

# **How can the company hire beginners and groom them:**

By: Stuti Garg

## **1) Investing in New Employees:**

You must view each new employee you get on board with the company as a crucial asset worth investing in. No matter how talented or informed a new hire may appear to be, if they are not given the proper orientation and training regarding the task that is required of them, they will perform less well. Additionally, orientation and training help new hires feel more welcomed and valued. These procedures give workers the impression that you are invested in helping them succeed in their new positions and advance their careers.

## **2) Continuous mentorship:**

As a manager, you do not necessarily need to sit back and assume that everything will go according to plan once you recruit a new employee because they are likely talented and competent. There is a crucial strategy for making sure you always inspire the employee beyond the demands of the job. As a result, they are better able to fit into the corporate culture because they will be aware of what is expected of them and how, if necessary, to interact with other team members.

### **3) Educating New Employees:**

Work-related education is far-fetched. There is no limit to learning whether you are proficient or not. As a manager, sharing knowledge with new employees is of utmost importance when grooming them for your team. It works wonders because it helps the employee to arm themselves with enough knowledge, which will be to their advantage. After all, ultimately, they will be able to deliver desirable results.

### **4) Attitude training:**

In any workplace setting, attitude is a crucial component. It is crucial that you, as the manager, provide the new employee with the correct attitude training so they can comprehend the importance of adopting and upholding a suitable attitude both at work and outside of it. It will be easier for the employee to do whatever activities they undertake daily if they develop their strengths and ignore their deficiencies with the aid of attitude training.

### **5) Ensuring a flexible work environment:**

Bringing on a new employee does not automatically mean that they must be forced to complete all the tasks within a constrained workspace. It's crucial to limit them in the beginning so you can track their development and determine whether they know necessary to do duties as needed.

## **Specify the DT L&D process:**

*DeepThought is a DeepTech PaaS business in the field of education. We are a highly specialised company with expertise in the fields of psychology and education. Eaglebuilder, Threadbuilder, and Social Scorecard are just a few of the tools we are developing to assist education companies in integrating research methodologies into their curricula.*

## **What is Learning and Development?**

A company's learning and development (L&D) department are in charge of fostering employee development and enhancing their knowledge, abilities, and skills to improve corporate performance. The role could be centrally organised, either separately or under human resources (HR); decentralised across several business divisions; or hybrid (also known as federated) organisation.

Any professional development that a company offers to its employees is included under the umbrella phrase "learning and development." It is sometimes referred to as training and development, learning and performance, or talent development, and is seen as a crucial component of human resources management (TD). A learning and development team or department may offer initiatives like onboarding and recruit programmes, ongoing training, corporate universities, leadership development programmes, skills training, personnel planning and management, and compulsory courses like compliance training.

# Explore how DT Threadbuilder Technology can be used:

The Deep Thought thread creator is a fantastic piece of technology for enhancing student academic performance. You need to organise notes if you want to get the most out of what the speaker is saying. To study and work hard, the focus is crucial. Using a thread builder, you may make your coursework more engaging. There are two distinct columns for "sub interpretation" and "sub-thread". Additionally, there are categories and process sections to choose from so that you can see how the speaker is feeling.

As you can see in this picture-

The screenshot displays the DT Threadbuilder interface. At the top, there are two tabs: 'Thread Builder' (active) and 'Eagle Builder'. Below the tabs, a yellow header bar shows 'Thread A' with a dropdown arrow on the left, a timer '02: 35 min' in the center, and a trash icon on the right. The main area is divided into two columns. The left column contains three 'Sub thread' boxes, and the right column contains three 'Sub Interpretation' boxes. Each box has a title, a text area, and a trash icon. Below each text area are four icons: a lightbulb, a speech bubble, a question mark, and a download arrow. To the right of each text area are two dropdown menus: 'Select Category' and 'Select Process'. The third 'Sub thread' box has a placeholder text 'Enter Text Here'.

Sub thread	Sub Interpretation
<b>Sub thread 1</b> A reader thinks because he's not familiar with it from before	<b>Sub Interpretation 1</b> An author knows the answers of his questions but a reader needs to think that which is the correct answer
<b>Sub thread 2</b> Britishers were scared of Gandhi because they didn't know what he could do	<b>Sub Interpretation 2</b> For example when we don't know the answers of questions are really hard but if we know the answer we find it really easy. so britishers did not know how to handle gandhi's ideas.
<b>Sub thread 3</b> Enter Text Here	<b>Sub Interpretation 3</b> Enter Text Here