

Leading Orientation and Onboarding for Your Volunteers

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Orientation vs. Onboarding: Defining the Difference

Orientation	Onboarding

Why? The Purpose/Desired Outcomes of Orientation and Onboarding

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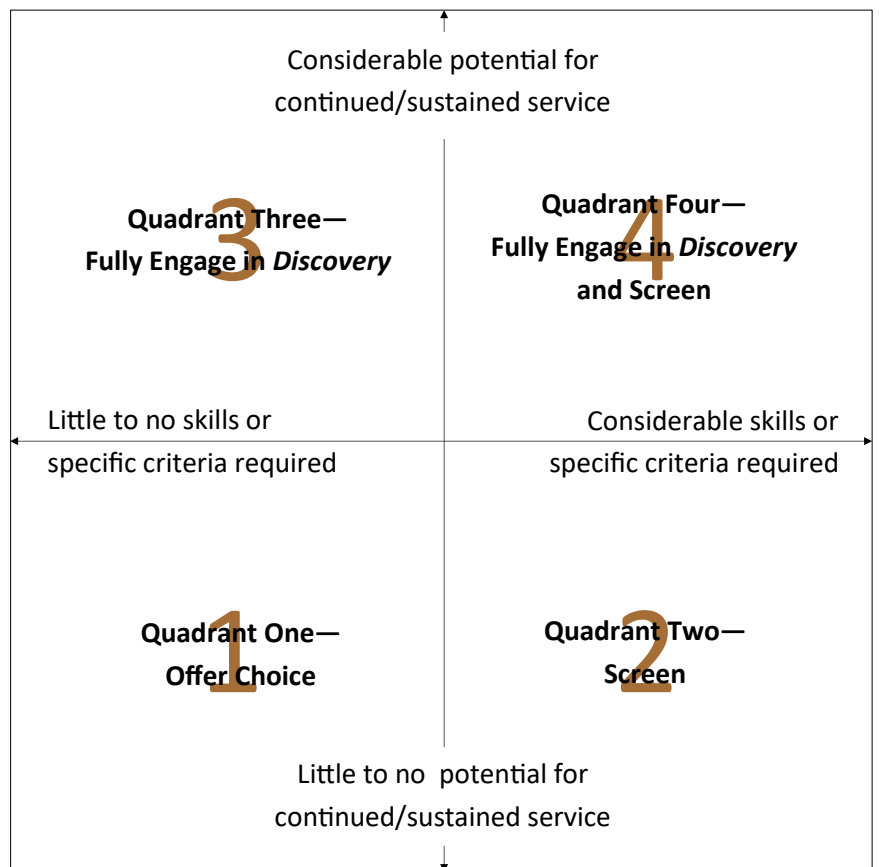
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The Time and Talent Matrix

When to Engage New Volunteers in Orientation and Onboarding



Methods/Modalities for Sharing Information

Precision Execution

Sharing Information: What to Include in Orientation

Deepening Affirmation: *“I Made a Good Choice to Serve Here . . .”*

Performance Preparation: the Role of the Onboarding Specialist

The Task Competency Model

Step #1: Onboarding Specialist Show and Tell

Specialist explains and demonstrates task

Step #2: Onboarding Specialist Knowledge Check

Specialist asks open-ended questions to assess grasp of task

Step #3: Volunteer Show and Tell

Volunteer explains and demonstrates task

Step #4: Onboarding Specialist Feedback

Specialist provides feedback for recognition or improvement

Step #5: Volunteer Solo Performance

Fostering Connection: The Social Side of Volunteering

Head, Heart and Hands Engagement Collective

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