

BRITER™ EXPERIENTIAL LEARNING & DEVELOPMENT

New Leader *Onboarding.*

My name is _____

T O D A Y

Agenda.

Welcome & introductions · How we work here · The BRITER framework & the
15 competencies · How we measure success · Your goals & your track ·
Questions

LET'S BEGIN • INTRODUCTIONS

Two *questions.*

What are you most **excited** about?

What are you **unsure** of?

WARM-UP • PICK ONE

Which one is *you*?

“Culture is not what leaders intend — it’s what people experience.”

“The number is the surface. The story reveals the system.”

“You were hired to learn the job, not because you already knew it.”

“There is no us and them. There is only us.”

“Withholding feedback robs growth.”

Pick the one that speaks to you — and share why.

THE BRITER DEFINITION OF LEADERSHIP

Leadership protects and expands *human dignity*.

Leadership is the intentional protection and expansion of human dignity by creating experiences that help people recognize their inherent worth and express capabilities they may not yet see in themselves.

START HERE

Onboarding is not *orientation*.

Orientation is a day. Onboarding is becoming part of this place.

BEFORE YOU BEGIN

You were hired to *learn* it.

Not because you already knew it. You don't have to prove yourself to belong.

YOU BELONG

The messy middle is *normal*.

Feeling behind before it clicks is a stage, not a verdict. Support is here from day one.

TOGETHER

Leadership is not a *solo act*.

*No one leads or learns alone. And frontline work is valued work
— you see first what leaders see last.*

BELONGING

There is no us and
them. *Only us.*

*Everyone holds a piece. You leave a gap when you're
not connected.*

HOW WE WORK HERE

A few *rules.*

Speak up, not out. · Everyone can take out the trash. · Mind your backpack. ·
You own your coverage. · Proactive over reactive.

THE 15 COMPETENCIES

Same competencies. *Different scope.*

Everyone learns all 15 — Self, Values, Relational, Organizational. What changes is behavior, authority, and responsibility.

One shared set.

SELF-SYSTEM

Cognitive Clarity · Reflective Capacity · Emotional Regulation · Biological Regulation™ · Integrated Well-Being Intelligence™

RELATIONAL-SYSTEM

Relationship Intelligence · Perspective Integration · Shared-Meaning Facilitation

VALUES-SYSTEM

Cultural Congruence · Ethical Discernment

ORGANIZATIONAL-SYSTEM

Contextual Intelligence · Adaptive Leadership · Systemic Co-Creation™ · Accountability Integrity · Strategic Operational Intelligence™

THE PETALS & CULTURE

The forces that make *culture real*.

Bridging

Reflexivity

Identity

Trust

Empowerment

Resilience

COACHING • MENTORING • FEEDBACK

Withholding feedback *robs growth.*

Feedback is a gift of respect. Give it, ask for it — never save it for a review.

CULTURE HEALTH INDEX

Metric. Story. *Coaching.*

*The number is the surface. The story reveals the system.
Coaching decides what's next.*

HOW WE MEASURE SUCCESS

Four quadrants. *Six dimensions.*

Mission · People & Culture · Operational · Financial — read through the six health dimensions.

YOUR FIRST GOALS

What does *good* look like?

Set 30 / 60 / 90-day goals with your manager — tied to a competency and the mission.

SOCIAL MEDIA & AI

Represent us well — *online and with AI.*

*Confidentiality, honesty, accuracy, accountability. A human
always owns the outcome.*

YOUR TRACK

Learn the system *before you lead it.*

*Frontline to C-Suite — same lens, rising scope. First 90 days:
learn, connect, contribute.*

ONE LAST THING

You are *Somebody*.

Don't wait for Anybody. Take your place — and there's no gap where you should be.