

HR and L&D Joint Collaboration Groups Discussion
June 10, 2024



REIMAGINE NOW

LEA GLOBAL NORTH AMERICAN REGIONAL CONFERENCE



Agenda

- Welcome and Introductions
- Review of Key Stages of the Employee Lifecycle and Importance of Learning Programs Within Each Stage
- Small Group Activity
- Small Group Report-outs

Key Stages of Employee Lifecycle



IMPORTANCE OF LEARNING IN EACH STAGE

Recruitment

- Application and Interview prep resources
- Introduction to the work environment & culture
- Overview of benefits & opportunities
- Pre-employment training modules
- Welcome package and outreach

IMPORTANCE OF LEARNING IN EACH STAGE

Onboarding

- Orientation sessions
 - Policies
 - Administrative procedures
 - IT Technical training and orientation
- Functional training
- Peer-to-Peer Support

IMPORTANCE OF LEARNING IN EACH STAGE

Individual Contributor Development

- Technical and interpersonal skill enhancement through training and on-the-job experiences
- Continuous e-learning resources
- Drive career growth through development of clear career paths and competencies
- 1:1 Coaching to promote individualized support and mentorship

IMPORTANCE OF LEARNING IN EACH STAGE

Leader Development

- Leadership development training programs
- Executive Coaching
- Leadership workshops and retreats to foster peer-to-peer support and collaboration

IMPORTANCE OF LEARNING IN EACH STAGE

Separation

- Knowledge Transfer
- Exit Interview Training
- Alumni Relations

Small Group Activity

- Select a topic
- Within groups, discuss:
 - New initiatives being explored at your firm
 - Share successful programs in place
 - Discuss pain points/gaps in learning
- Identify group speaker
- Report out

Thank You!

