

New Leader Orientation (NLO)

Board of Trustees

February 25, 2025



- Excellence
- Purpose
- Integrity
- Compassion
- Unity
- Inclusion





Human Capital Strategy



CLC VALUES

• Excellence

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Equity-minded professional learning

Creation
of personal
pathway to
successful career

Focus on celebrating each other!

Built for employees, by employees



Foundation built in

Total Rewards



Link > Launch

Learn

Leap

RETIRE



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Join the CLC Team

New Employee Orientation

Onboarding

New Leader Orientation

Flexible Work

Reviews/Feedback

Stay Interviews

Recognition

Values and Culture

Success Network

Mentoring

Inclusive

Employee-Ready Environment Personalized
Learning Experience

Culturally Relevant

Equitable Practice





Employee Retention and Success Metrics Dashboard



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

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



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Discover

Design

Do

Review

Q1-Q2 FY25

Establish objectives, stakeholders and scope through needs assessment, interviews and data analysis

Q3-Q4 FY25

Full-scale programming consisting of multimodal learning and development opportunities

Q1 FY26

Implement communications and program while collecting evidence of effects

Q1 FY26-Q1 FY27

Assess effectiveness of program and identify further improvements

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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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