



A Great start to the summer: Volunteer and Staff Experiences

Sporting People



Introductions



The
Workforce
Journey



A Great Start



Reflections
and Check
Out

INDIVIDUAL, WORKFORCE & ORGANISATIONAL EXCELLENCE

FAST CHAT 1

“How did you feel in the first few weeks in your current role?”



FAST CHAT



FAST CHAT 2

'The best way to spend the first day in a new role or project is just to get stuck in and deliver''

Do you agree with this?



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What do team members
want from their time
with your team or
organisation?



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Workforce Journey



The workforce pathway or journey refers to the journey a staff member or volunteer undertakes as they apply to, join and work for an organisation and is commonly broken down into stages such as Joining, Achieving Competence, Developing and Moving On.

The pathway can help leaders and managers think about the various stages or contexts that a member of the workforce experiences and map out how the organisation supports, manages and learns about these experiences



Making a Great Start

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Imagine you have just completed the first week of summer HAF delivery.

How do you want new and returning staff and volunteers to feel in the first week?



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Onboarding: their ABCs

JOINING:
APPLICATION &
ONBOARDING

Autonomy

CLARIFICATION

CONTRIBUTE

Belonging

CONNECTION

CULTURE

Competence

CONFIDENCE
IN QUALITY

COMPLIANCE
&
PRACTICAL

GROUP CHAT

JOINING:
APPLICATION &
ONBOARDING

SHARE

How do you help individuals with these in your teams?

Autonomy

Clarification – How do they get clarity on what good looks like and if they are meeting it?

Where Is there space to **Contribute** to the teams conversations?

Belonging

How Can They Build **Connections** With Others?

How Do They Experience And See Examples of the **Culture**?

Competence

How Can They Build **Confidence** ?

Compliance and Practical – Do they have what they need?



Check Out

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TRIO CONVERSATION

"What one thing you'll take from today's conversations?"



REFLECTION TRIO

