



# Thrive

## A Sample Program to Hire, Onboard, and Retain Top Talent

Retaining talent is a priority for most companies, but it's also important to train leaders to select and onboard the right people for the right roles. Explore **Thrive**, a sample learning journey that develops skills leaders and hiring managers need to hire, onboard, and retain.

### Key Skills

Connect and build rapport with candidates

Interview fairly and objectively

Onboard new hires

Coach and retain talent

Get Started	Build and Practice Skills			Get Results
	Phase 1	Phase 2	Phase 3	
<p><b>Kickoff from CEO</b></p> <p><b>Orientation for Leaders and Hiring Managers</b></p> <p><b>Launch My Pathway: Leadership Core</b> Complete assessment of leadership styles, strengths, and gaps and receive personalized, self-paced learning recommendations.</p> <p><b>Organize Peer Learning Groups</b> Schedule sessions to discuss key takeaways and insights.</p>	<p style="text-align: center;"><b>Key Courses</b></p> <p><b>Communication: Connect Through Conversations</b> 🕒 60 minutes</p> <p>Engage the “head”—the business outcome of a conversation—and the “heart”—people’s feelings.</p> <p><b>Engaging and Retaining Talent</b> 🕒 40 minutes</p> <p>Determine what engages each individual and learn to conduct retention conversations.</p> <hr/> <p style="text-align: center;"><b>Reinforcement</b></p> <p><b>Building Rapport Virtually</b> 🕒 10 minutes</p> <p>Help candidates feel at ease and learn ways to create a welcoming environment in virtual interviews.</p>	<p style="text-align: center;"><b>Key Courses</b></p> <p><b>Targeted Selection®: The Art of Behavioral Interviewing</b> 🕒 3 hours</p> <p>Build skills to conduct objective and fair interviews, gather job-related data, and create a positive experience for candidates.</p> <p><b>Targeted Selection®: The Science of Behavioral Interviewing</b> 🕒 3 hours</p> <p>Use an objective, consistent, and unbiased process for evaluating candidate data to make the best hiring or promotion decisions.</p> <hr/> <p style="text-align: center;"><b>Reinforcement</b></p> <p><b>Panel Interviewing</b> 🕒 10 minutes</p> <p>Learn techniques to reduce the risk of biased selection decisions and create positive impact.</p>	<p style="text-align: center;"><b>Key Courses</b></p> <p><b>Coaching: Move People Forward</b> 🕒 90 minutes</p> <p>Anchored on a growth mindset, use a practical approach to coaching in the moment, in any situation.</p> <hr/> <p style="text-align: center;"><b>Reinforcement</b></p> <p><b>Starting Strong</b> 🕒 10 minutes</p> <p>Prepare an effective onboarding process and 90-day development plan for new hires.</p>	<p><b>Recognition</b></p> <ul style="list-style-type: none"> <li>- Reflections</li> <li>- Celebration</li> </ul> <p><b>Measurement</b></p> <ul style="list-style-type: none"> <li>- Participation</li> <li>- Evaluations</li> <li>- Impact Study</li> <li>- Talent Metrics</li> </ul> <p><b>Plan Future Development</b></p>
<p>Make Development a Way of Work to Sustain Learning, Apply Skills, and Grow: Peer Learning Groups   Individual Development Plan   Online Resources</p>				

C Classroom
VC Virtual Classroom
O Online Course
M Microcourse

## Ready to Design Your Own Program?

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