



New Leader Orientation (NLO)

Board of Trustees
February 25, 2025



- CLC VALUES
- Excellence
 - Purpose
 - Integrity
 - Compassion
 - Unity
 - Inclusion



Human Capital Strategy



Foundation built in
Total Rewards

Equity-minded
professional
learning

Creation
of personal
pathway to
successful career

Focus on
celebrating each
other!

Built for
employees, by
employees



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HIRE

Link

Launch

Learn

Leap

RETIRE

Join the CLC Team

New Employee Orientation
Onboarding

New Leader Orientation

Flexible Work
Reviews/Feedback
Stay Interviews
Recognition
Values and Culture
Success Network
Mentoring



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Employee Retention and Success Metrics Dashboard



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Recruitment to Hire (LINK)	Onboarding & Retention (LAUNCH)	Professional Development (LEARN)	Career Progression (LEAP)	Diversity	Collaborative Culture
Candidate Pool Diversity by search phase (initial pool, semi-finalist, finalist)	New Employee Retention by Milestones (first year, years 2,3,4)	TBD-Organizational Learning Plan	Internal Promotions*	Employee Overall Demographic Data*	GCTWF or alternate engagement survey tool*
New Hire Diversity		Length of Service*	Education Attainment- Certifications, Degrees	Internal Job Transfers*	
Time to Fill	Turnover/Retention Overall*	TBD-Leadership Academy Assessment	TBD-Succession Plan	Unit Data*	Internal Climate Survey*
Position Vacancy Length to Posting and to Fill		Turnover by Exit Type*	TBD-Learning & Engagement	TBD-Career Pathways- Key Position	Division/Department Data*

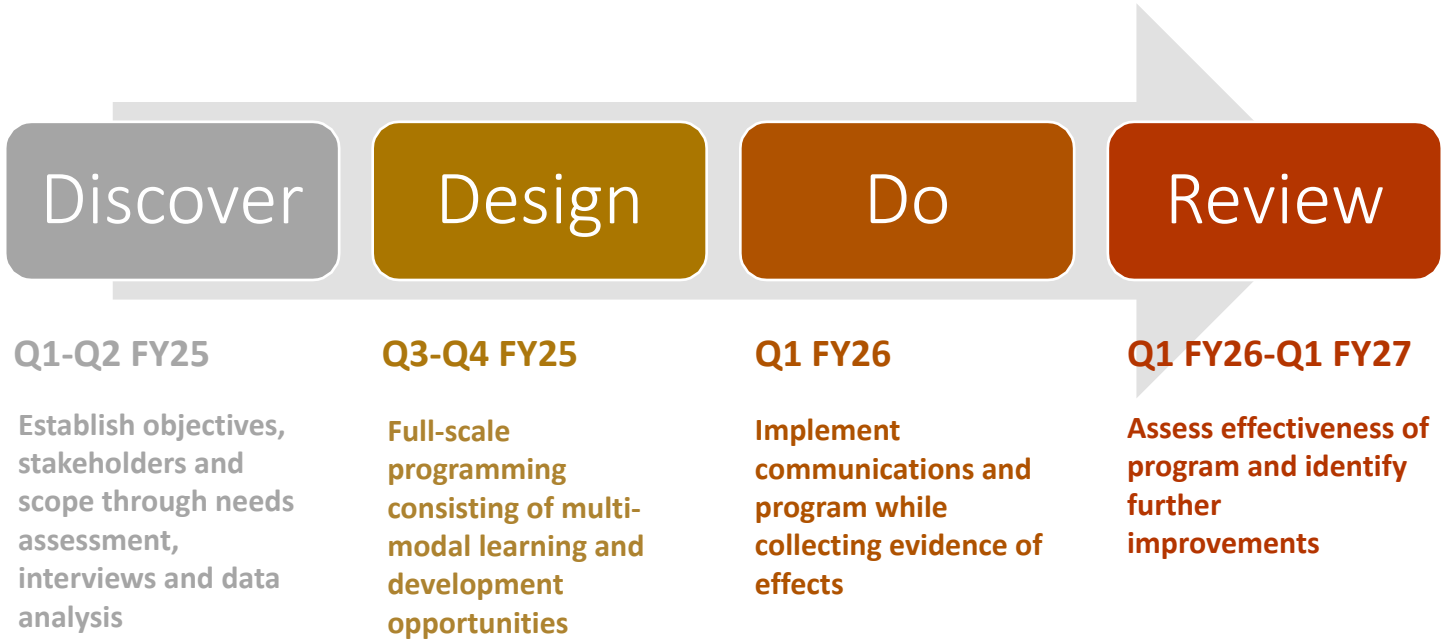


**Disaggregate data by ethnicity, gender, age as available via self-identification*





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Design Overview

Multi-Modal Learning:

- Asynchronous (anytime access and self-paced) modules via Canvas
 - Strategic Plan and Policies
 - Structure and Operations
 - Frameworks for Success
- In-Person application sessions
 - Leadership Vision and Expectations
 - Best Practices
 - Leading Others & Accountability in a Student and Community-Centered Environment
- Book Study
- Optional Learning Tracks



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Questions?



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