Onboarding for New Designers

Week 0

Expectation setting and welcome to the team

0 points taken on.

Week 1

Cross-functional fact finding and building rapport

3 points taken on.

Week 2

Setting up OKRs, 50% cascaded, 50% self-determined.

7 points taken on.

Week 4

360 feedback session, recalibrating expectations

10 points taken on.

-Moustly housekeeping tasks
-Introduction to the team
-Setting performance expectations

-Gaining critical context by asking targeted questions
-Identifying and cultivating alliances
-Getting to know colleagues

-Taking on half of OKRs from head of design
-Generating half of OKRs from enhanced understanding gained in previous week

-After four weeks, have a 360 feedback session to help identify points of improvement
-Renegotiate expectations