

# Engage Induction

**Presented by:**

**Holly Igglesden & Tobe Puckey**

*on behalf of the Induction Working Group*

# Introduction

## Who are we?

- Tobe Puckey – Orbis IT & Digital
- Holly Igglesden – Orbis Property

## Our working group:

- Amy Newnham
- Susan Holt
- Elaine Thomas
- Lyn Duggan
- Ramesh Panchagnula
- Kerry Nicol
- Grace Schultz
- Joanna Klimera
- Payssani Wickramaratna
- Siobhan Dodson
- Tom Holmwood
- Laurence Ranger
- Suresh Navaratnam

# Compelling Need

“We want to create an induction process for new Orbis employees which embeds the partnership values, and ensures they have the tools and skills to help shape the future of Orbis.”

# Why?

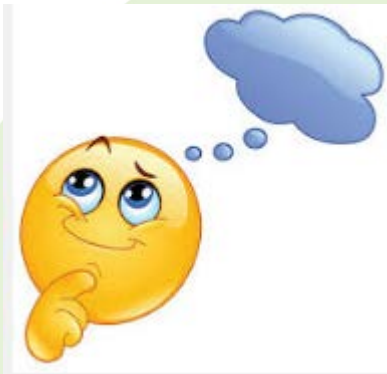
*“An induction can make the difference between a business that grows quickly, and one that does not grow at all.”*

## A good induction:

- ✓ Happier workforce
- ✓ Save time
- ✓ Staff & skill retention



## What have we been doing?



# How do we make an EPIC induction?





# EPIC Recipe

- Correct base ingredients
- The right people involved
- Relevant decorations
- Cake stand
- Ribbon
- Refining the recipe






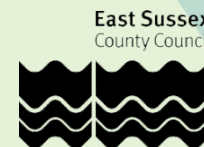
# Engage

## the Orbis Induction



Engage, the Orbis Induction, will:

-  Provide all new employees with a sense of belonging
-  Give new Orbis employees access to the knowledge needed to flourish in their role
-  Accelerate their development to achieve EPIC performance in the shortest period of time





# Engaging the heart

*Providing all new starters with a sense of belonging*

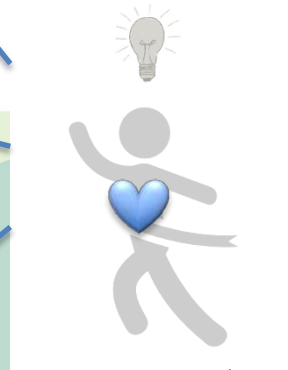


**EPIC welcome message**  
from manager, team and  
buddy to welcome the new  
starter to Orbis & the team\*

Messages sent in lead  
up to start date to  
**welcome them to  
Orbis\***

**'12 days to know you'** – new starter  
and team send responses to  
questions to each other in the lead-  
up to start date (e.g. what  
accomplishment are you most proud  
of, send a photo of yourself in) to get  
to know each other\*

**EPIC Celebration** – a  
celebration of all they have  
achieved during their first 6  
months with Orbis



Team **welcome** on first day  
to get to know them  
(coffee, lunch etc.)

Information sent via  
Engage App about  
becoming **part of the EPIC  
team** – EPIC champions, a  
buddy, First Day Maker\*

**Personalised message  
from their OLT member**  
on the first day,  
welcoming them to the  
organisation

Pre-start

First day

First Month

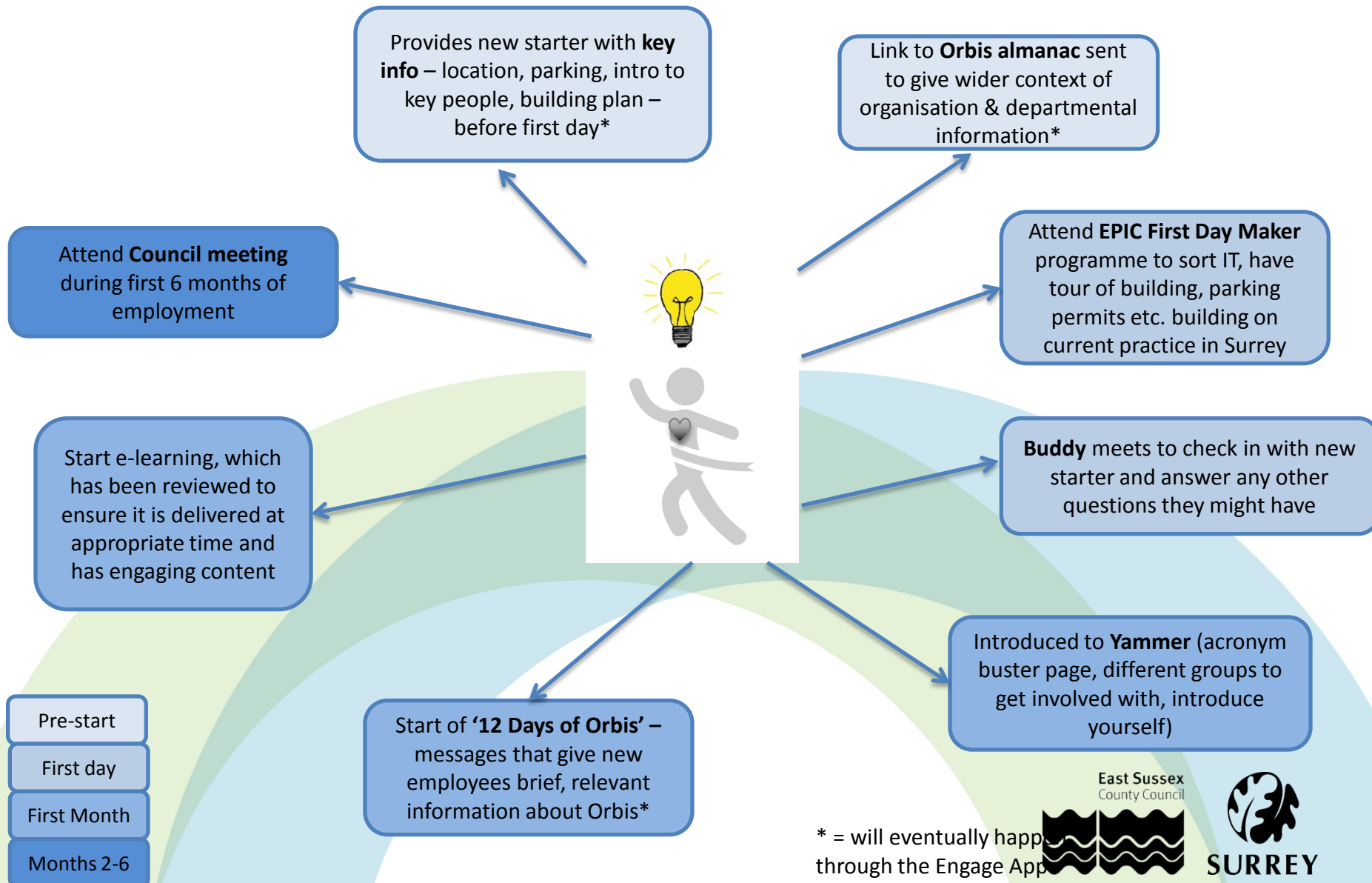
Months 2-6

\* = will eventually happen  
through the Engage App



# Engaging the mind

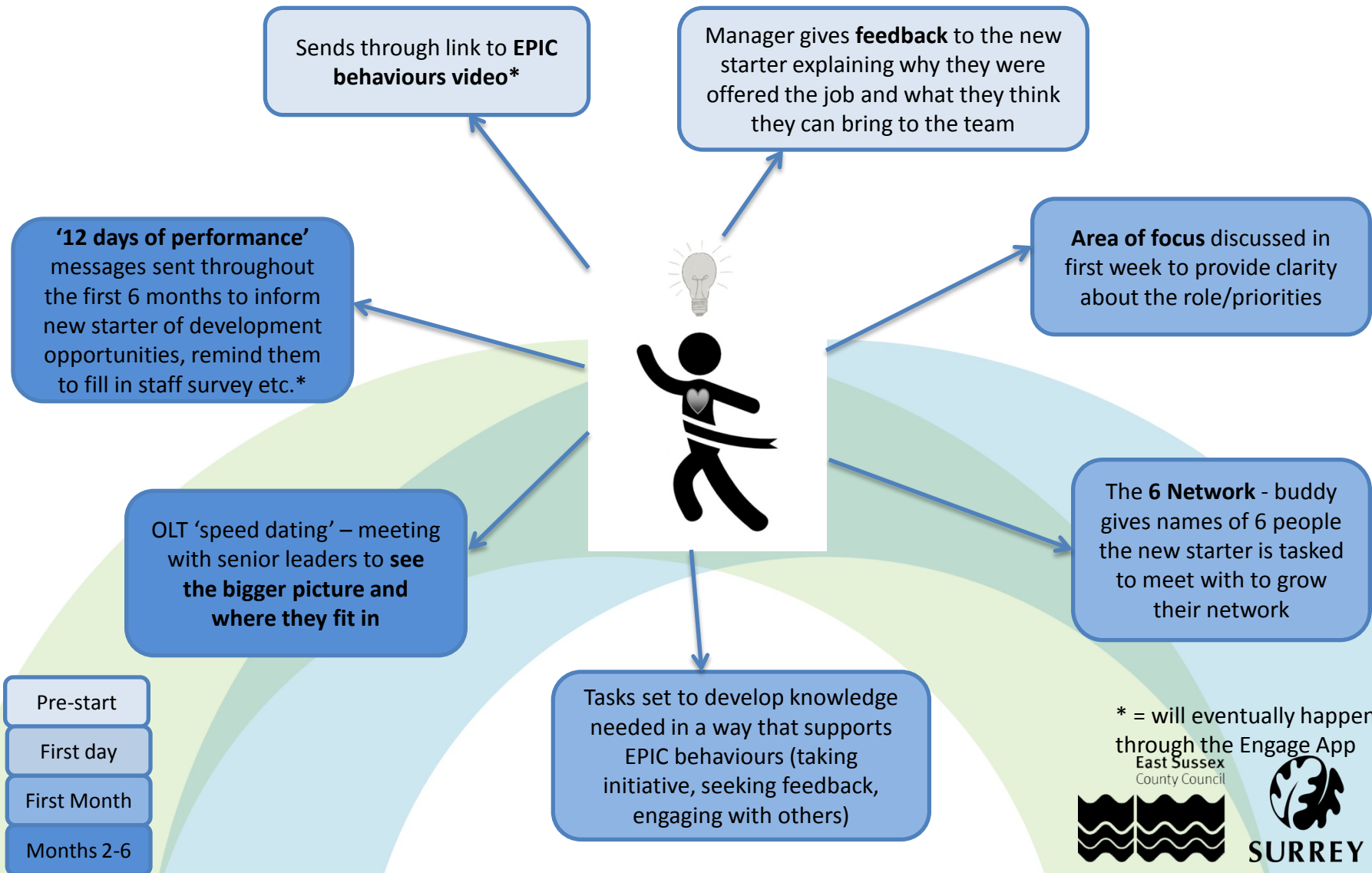
*Giving the knowledge needed to flourish in their role*



**SURREY**

# Engaging their will

*Accelerating the development of EPIC performance*



# Welcome letters

# The first day makers programme (FDM)



Welcome

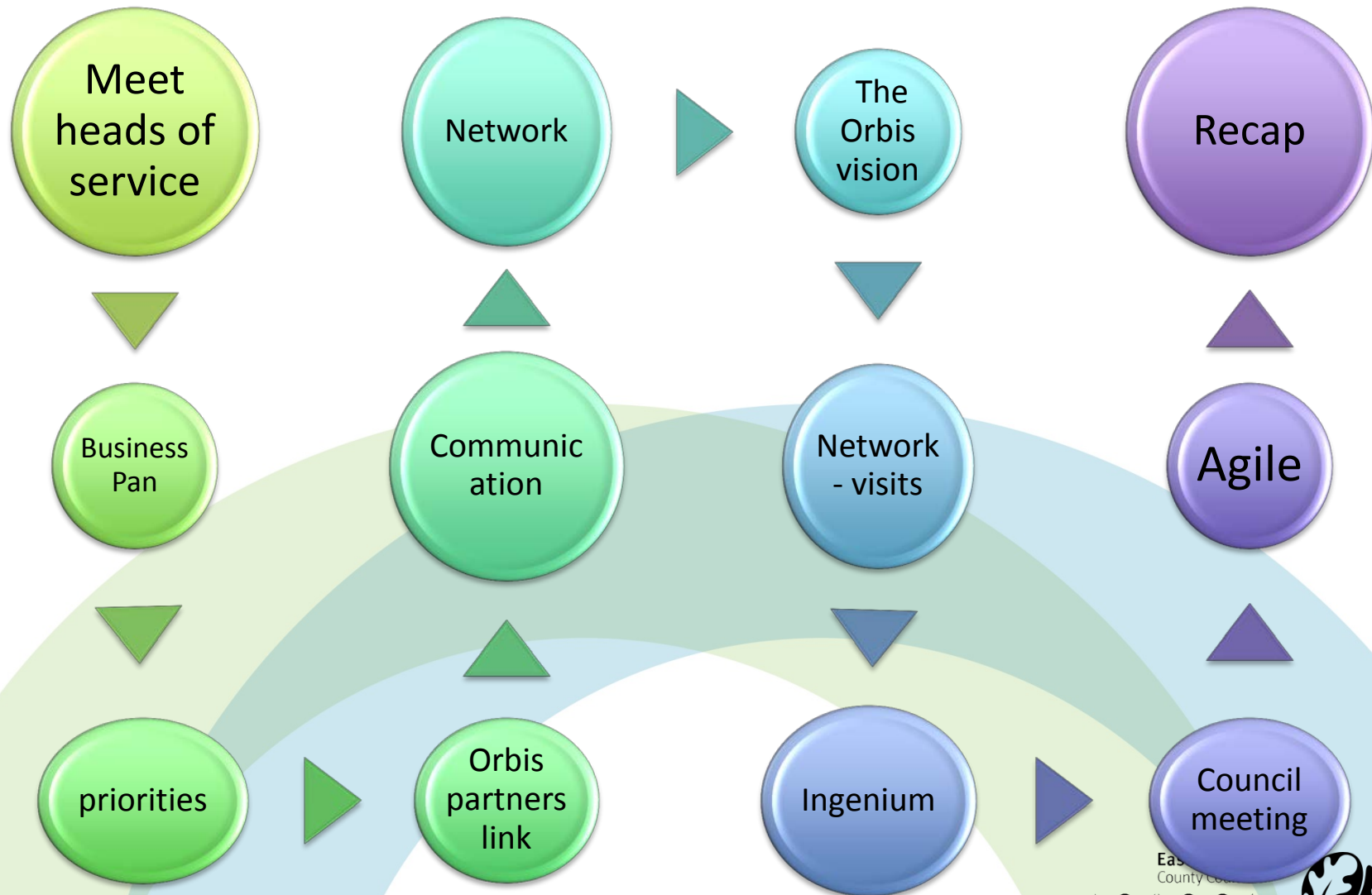


IT  
HR  
E-learning

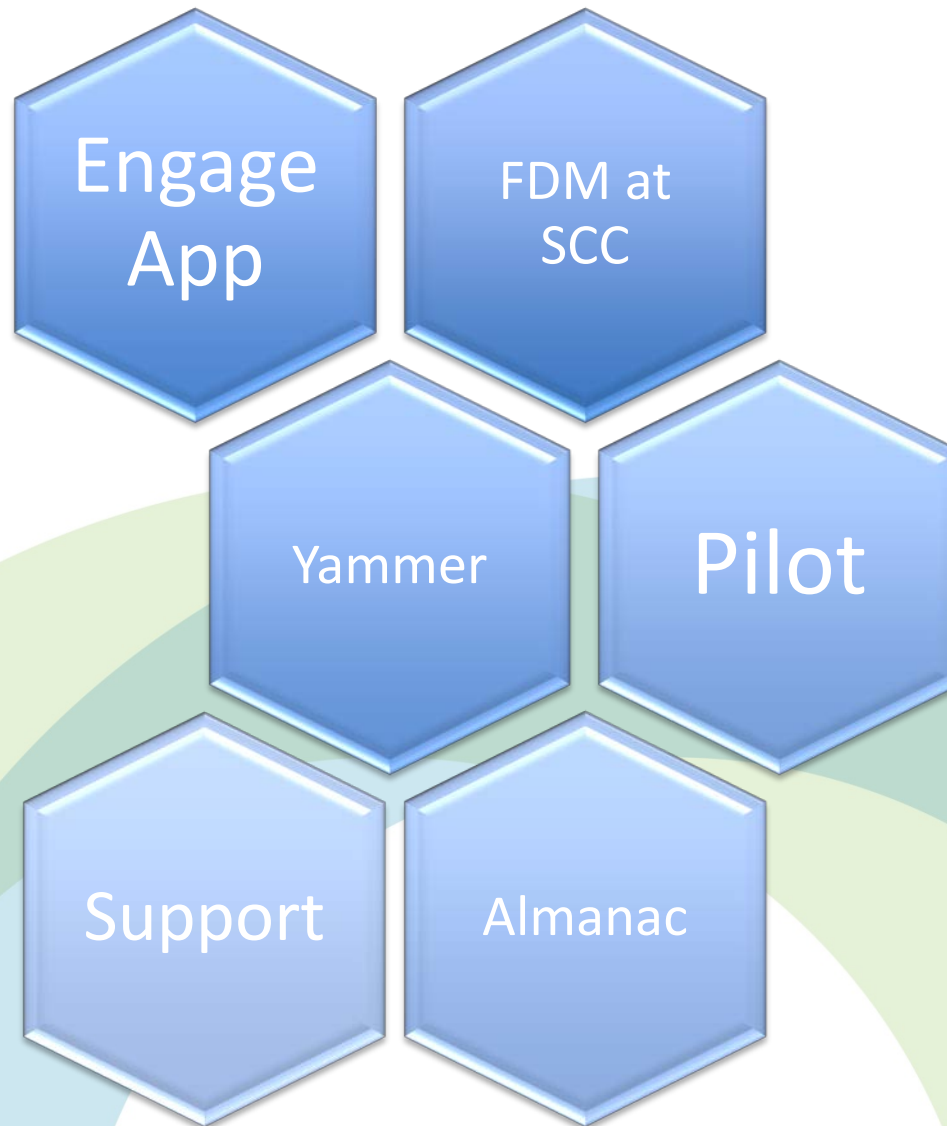


Guest speaker  
GO!

# The 12 days of Engage

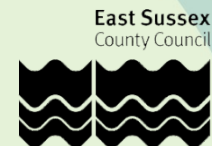
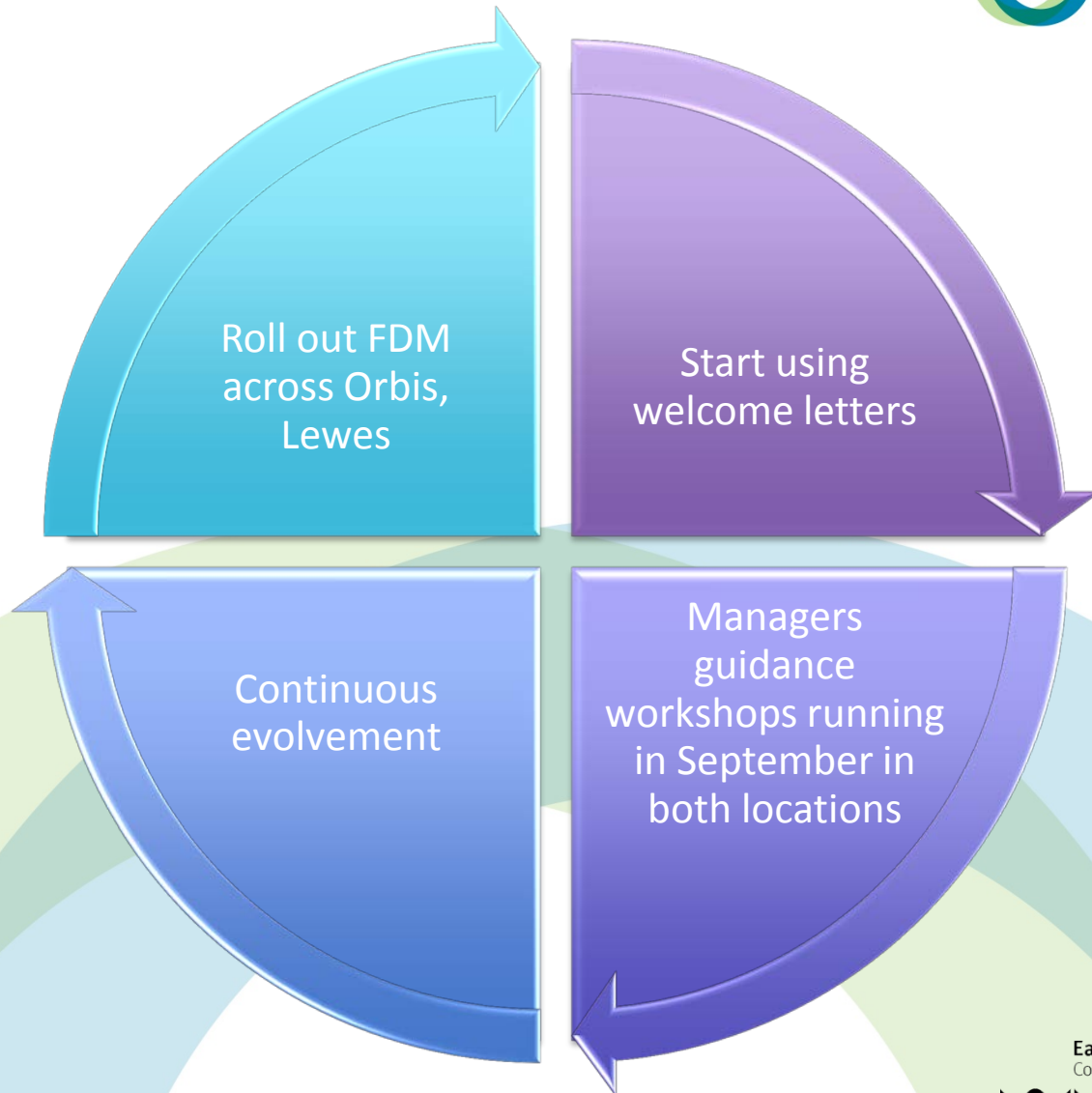


# Where we are now





# What's next?



*Thank  
you*



**Any questions?**