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From Hire to Insider — Creating a Shared Onboarding Experience - How independent schools can turn onboarding from a single HR event into an intentional, low-cost, institution-wide practice that boosts retention and engagement.

Who: Heads of School, Human Resources, Business Managers, and Division Heads

Presenter: Tonya Dinkel

When: Tuesday, December 15th from 10:00 a.m. to 11:00 a.m.

Where: Virtual on Zoom

Register [HERE](#)

The slide deck and recording will be available to registrants after each webinar

Session Description:

Poor onboarding costs schools in slower time-to-productivity, disengagement, and early turnover — while structured onboarding drives dramatically faster ramp-up, higher retention, and stronger employee satisfaction. This session reframes onboarding as a continuous, shared experience owned by managers, HR, and peers together — not a one-time checklist. Attendees leave with practical, no/low-cost tools: a "4 Cs" framework (Clarity, Culture, Confidence, Connection), manager-enablement tactics, a sample first-90-days roadmap, and templates they can adapt immediately.

About Tonya Dinkel:



Tonya has extensive experience in leadership development, talent management, recruiting and employee relations and has the unique ability to understand the operational functions of the business and how they are interwoven with the people element to help leaders more effectively run their business. Tonya began her human resources career in recruiting staffing a 300-seat call center. Upon realizing her passion and alignment with human resources, she worked to grow her skill sets in employee relations. Since then, has spent nearly 25 years supporting and leading teams through growth, change and decline cycles as both in-house and consulting support within multiple industries, including retail (brick and mortar and e-commerce), healthcare, manufacturing, hi-tech, financial services and automotive parts wholesalers.

Free for those schools who purchased a speaker series subscription

\$60 per attendee for those schools who have chosen “A la Carte.”