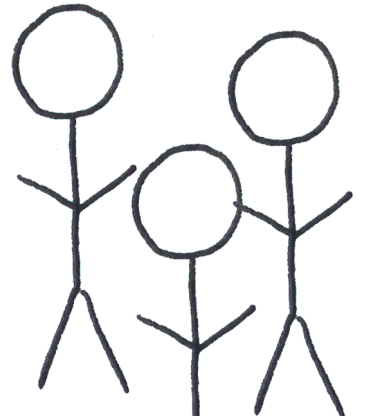
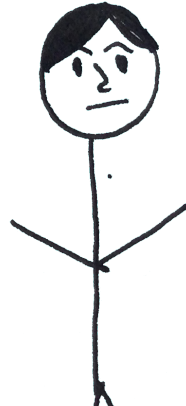


Technical Onboarding, Training, and Mentoring

Nicole Zuckerman, Software Engineer, Eventbrite
Kate Heddleston, Software Engineer

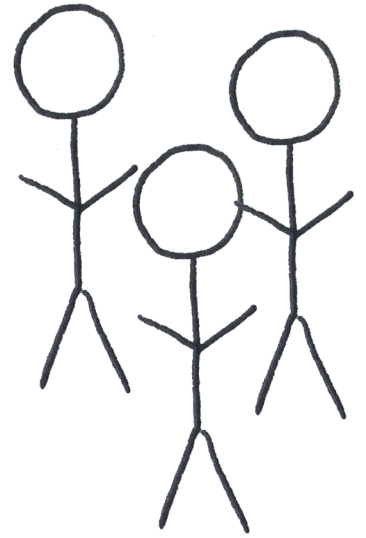


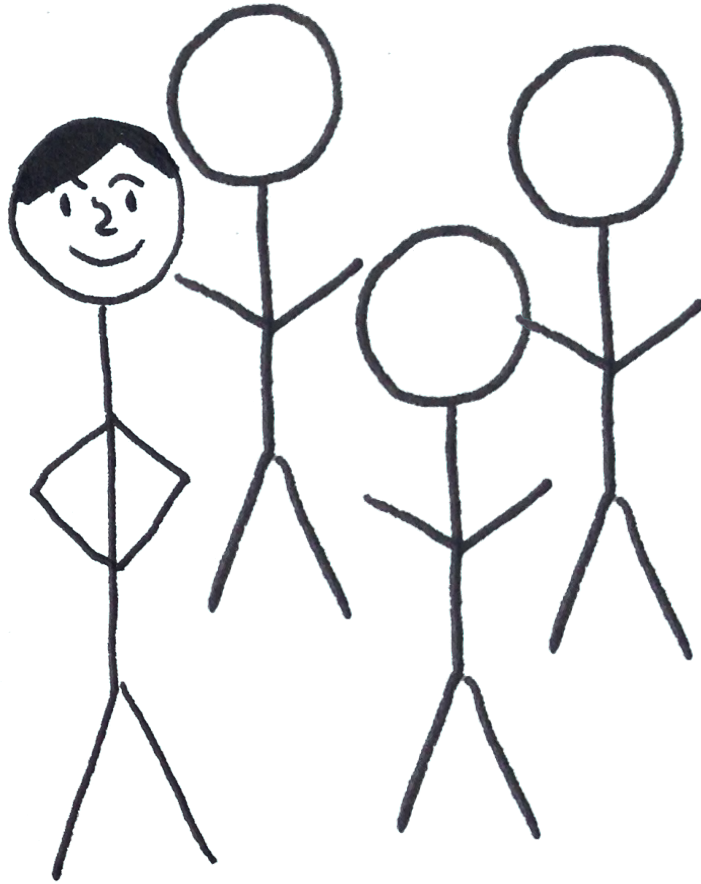
Kate Heddleston



Nicole Zuckerman







happy

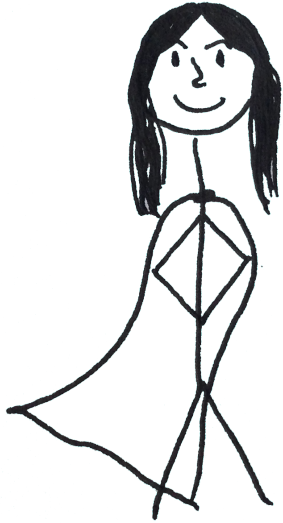
productive

independent

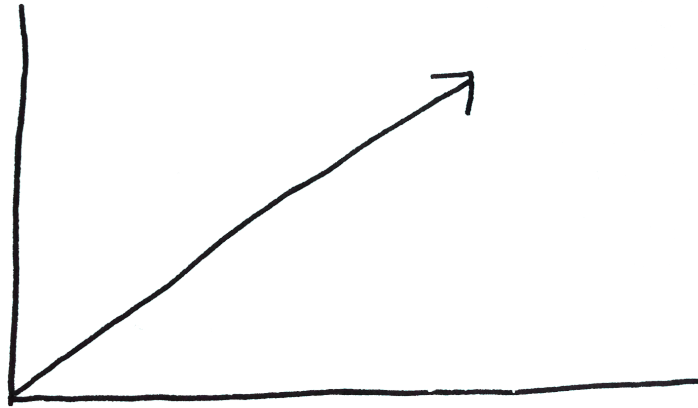
Why do you care?

- Productivity of the individual
- Productivity of the company
- Productivity of the team
- Bonus! Diversity

Productivity of Individual



Confidence
Happiness

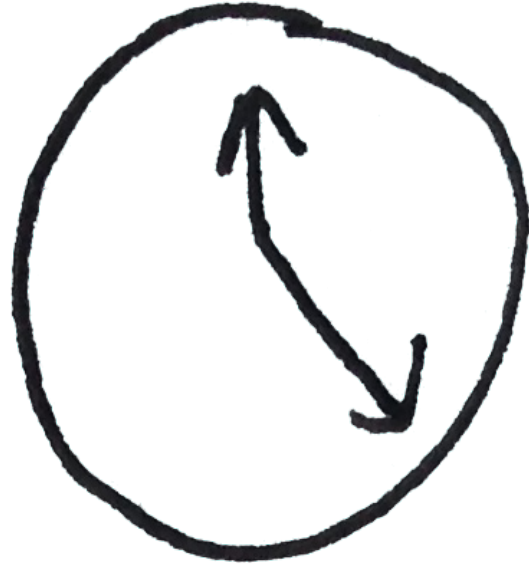
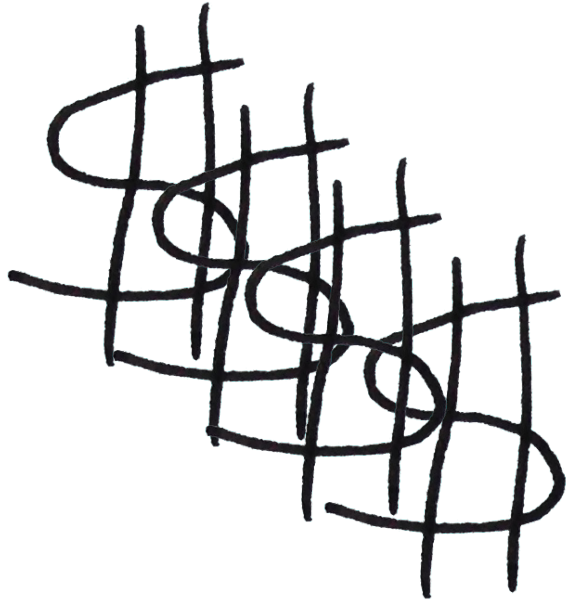


Upward
Trajectory

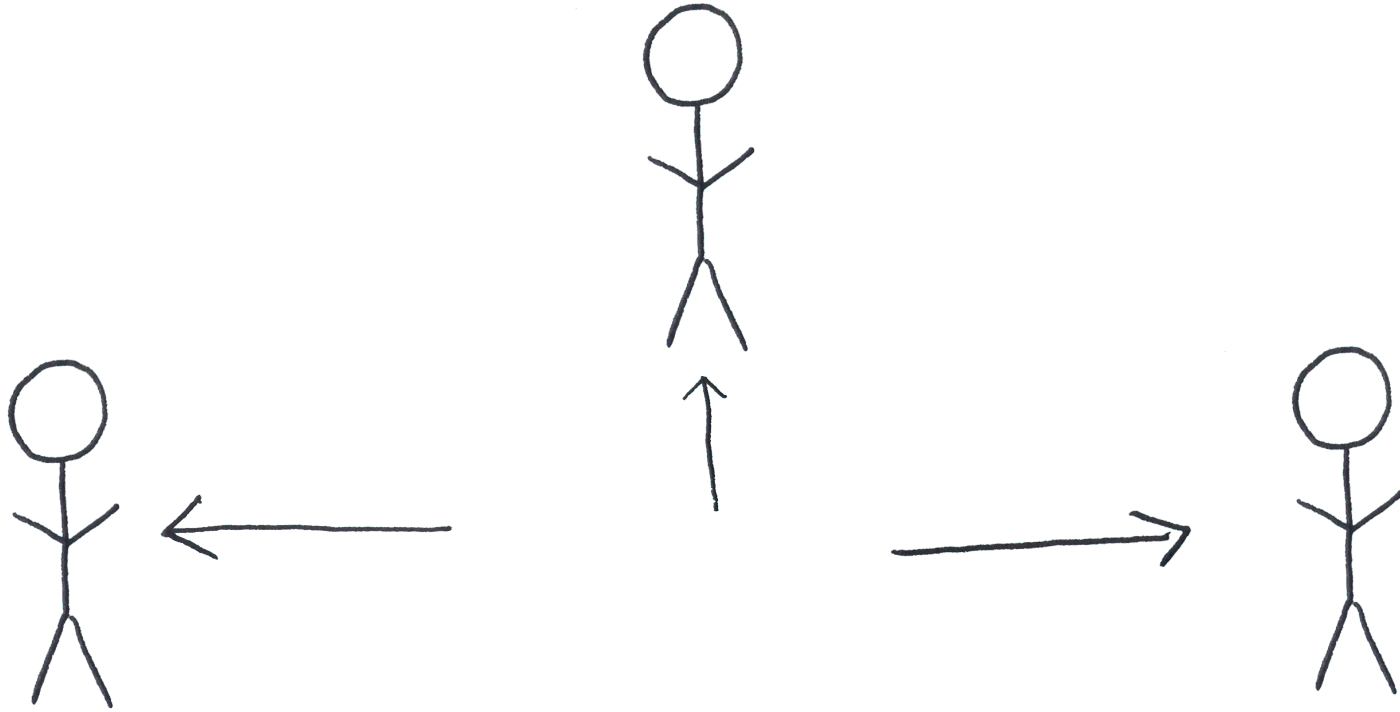


Skills

Productivity of Company



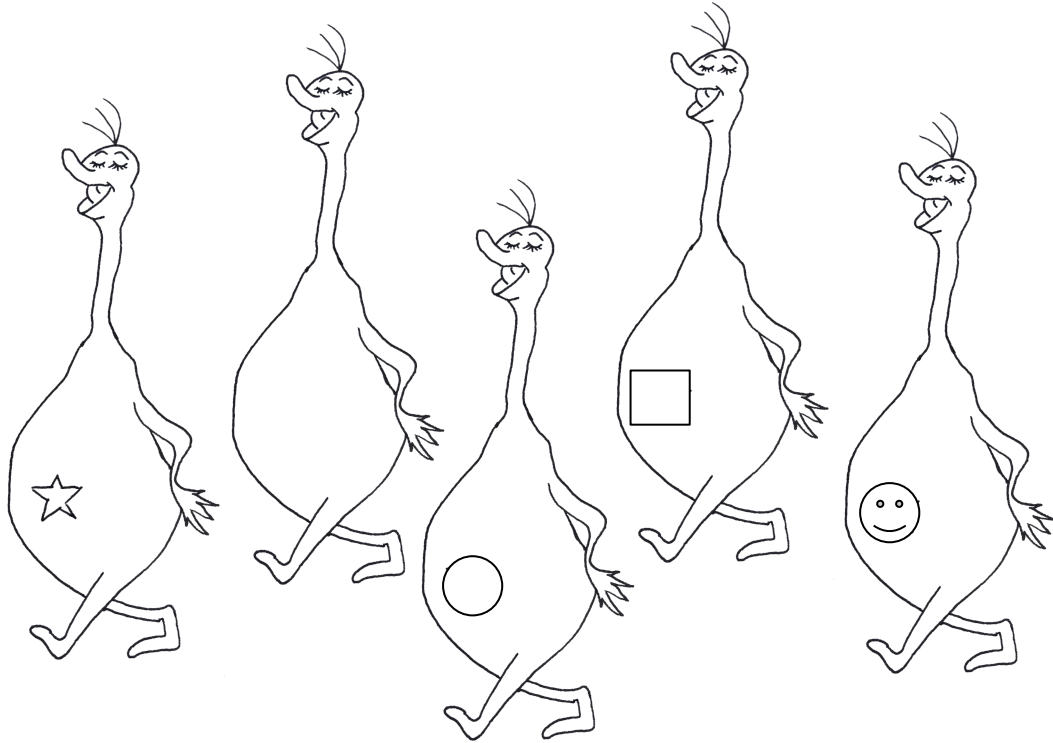
Productivity of the Team

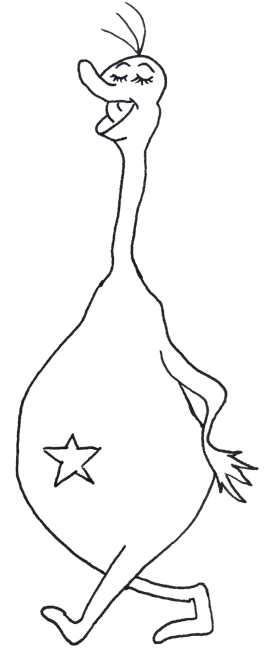
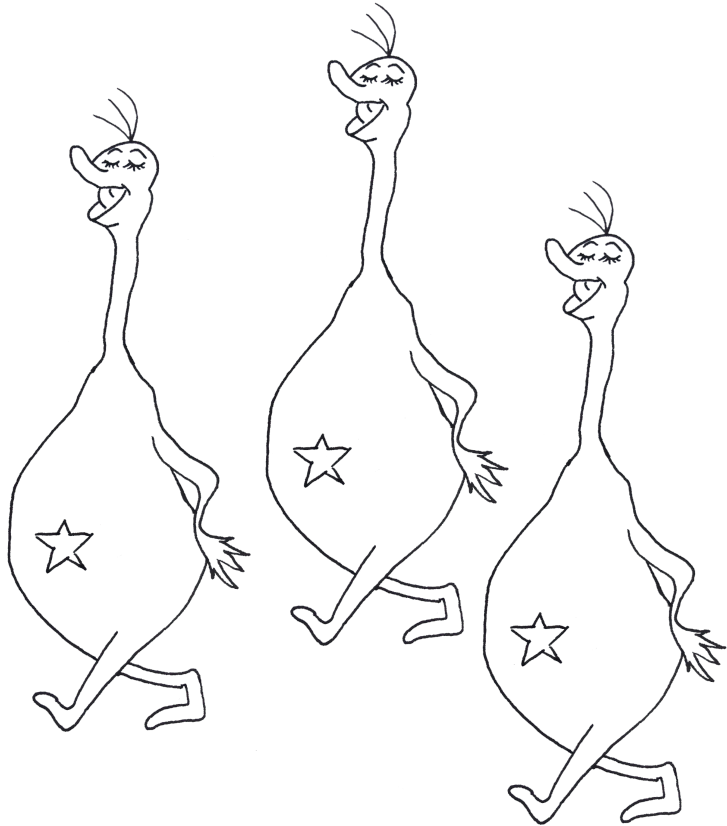


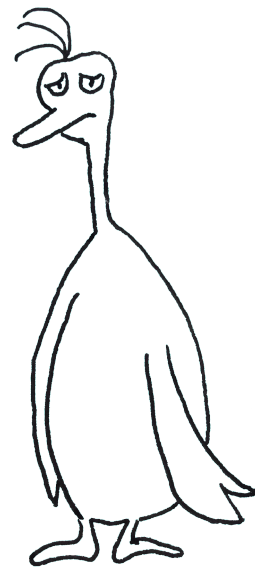
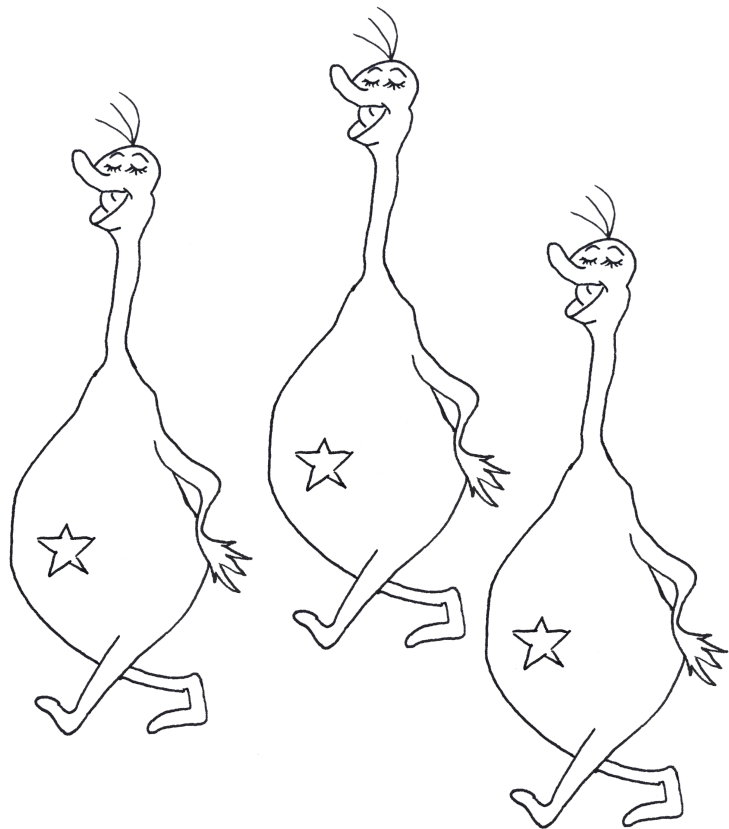


Productivity = (Σ of talent) * teamwork

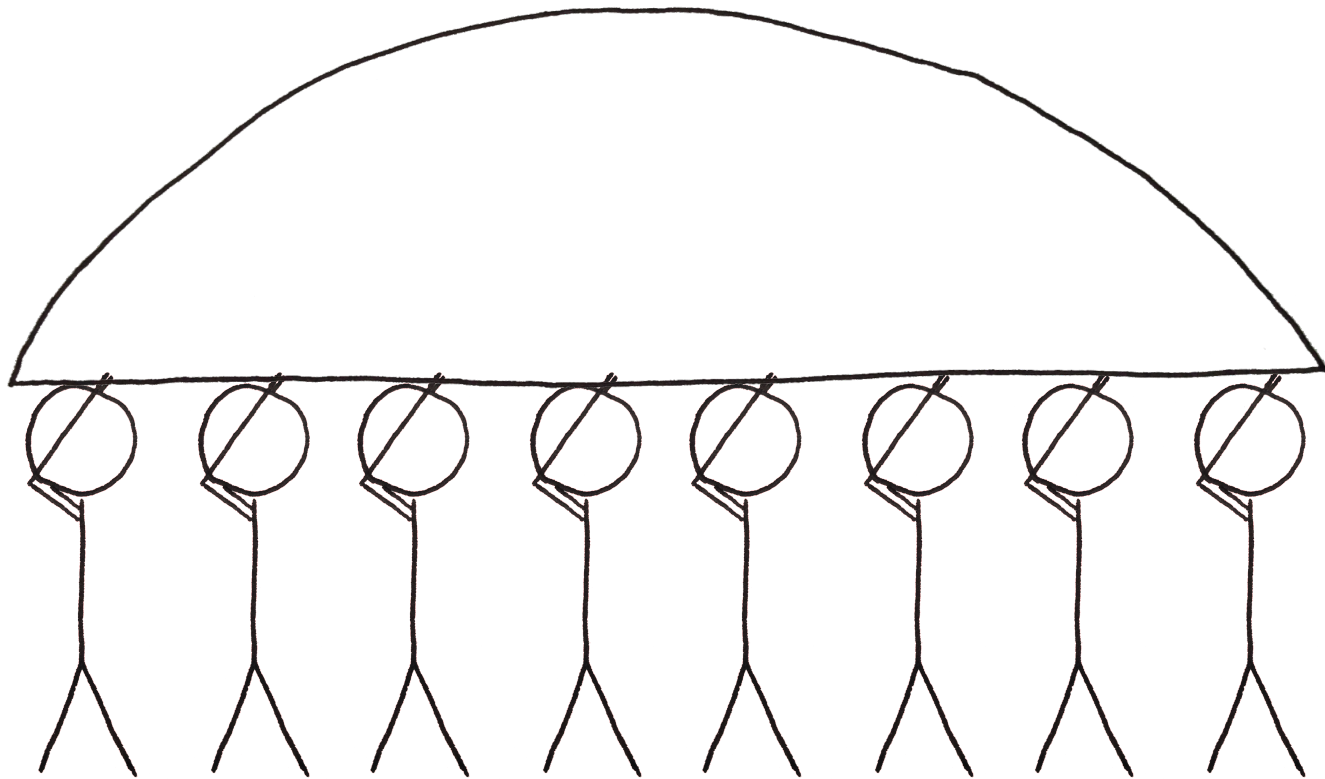
Bonus! Diversity.







Who?

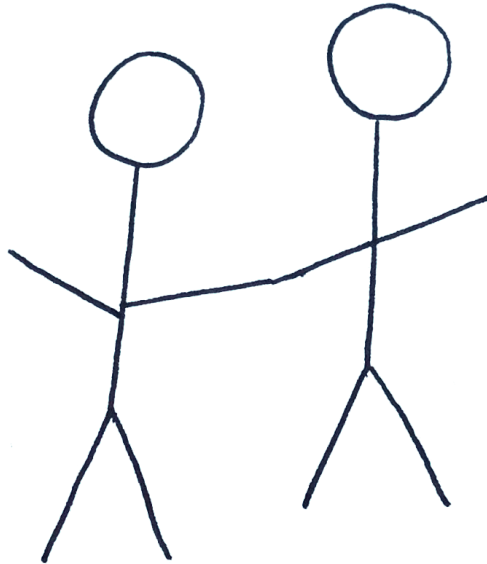


How?

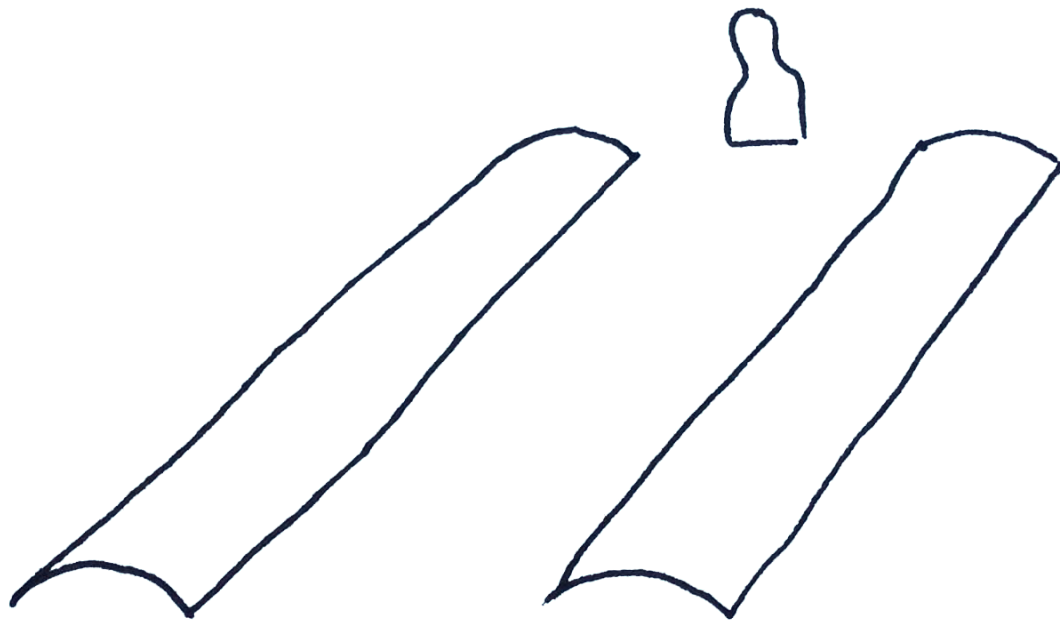
Maximize return:investment

Inefficient

I'm going to be the best onboarding mentor ever!



Instead



3 major categories to think about

1) Technical Knowledge

2) Company Knowledge and Process

3) Personal Development

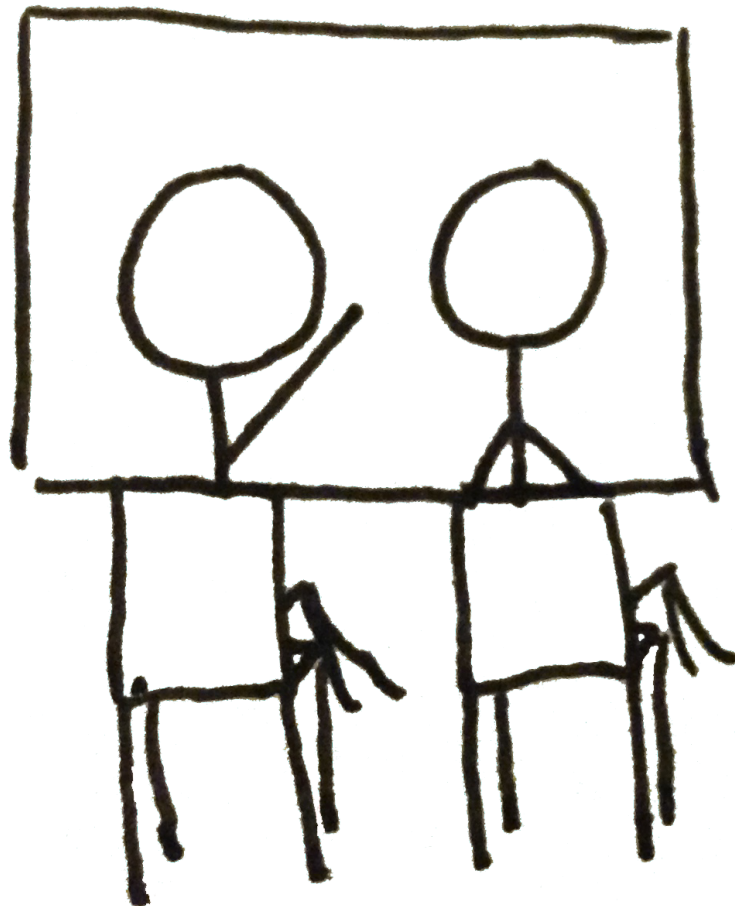
When?



Week 1

- Dev Environment Setup
- Shipping Code
- Journaling
- Social Event

Dev Environment

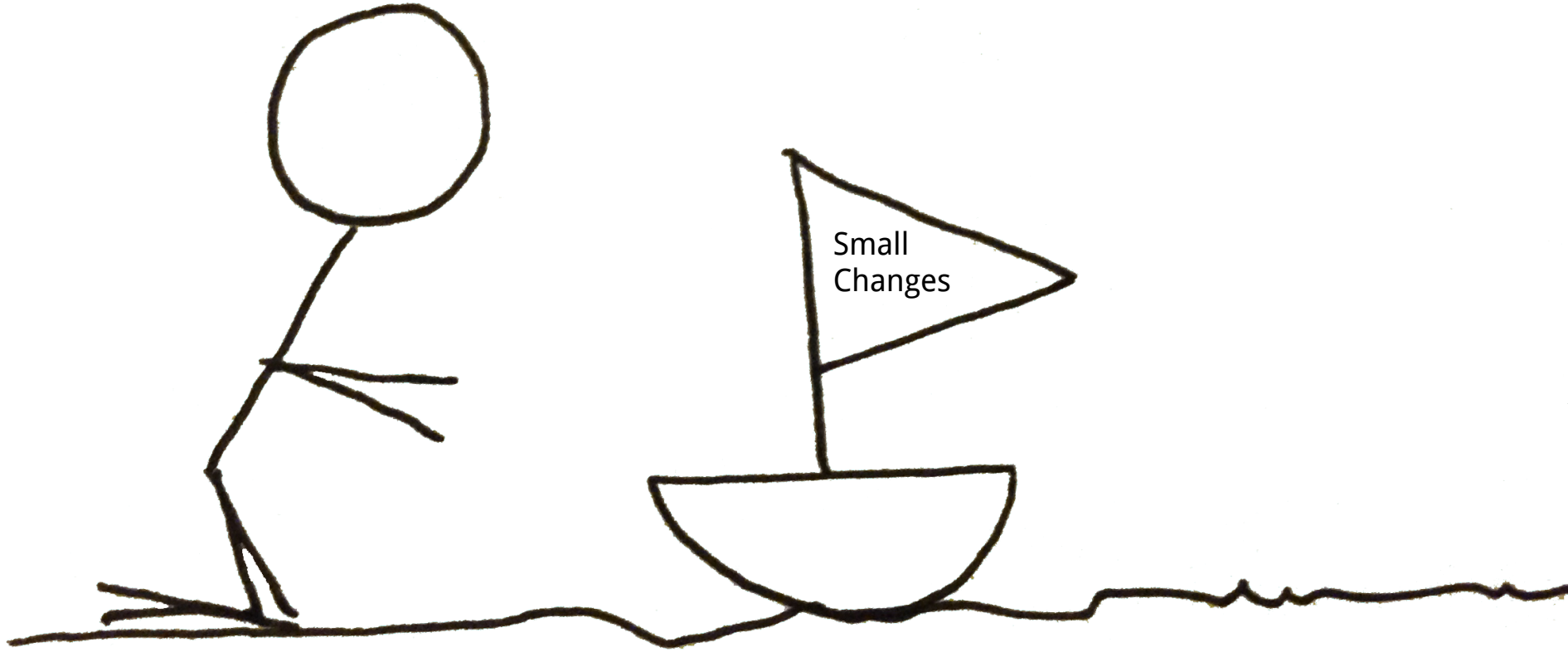


Journaling/note taking

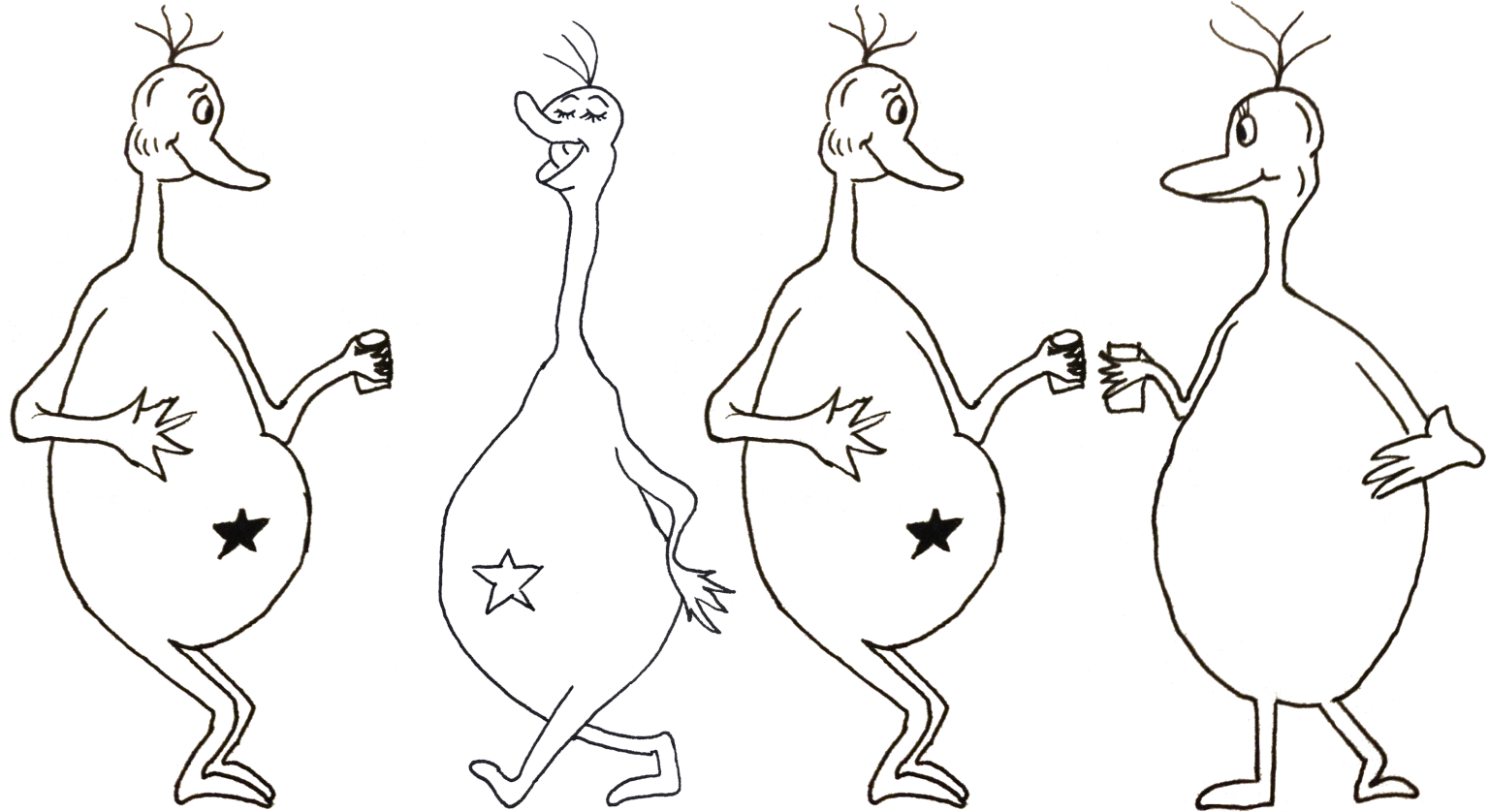


3 things I've learned
this week...

Shipping code



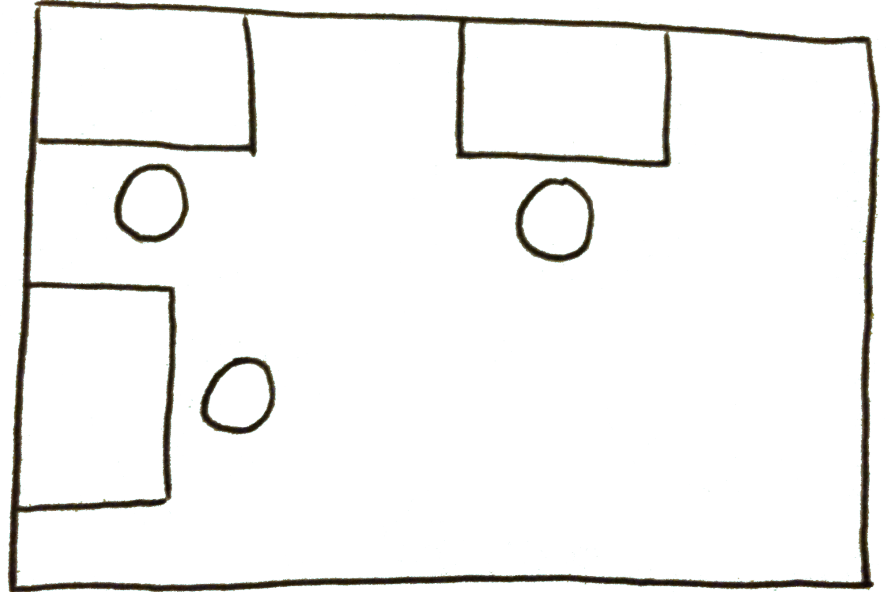
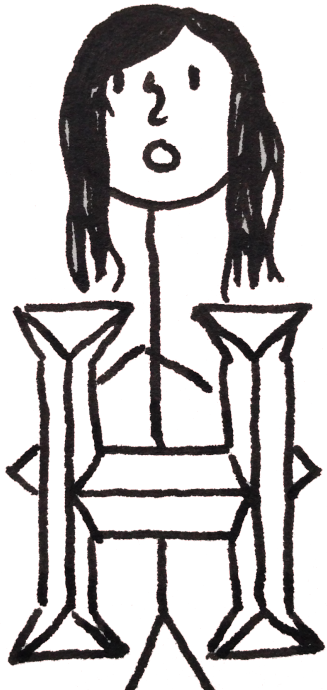
Social Event



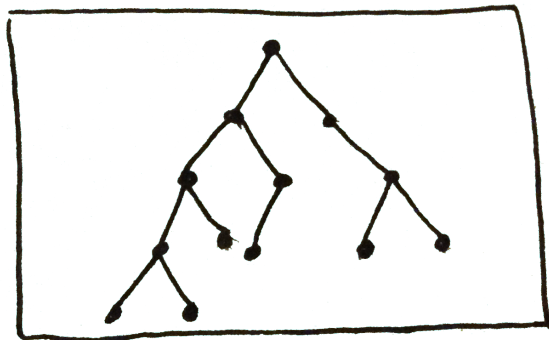
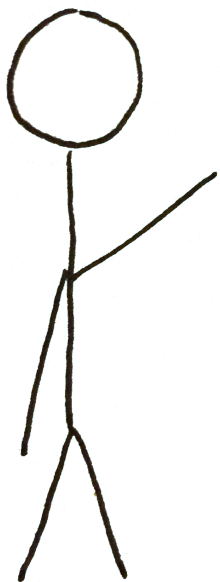
Week 2

- History of company
- Team Map
- Code Labs
- Shadowing

History of Company

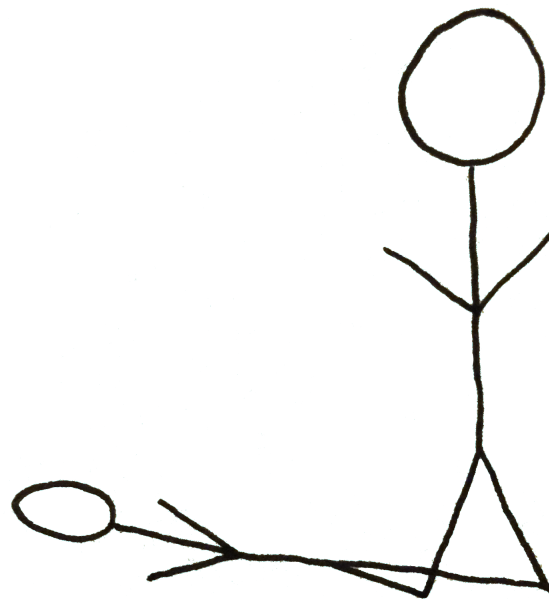


Team Map



Code Labs

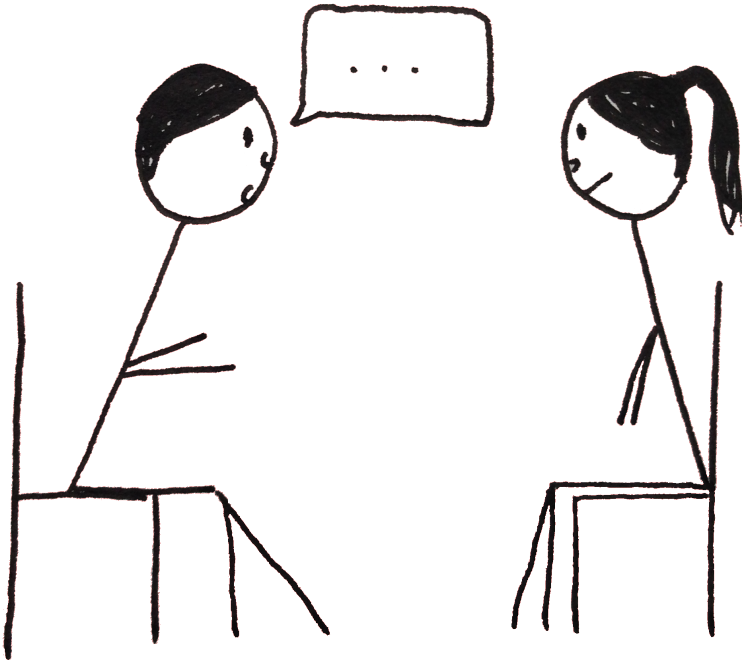
Shadowing



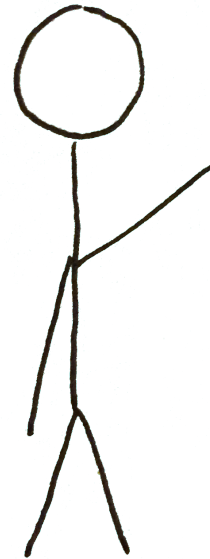
Week 3

- 1x1s
- Presentations
- Goal Setting
- Feedback

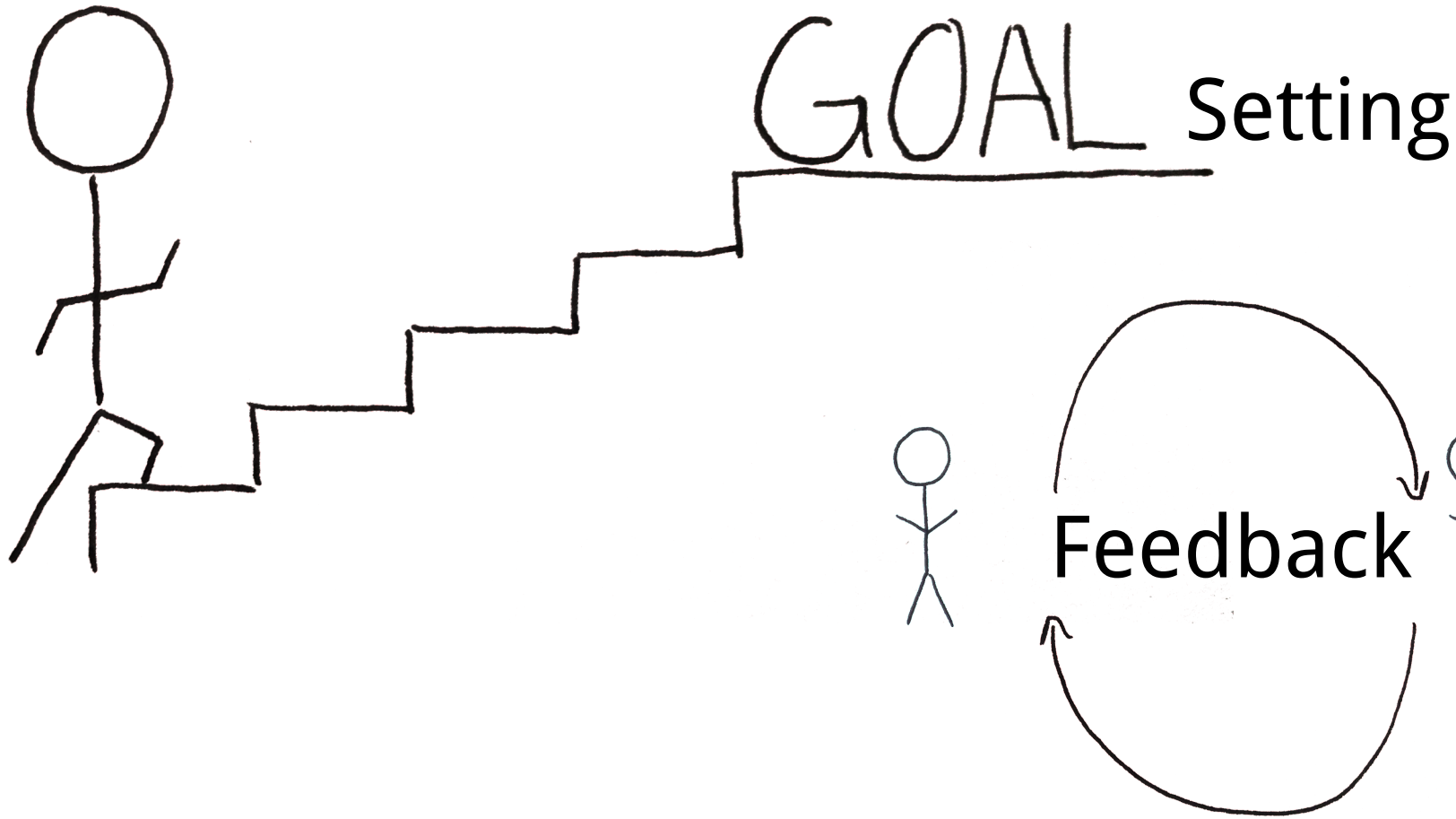
1 on 1's



Presentations

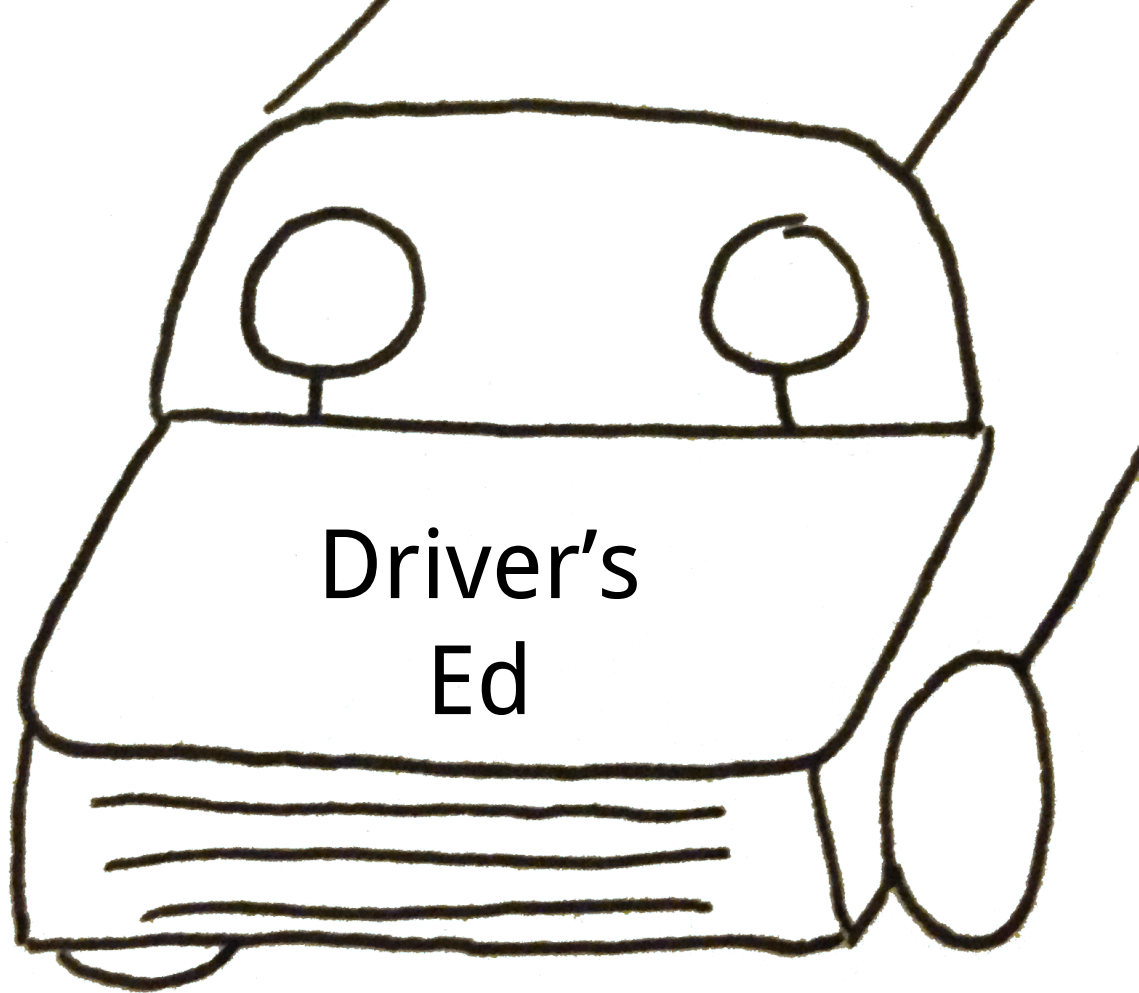


```
class Presentation():  
  
    def __init__(self, slides):  
        self.slides = slides  
  
    def present(self):
```



Week 4

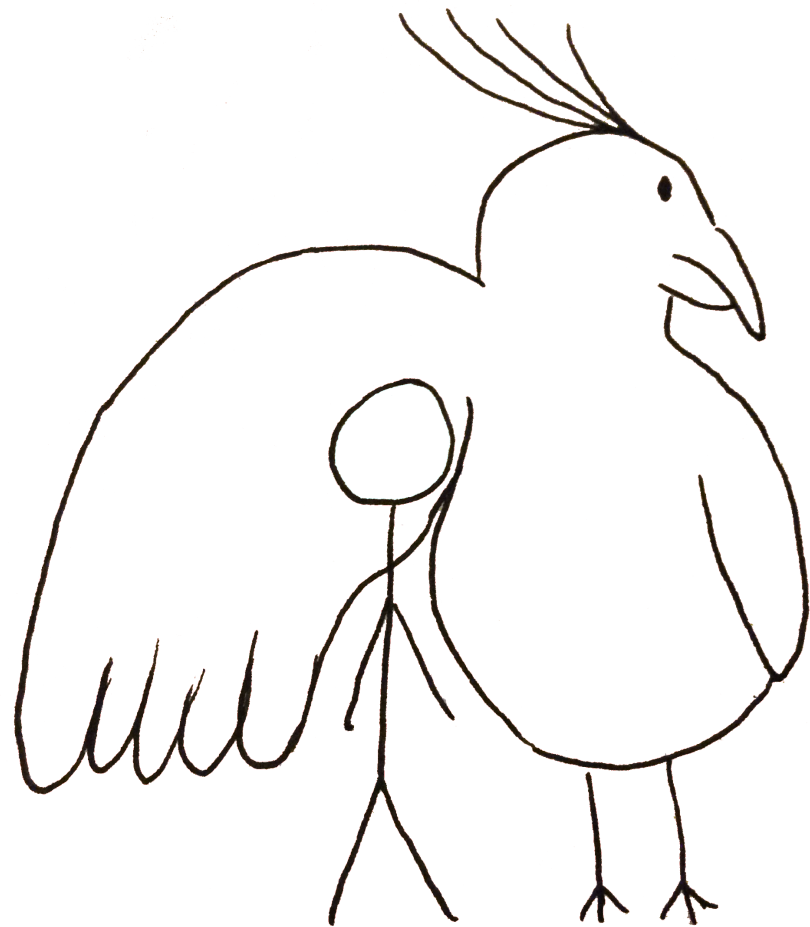
- Review concepts
- Check-in regularly
- Elective shadowing
- Co-piloting a larger project



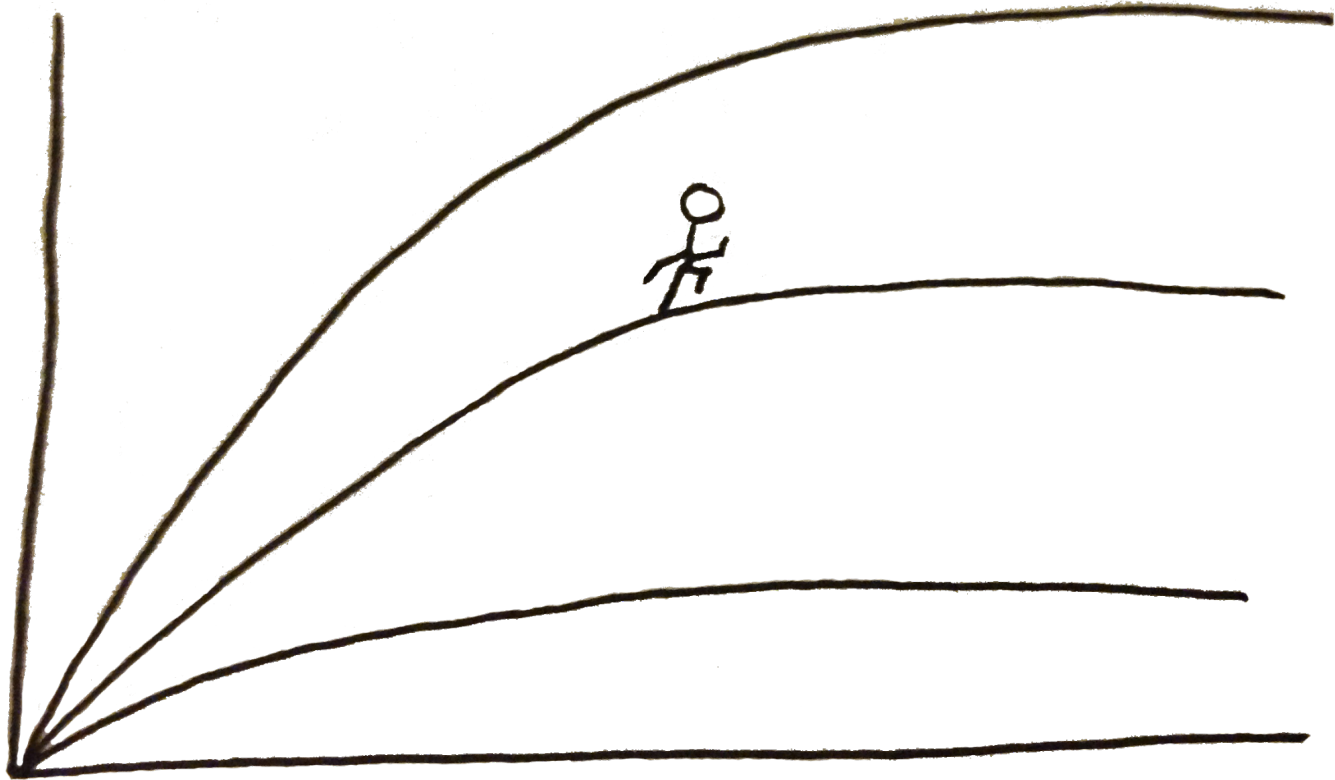
Driver's
Ed

Beyond

- Check-in on goals
- Tailor projects, code labs, etc. to their progress
- Informal apprenticeship

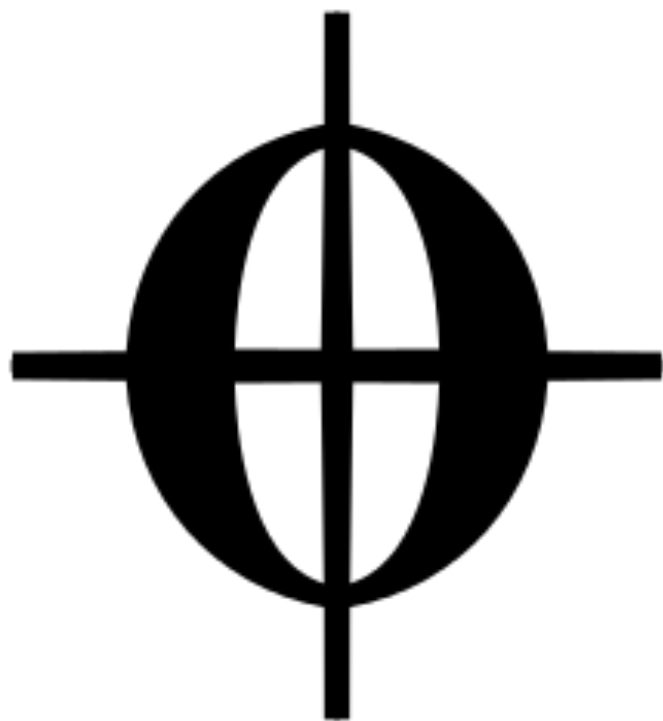


Assessment



Assessment Categories

1. Confidence
2. Code Quality
3. Communication
4. Judgement
5. Technical Knowledge



Takeaways...

- 1) On boarding should make someone successful in three main areas: Technical skills, Company knowledge, and Personal Development.
- 2) It benefits everyone in the long run: individual, company, team, and diversity.
- 3) Everyone can be involved in onboarding.

Start improving your onboarding process now!

<https://github.com/heddle317/onboarding>

Questions!