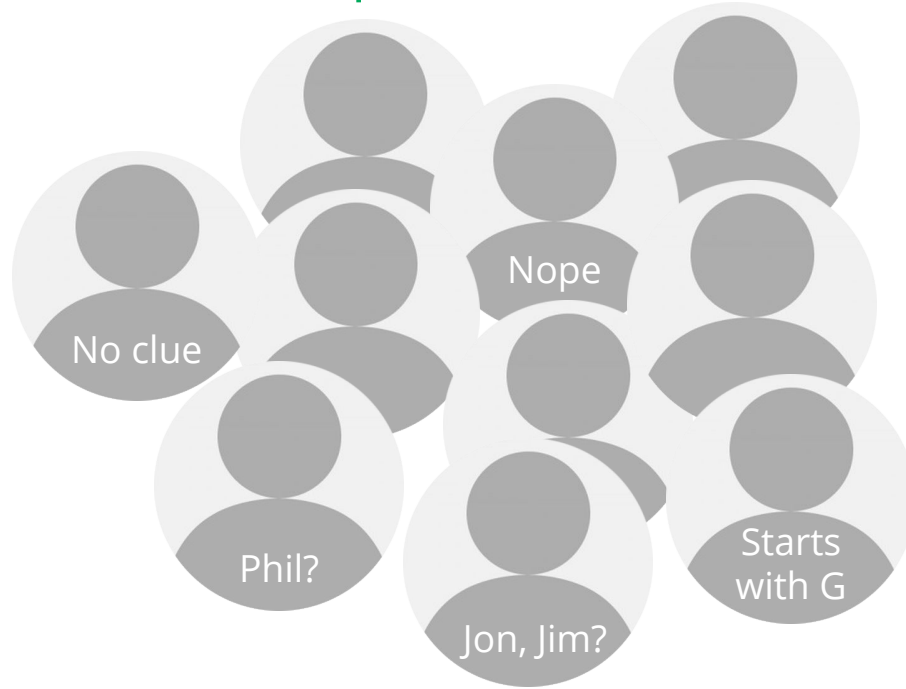


INVOLVE THE TEAM

Everybody should hold at least one session

Unboarding

The facepile mountain



It is a living process



ITERATE

Remove obsolete information,
add new one



ASK FOR FEEDBACK

What went well

What can be improved

A long wooden pier with a metal railing extends from the bottom center towards the horizon. The pier is flanked by calm water. In the distance, a small island with trees is visible. The sky is a uniform green color with a few small white specks. A single street lamp stands on the pier near the center.

**Deploy code
your first day**

THANK YOU

Got Questions?

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