

**Onboarding Workshop**

" While you can think in terms of efficiency in dealing with time ,a principle -centered person thinks in terms of effectiveness in dealing with people ”.

 – Stephen R Covey



Onboarding Workshop-Soft Skills

Duration: 1 Day

No of Participants: 25-30 Pax

Timing: 9:30 A.M- 5:30 P.M

Target Audience

* Individual Contributors
* Supervisors
* New Joiners
* Employees of any department

Workshop Objectives

* Understanding Personal Effectiveness
* Building an attitude of Ownership & Accountability
* Impactful Communication
* Building Fool Proof Communication
* Goal Setting
* Being a Team Player- Interpersonal Skills



Workshop Outline

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| **Sr. No.** | **Time** | **Topic** |
| 1 | 9:30 – 10:15 AM | **What’s In It for Me*** Workshop Intro & Agenda
* Ground Rules
* Icebreaker
* Facilitator Intro
* Participant Intro & Expectations
 |
| 2 | 10:15 -10:30 AM | **Pre-Training Assessment** |
| 3 | 10:30 -11:15 AM | **Trainer is free to customise the First Module- Since this will be a part of Onboarding Training where the client would have already covered few topics (Usually company, policies, HR & other on previous days. So the trainer can start it afresh from Personal effectiveness/ Build a link with previous days content.****Understanding Personal Effectiveness*** Personal Effectiveness
* Benefits of Personal Effectiveness (Self + Organisation)
* Building Personal Excellence (ASK)- Attitude, Skills, Knowledge)
 |
| 4 | 11:15- 11:30 AM | **First Tea Break** |
| 5 | 11:30- 12:15 PM | **Building an attitude of Ownership & Accountability**• Understanding Ownership• Developing a Proactive approach-Circle of Control• Building a solution Centric• Avoid Blame Game- Walking the Extra Mile |
| 6 | 12:15 -1:15 PM | **Impactful Communication*** Types of Communication (Assertive, Aggressive & Passive)
* Pros & Cons of each Type
* Developing assertive style of communication
* Building Empathetic communication
 |
| 7 | 1:15 - 2:00 PM | **Lunch Break**  |
| 8 | 2:00 - 2:15 PM | **Energiser** |
| 9 | 2:15 - 3:00 PM | **Building Fool Proof Communication** • LADR Model of Communication• Listening Actively• Asking Questions (Open Vs Close ended)• Reconfirm |
| 10 | 3:00 – 3: 45 PM | **Goal Setting*** Benefits of Setting Goals
* Goal setting Mistakes
* Goal Setting exercise
* Making your Goals SMART (Specific, Measurable, Achievable, Realistic and Time Bound
 |
| 11 | 3:45 - 4:00 PM | **Second Tea Break** |
| 12 |  4:00- 4:30 PM | **Being a Team Player- Interpersonal Effectiveness*** Understanding Interpersonal Effectiveness
* Importance of the same- Individual & Organisation
* Interpersonal Communication- Some Misconceptions
* Ways to enhance Interpersonal skills
 |
| 13 | 4:30 - 4:45 PM | **Recap of Day** |
| 14 |  4:45 - 5:00 PM | **Post Training Assessment** |
| 15 | 5:00 -5:30 PM | **Closing•** Feedback forms• Q& A (If any)• Closing Video (If any)• Group Photo |

\***This is an indicative outline based on Industry best practices and the same can be customised by the trainer as per the client’s need and discussion.**