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Foundation For The Carolinas Orientation Program for New Hires and Supplemental Training for Existing Staff

THE CLIENT

Foundation For The Carolinas is a tax-exempt public organization working in a 13-county region of North Carolina and South Carolina in order to service thousands of people who share a common interest. The organization was founded by and is made up of prominent community leaders and staff with the purpose of accepting and distributing charitable gifts in the community.

The Foundation is a complex, matrixed organization with assets of over \$800MM, gifts totaling over \$260MM and grants to nonprofit organizations totaling over \$109MM. The Foundation provides philanthropic counsel and connects with other community foundations in over 700 cities across the U.S that offer giving vehicles easily established and managed to provide tax benefits to the organizations with whom they work.

THE CHALLENGE

Foundation For The Carolinas executives enlisted the help of VisionCor to design a robust and multi-faceted employee orientation program for new hires and as supplemental training for existing staff. The Foundation had experienced growth and a need to provide consistent, high-level training for new hires regarding the organization's history, background and purpose, as well as to explain benefits, roles and responsibilities of Foundation teams, available technology and systems, among other topics. The challenge was to make the training both efficient and interactive with hands-on activities and to develop a turn-key solution to be used by executives and other non-training professionals delivering the modules on a regular basis.

THE SOLUTION

VisionCor consulted with the Foundation to recommend and conduct a comprehensive needs assessment and then designed an instructor-led, multi-faceted and experiential orientation training program. The VisionCor consultant facilitated the training for the current staff for the benefit of the participants and to train the current staff to onboard new hires as needed.

ABOUT VISIONCOR

Founded in 1990, VisionCor is a workforce learning, talent management, performance improvement, and documentation firm. VisionCor provides customized solutions and staff augmentation services to clients ranging from Fortune 500 corporations to small and mid-sized businesses. VisionCor's services include training, talent management, performance improvement, documentation, and project management to help companies implement organizational change initiatives and address their ever-changing workforce needs. Contact VisionCor at 888.299.8267, <http://www.visioncor.com>, or email at info@visioncor.com.