



# 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

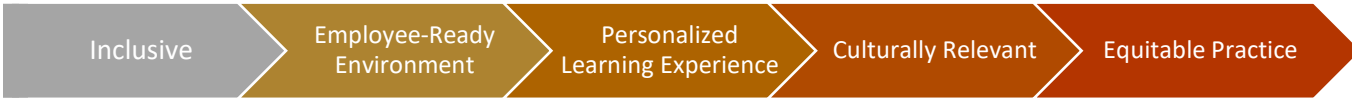
RETIRE

**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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# Discover

Q1-Q2 FY25

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

# Design

Q3-Q4 FY25

Full-scale programming consisting of multi-modal learning and development opportunities

# Do

Q1 FY26

Implement communications and program while collecting evidence of effects

# Review

Q1 FY26-Q1 FY27

Assess effectiveness of program and identify further improvements

# 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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