Learning Impact Map
ATDps Onboarding Program

ATD — PUGET SOUND CHAPTER — Association for Talent Development

What I will learn (Knowledge, Skills, Attitudes)	**What I will do on-the-job** (Behaviors applied on the job)	**Results my team & I will achieve** (After applying learning on the job)	**Business impact we will achieve through applying this learning** (Organizational outcome goals of the program)
• The importance of my role and how it fits into the broader strategic vision of the chapter • How to apply and participate in Robert's Rules for Board meetings • The Chapter Bylaws and my responsibilities to the Chapter as outlined within them • Key terms, acronyms, resources, and processes • Budget basics and responsibilities • ATD National expectations and requirements • Where to go if I need more information	• Use proper communication channels for specific types of conversations • Assign, administer, and follow-up on the appropriate designated onboarding program with my new volunteers • Hold myself and my team accountable to following operational processes • Use chapter technology and tools appropriately and effectively	• New volunteers are equipped and empowered to step into role confidently • Understand the basic functions of other teams in the organization, know how best to interact with them, know when to collaborate across teams • Help new volunteers feel more deeply embedded in the organization and understand how their role fits within the broader organization and goals • Decrease time to contribution for new volunteers	• Increased confidence in our onboarding to encourage more consistent recruitment new volunteers • Improved volunteer experience • Decrease required time for established volunteers to answer process- and system-related questions • Decrease time spent by paid administrator explaining how things work, double working, and cleaning up well-intentioned mistakes • Decreased time spent "reinventing the wheel"