How-To Onboard Engineers Effectively

Essential tasks for the first week of onboarding & beyond.

Day One

Give your new teammate essential info on company history and culture

Introduction to onboarding buddy

Access to dev environment

Days 2-5: Gathering Feedback

How has your onboarding experience been so far?

Which pain points or bugs have you experienced with our products, hardware, or software?

What development pain points do you see or foresee in our dev environment?

What do you observe as issues and inefficiencies in the onboarding process?

If you had a magic wand, what would you do differently?

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Pairing Onboarding Buddies (Option A)

Choose someone with history at your company ☐

Enable pairing for dev activities ☐

Enable knowledge transfer about company best practices ☐

Cohort Learning and Mentorship (Option B)

Create a dedicated onboarding channel in Slack or Teams ☐

Incentivize existing employees to interact with new hires ☐

Choose one engineer to mentor many ☐

Measuring Effectiveness of Onboarding Programs (Example KPIs)

How quickly can new engineers ship code? Weeks? Days? Within a sprint? ☐

How quickly can the current dev process be explained? ☐

How long did it take to set up the dev environment? ☐

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How PlusPlus Can Help Onboard Engineers

Personalized onboarding programs get new-hires up to speed, faster—whether that's remote or in-person.

With live events, you can onboard a co-hort of engineers easily

Our live-learning platform handles all the prep behind running workshops: cal invites, discovery, and notifications.

Make it easy for people to seek out seasoned teammates and kick off sessions without it feeling weird.

Bottle up key institutional knowledge in beautiful guides and tutorials that anyone on the team can create and maintain. No special tools are needed.

Boost speed-to-productivity for new-hires and have them feel connected while providing a podium for internal experts to inspire growth.

Learn more at PlusPlus.Co