

5.0 | BLOCKING AND PROBING WITH OUR MATTERS OF CONCERN

**WHAT DOES
LEADERSHIP FOR
EMERGENCE LOOK
LIKE AS REGARDS
YOUR MATTER OF
CONCERN?**

(HUH?)

**WHAT DOES
[LEADERSHIP FOR
EMERGENCE] LOOK
LIKE AS REGARDS
YOUR MATTER OF
CONCERN?**

*Leading others into the unknown**

**Thanks Diane!*

WHAT DOES
[LEADERSHIP FOR
EMERGENCE] LOOK
LIKE AS REGARDS
YOUR [MATTER OF
CONCERN]?

*Leading others into the unknown**

That thing you can't stop thinking about

**WHAT DOES IT LOOK
LIKE TO LEAD OTHERS
INTO THE UNKNOWN
OF THAT THING YOU
CAN'T STOP THINKING
ABOUT?**

GOT IT.

SO, WHAT IS THAT THING I CAN'T STOP THINKING ABOUT?

HOW DO WE ONBOARD NEW PEOPLE IN A VIRTUAL WORKPLACE AND MAKE THEM FEEL PART OF THE TEAM AND LIKE THEY BELONG?

BONUS THING: HOW DO WE MAKE THE TEAM STRONGER BY ACKNOWLEDGING AND APPRECIATING WHAT THE NEW PERSON BRINGS THAT NO ONE ELSE DOES?

THE BACKSTORY

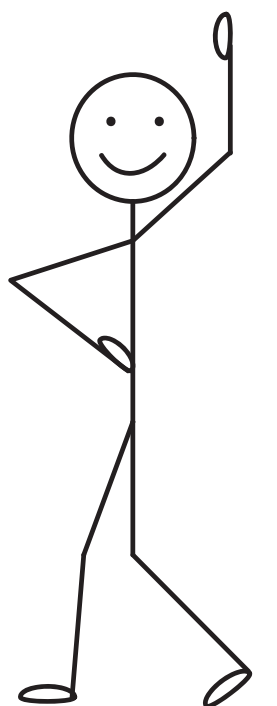
Unfortunately (fortunately?), at my company right now, we are living in the mystical unknown of everything, all the time. I need to embrace that more than I do and take advantage of the fact that no one is providing any direction of any kind.

This means, however, that for new people joining the company, and there are lots of them, they enter into a lot of chaos, little structure, and an entirely virtual team of co-workers who have already formed clique-ish groups work-wise and personally.

THEN, IS THIS THE QUESTION?

**HOW DOES MY TEAM
VENTURE TOGETHER INTO
THE MYSTICAL UNKNOWN
LAND OF HUMAN-CENTRIC
VIRTUAL ONBOARDING?**

Human-centric virtual
onboarding?!? Heck yeah.





HOW DOES MY TEAM VENTURE TOGETHER INTO THE MYSTICAL UNKNOWN LAND OF HUMAN-CENTRIC VIRTUAL ONBOARDING?

- >> To lead from here, into here I think it's essential to communicate and connect with each other on a real human level.
- >> Lead with Empathy and understanding, ask questions
- >> Build trust through different types of contact/connection
- >> Be real, encourage others to do the same
- >> Acknowledge what we don't know, allow them to contribute to the solution



HOW WOULD I USE THE PATTERN RECOGNITION, BLOCKING, AND PROBING STRATEGIES TO ENGAGE THE IDEA OF HUMAN-CENTRIC VIRTUAL ONBOARDING?

>> Collectively make a list of all the ways we are currently onboarding or practices that other people use to onboard, both virtually and onsite.

>> Look for patterns and create blocks to develop new ways to do it.

>> Experiment internally as a team and with new people as they are brought on. See what works. Invite the new person to help with the next one.

>> Maybe the latest person onboarded helps bring on the next person.

WAYS WE'RE DOING THINGS

ZOOM HAPPY HOURS

LISTS

GUIDES

SWAG/THINGS

MORE ZOOM

QUESTIONNAIRES

'TRAININGS'

FORMS

FUN FACTS

VIRTUAL SHADOWING

PATTERNS (THINGS TO BLOCK)

LINEAR PLANS

GROUP CALLS

FORMS

FACTS

PROBING

ENGAGE ALL LEVELS &
DEPARTMENTS

WHATS A BETTER WORD FOR
ONBOARDING? WHAT DOES IT
MEAN?

INVITE IDEAS

HOW TO MAKE IT EVERYONE'S JOB
TO BRING SOMEONE NEW INTO
THE COMPANY, NOT JUST ONE
PERSON

WHAT MAKES US UNIQUE

WHAT ARE WE MISSING? HOW CAN
WE HIRE FOR THIS GAP

WHAT GIFTS TO OUR PEOPLE HAVE
THAT AREN'T BEING USED OR
ACKNOWLEDGED

➤ HOW WOULD I WELCOME DIFFERENCE?

>> We would seek out and appreciate that thing, quality, experience, desire, opinion, sweater, that the new person brings that no one else does.

>> We would acknowledge and value unique (work-appropriate) relationships between team members even if those relationships are turbulent; what can we find in that interaction that brings out something special?

Let's go onboard
some people!

