Instructional engineering at Splunk:

Strategies for effective technical onboarding

Gail Carmichael & Rajon Tumbokon

splunk>
a **CISCO** company

Who's hiring? Who's seeking?

Principal Instructional Engineer
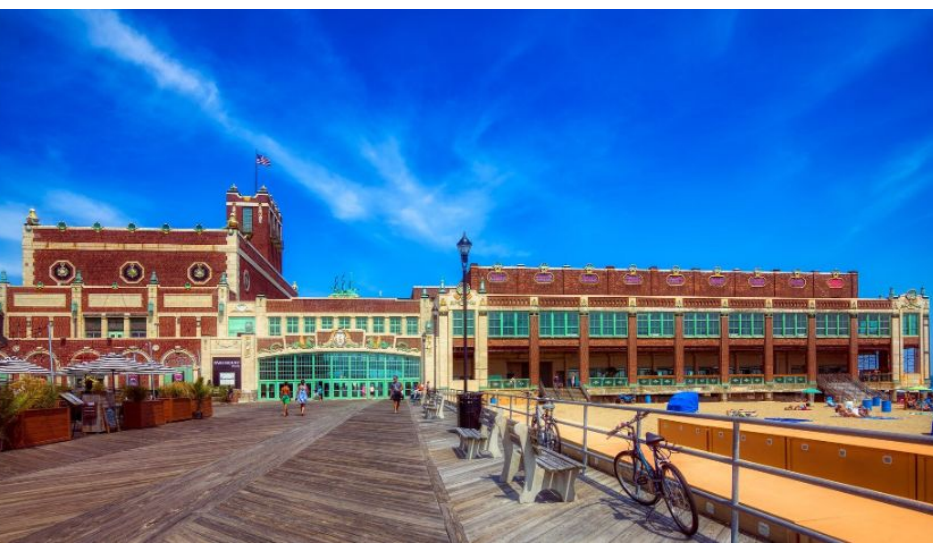
Prev Shopify, Carleton University

Director,
Engineering
Enablement &
Engagement

Prev Linkedin,
Google

What kind of roles do you have on your enablement or training teams?

How much subject matter expertise does your team have in the domain you are serving?

The Instructional Engineer Role

Why should teams like ours have instructional engineers?

Build trust in a partnership

Understand learning preferences

Create more on our own

Create more effective learning experiences

Onboarding Goals

What do you think should be the most important goals for an engineering onboarding program?

(Choose 2-3)

Our own goals and challenges

Community building

Culture

Product knowledge

Product ecosystem (systems view)

Tools setup

Managers and buddies

Our Onboarding Architecture

ENGINEERING BOOTCAMP

Welcome and Culture

Voice of the Customer

Intro to Splunk Platform

Splunk's Technical History

Product Ecosystem

Software Development Lifecycle

Platform / Security / O11y Deep-Dives

45 Days of Onboarding

Buddy Program

Team Tracks and Resources

Additional Learning Programs

First Code Merge

What are some similarities and differences you see about how you currently approach onboarding, or have in the past?

A Few Implementation Specifics

Just for fun, which of the following statements do you think is NOT true?

ENGINEERING
BOOTCAMP

Engineering Bootcamp [Self-paced]

Track • 33h26min • 16 steps • ⭐ 4.9

Updated today by: Gail Carmichael

Engineeri...   Bootcamp   Onboardi...   Poland

👥 Start   ⌄

Description

Join our #bootcamp-community channel for shared links, help, and discussion.

Welcome to Splunk!

Engineering Bootcamp consists of self-paced courses to be completed over the next four or so days. You'll get to learn about our customers and business units (Platform, Security, and Observability), our products and how they fit together from a systems perspective, and how we develop software.

<u>Important</u>: We suggest what to complete each day, but you can go at your own pace, doing more or less than what is suggested. Be sure to *complete activities* that are mentioned in the videos for a full learning experience!

This program will enable engineers to:

- Set up and comfortably use the tools and workflows they need in their day-to-day work

- Follow product development processes comfortably

- Discover a variety of relevant documentation, Slack channels, and people as required

- Approach their work with the voice of the customer in mind

- Internalize key aspects of Splunk's engineering culture

- Work towards filling skills gaps in languages, frameworks, platforms, or business domains

- Build a network of fellow engineers from within and outside of their own team and org

- Become comfortable using the core Splunk product as well as the product they work on from an end user's perspective

Q&A