Group Exercise

LeadDev Together

Individual Thinking

For the first 5 minutes, take some time to think on your own. There are some questions to help put your thoughts together so please write down your answers and reflect on your own:

- Think about your team and/or your organisation's hiring process. What gaps do you see based on what you have learned today?
- What areas need the most work? Hiring, onboarding, or 30-60-90 plans?

Round Robin

Go around your group – and for the next 10 mins, get each person to share:

- One by one, each of you read out the answers to the previous exercise.

Try to spend between one to two minutes speaking - and while you're listening to others give their answers, no interruptions! Let everyone get their thoughts out completely.

Vote

Over the next 5 minutes, using the base of the answers you heard from the round-robin, vote on an area you all want to focus on for this discussion.

- If your topic of discussion is onboarding, or 30-60-90 day plans, use the renaming time to gather the onboarding documents your company share with the new starter. These will help you in the group discussion.

Group Discussion

In the group discussion, discuss the below questions:

- As a group, work together on what would you change, and how/who do you need to implement this change in your organisation?
- Depending on what you select feel free to utilise Yenny, James or Julie's documents. Can you come up with a draft plan?

You will have 30 minutes to discuss these questions, so try to spend 5-10 minute discussing and voting on what you want to focus on, and then the remaining time on what you would change and how/who you need to implement the change.