



# VPF Colleague Connections Program

# Program Goals

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- Create a network and structure for employee support and relationship-building
- Continue to build and enhance workplace community
- Educate and demonstrate the vision and core values of the VP for Finance organization
- Offer resources (human, information, documentation) that will enhance the employee's development and experience.

**Eligibility: All staff and A/P faculty new to the senior management area; includes transfers from other areas of the university**

# Two Core Components



1. Peer Partner Program
2. New Hire Network

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# Peer Partner Program



# Overview



- New hires will be assigned a peer partner before their official start date.
  - Organization peer
  - From outside hiring department whenever possible
  - Personal considerations (relocation status, educational background, etc.)
- Peer partner is intended to serve as an objective, “safe” resource for questions, advice, etc., and promote a sense of community.
- Regular check-ins throughout first year with cadence and mode varying as employee acclimates.
- Goal is to provide additional opportunity for the new hire to “see themselves” in the organization and build their own sense of community.

# Peer Partner Selection

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- Volunteers with supervisor/manager approval
- Nominations from leadership
- Peer partners should be:
  - Solid performers
  - Accessible
  - Willing to invest in the relationship
  - Empathetic
  - Excellent communicators
  - Exemplars of Ut Prosim

# Peer Partner Expectations

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- Contact the new hire prior to their start date to welcome them to the organization.
- Connect with the new employee regularly throughout the first year and work to establish a rapport.
- Help socialize the new employee with the practices, culture, and norms of the area.
- Introduce new employee to others in the organization and direct them to applicable resources (HR, IT, etc.) to assist with questions/concerns.
- Share tips and lessons learned from their own experiences.

# Other Information

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- Peer Partners will receive resources, templates, and attend education session(s) with the Colleague Connection program team
- Periodic surveys will be issued to gather feedback from participants and assess program's effectiveness.
- Estimated time commitment for peer partner (will vary) = 4 hours during first month; average of 1.5 to 2 hours per month in later months



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# New Hire Network



# Overview

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- Cohort onboarding for all new hires to join during first 12 months of employment.
- Educational and engagement curriculum delivered bimonthly (in-person).
- Each session will be:
  - Tied to organization core values and priorities
  - Interactive and engaging
  - Sponsored by executive from within Finance and/or the university.
- Peer partners will be included in one event per year
- Would be in addition to and complement department-specific efforts.

**During first year of the program, these sessions may be available for any interested employee to attend, not solely new employees.**

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# QUESTIONS?

Contact [vpfconnections@vt.edu](mailto:vpfconnections@vt.edu)

