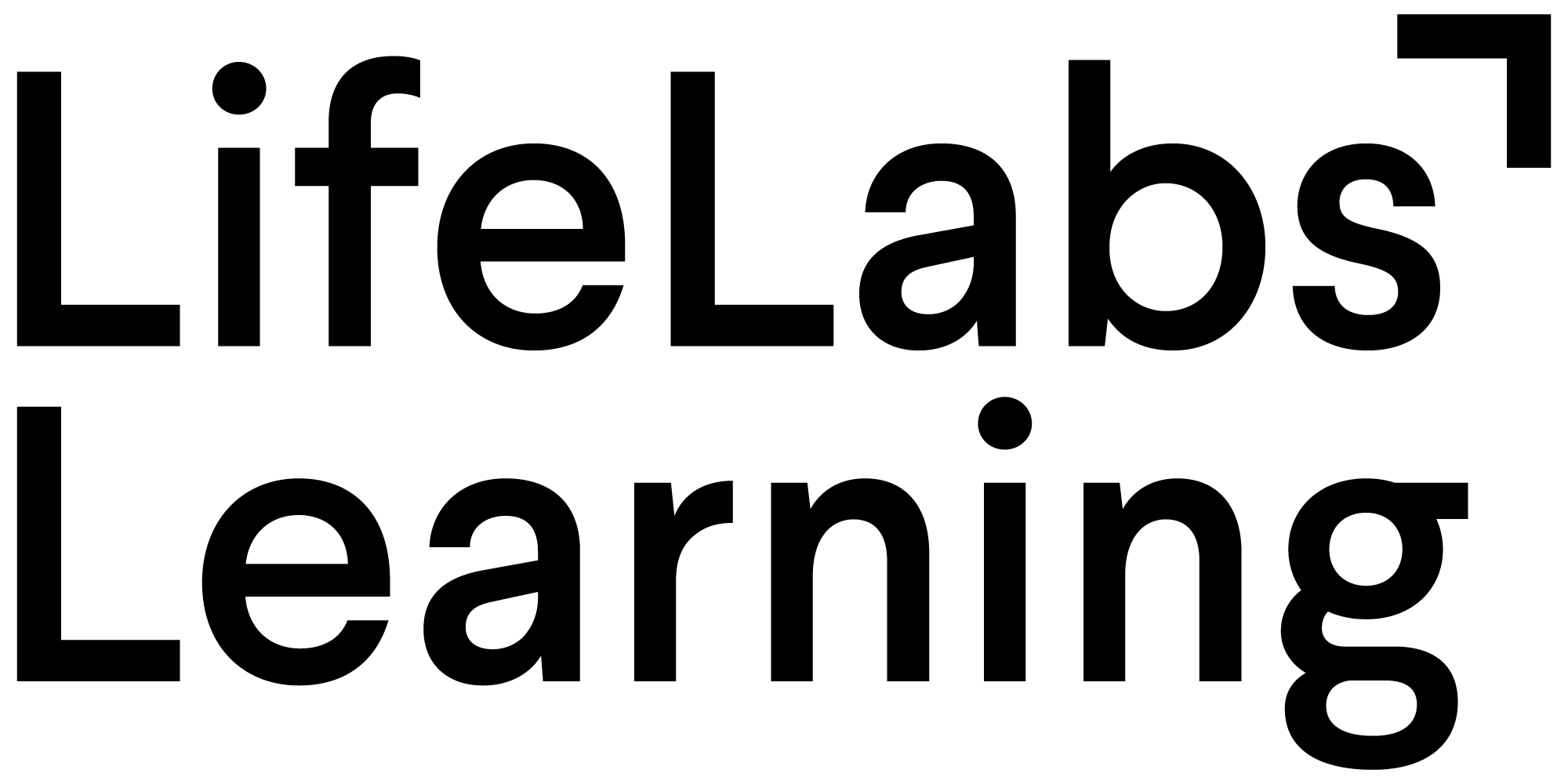
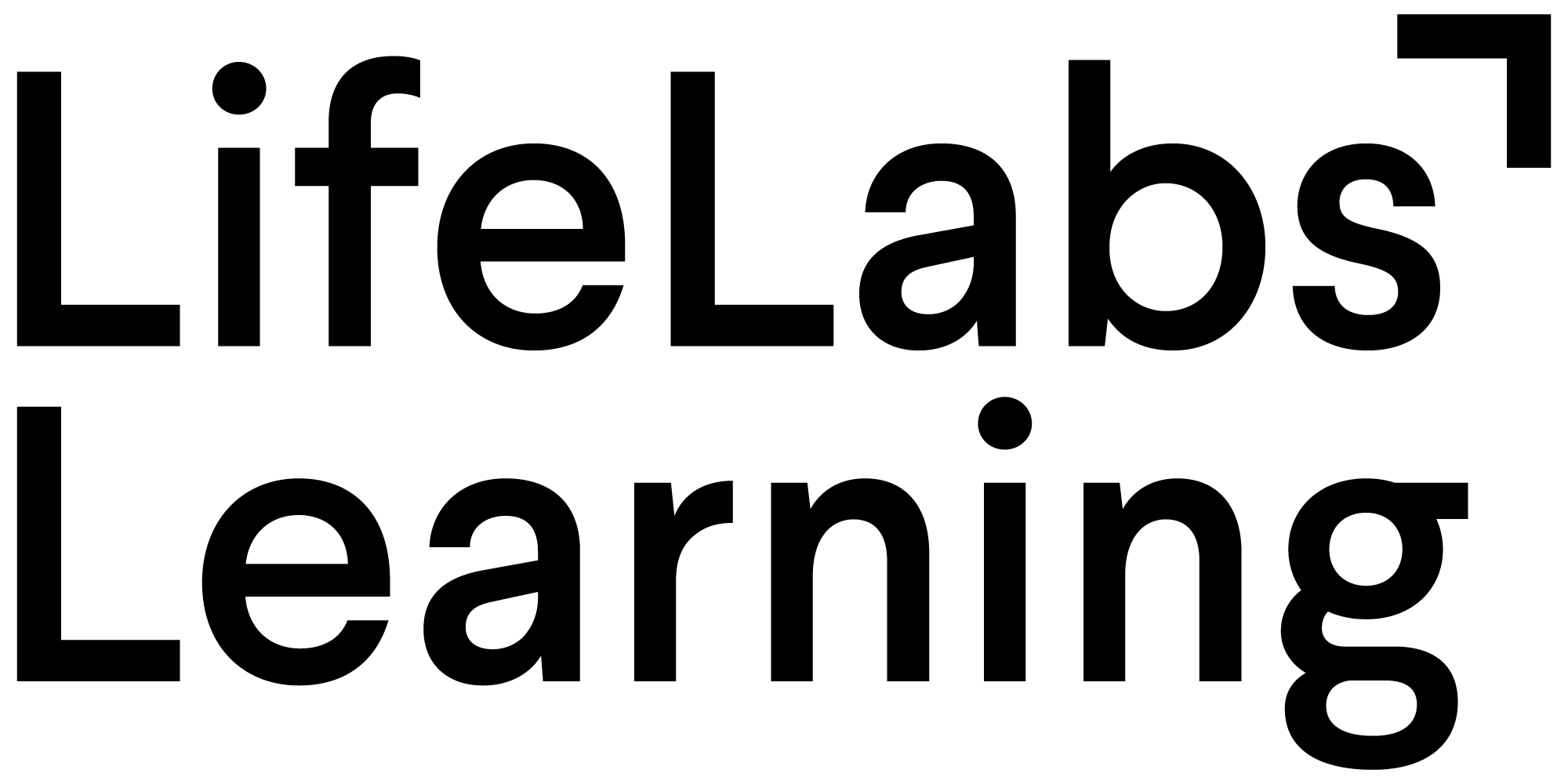
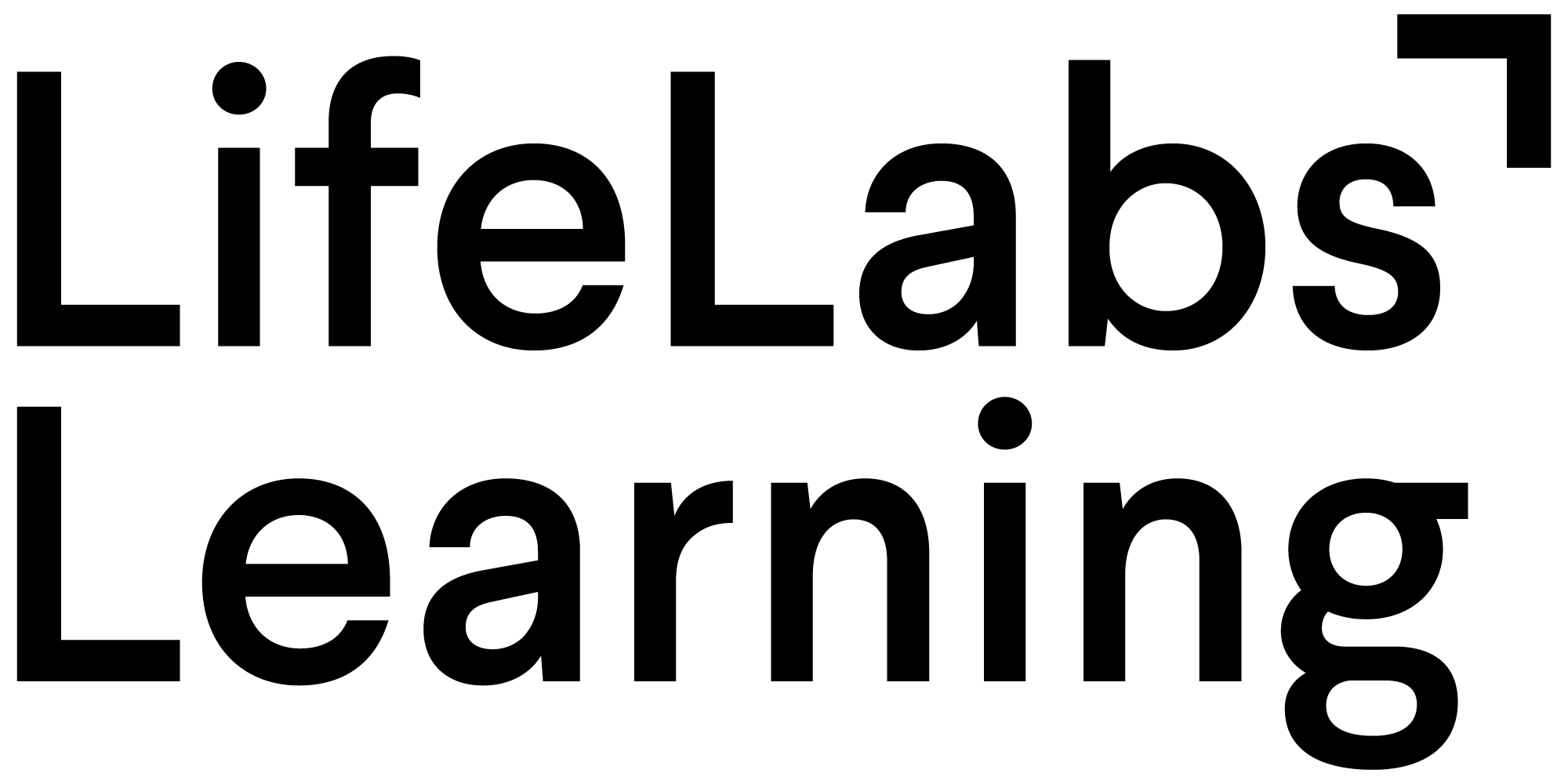
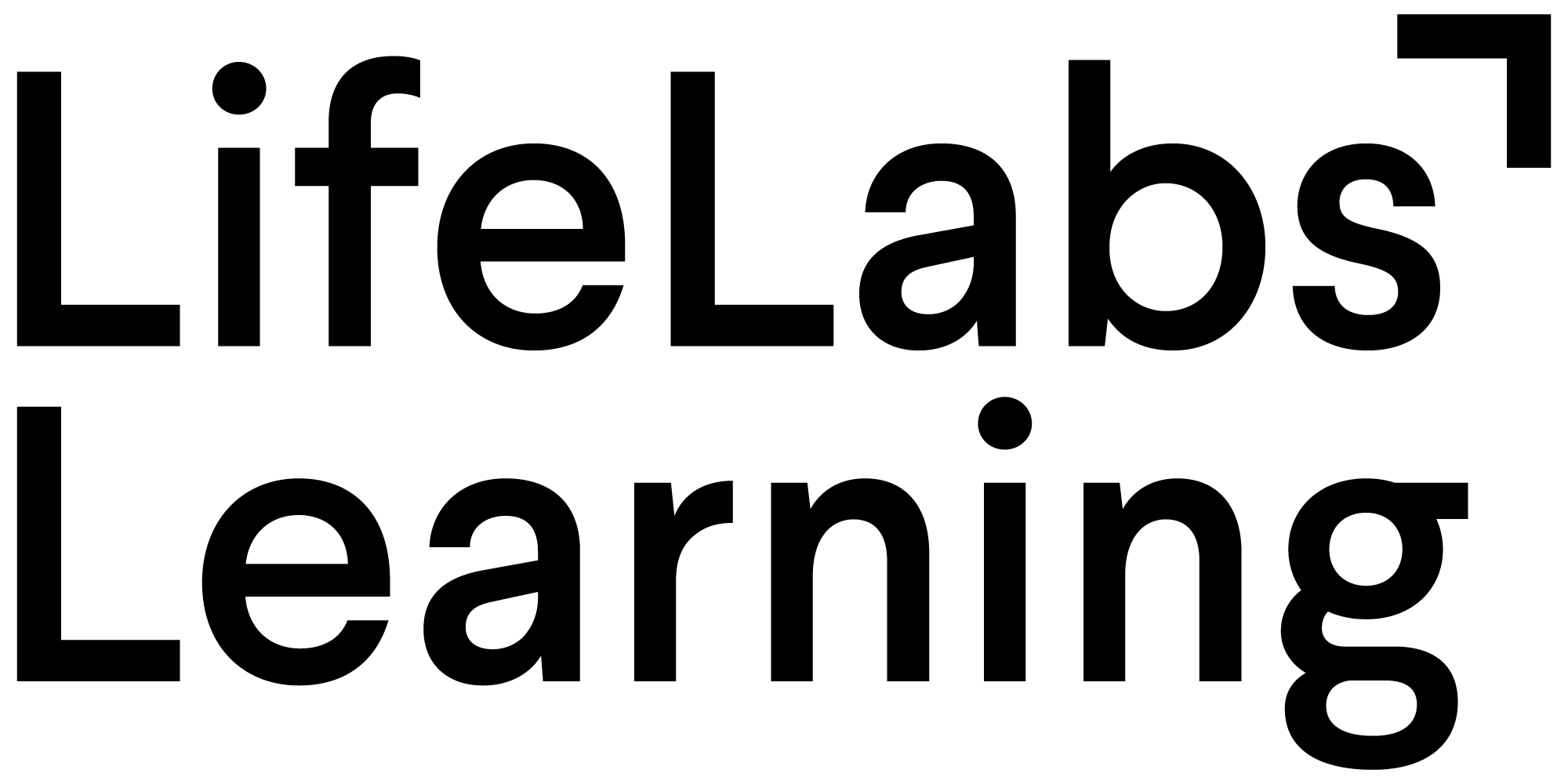
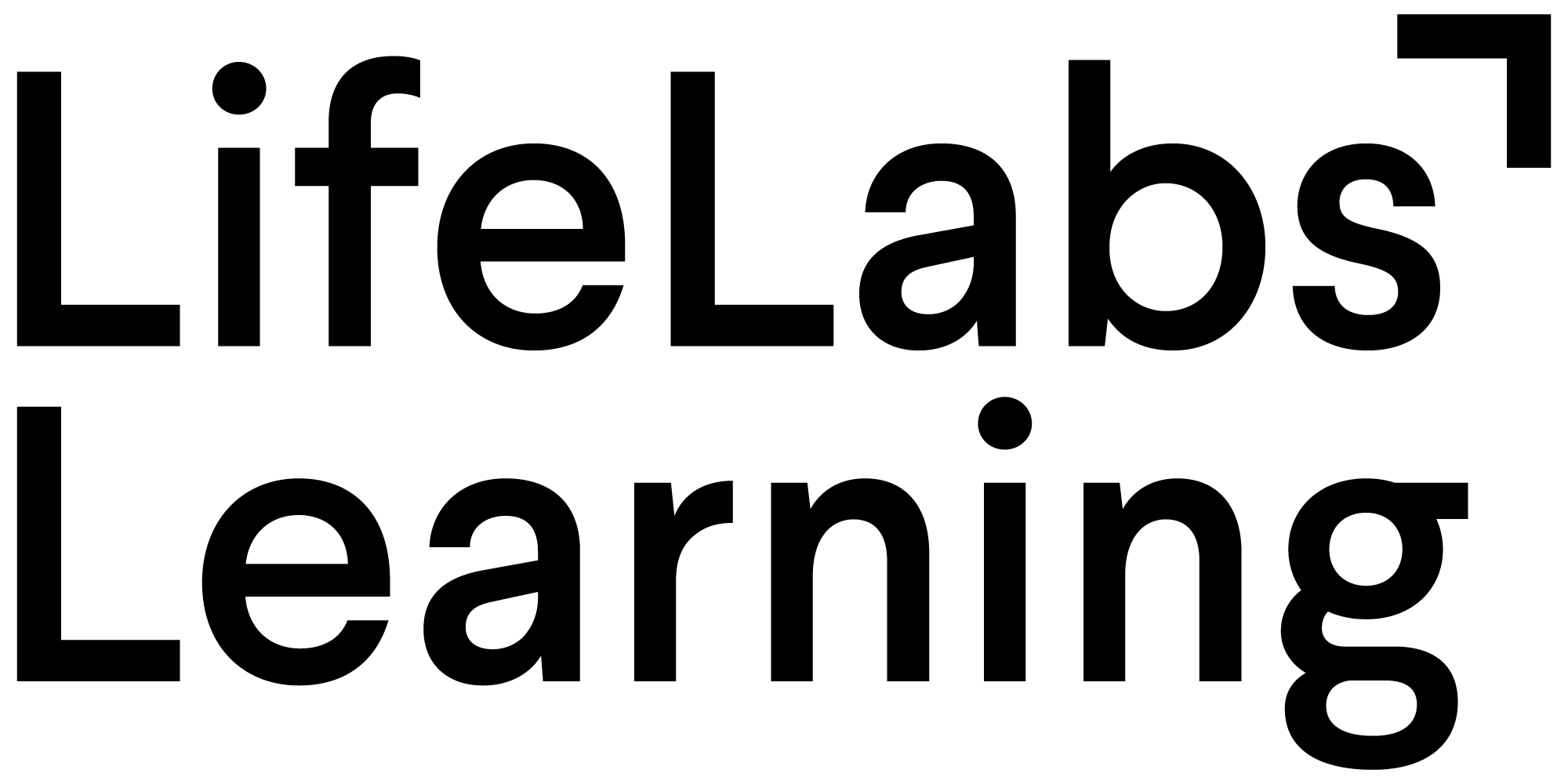
Workshop

Transform your hiring practices

Make confident, informed hiring decisions

Position the value of your hiring team as a strategic partner in your organization 

by aligning on roles and expectations in advance of candidate outreach



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| **Part A: Key initiatives**  Use this grid to rate your organization's progress on each of the key initiatives | | |
| **Key initiatives** | **Rate your progress** | **Notes** |
| Meet with the hiring team before interviewing candidates to align on the ideal profile for someone in this new role | * Good * Average * Below Average * Not Started |  |
| Build 1-2 template jobs that show consistent aspects of hiring process  that every candidate should encounter | * Good * Average * Below Average * Not Started |  |
| Make scorecards required  for every interview | * Good * Average * Below Average * Not Started |  |

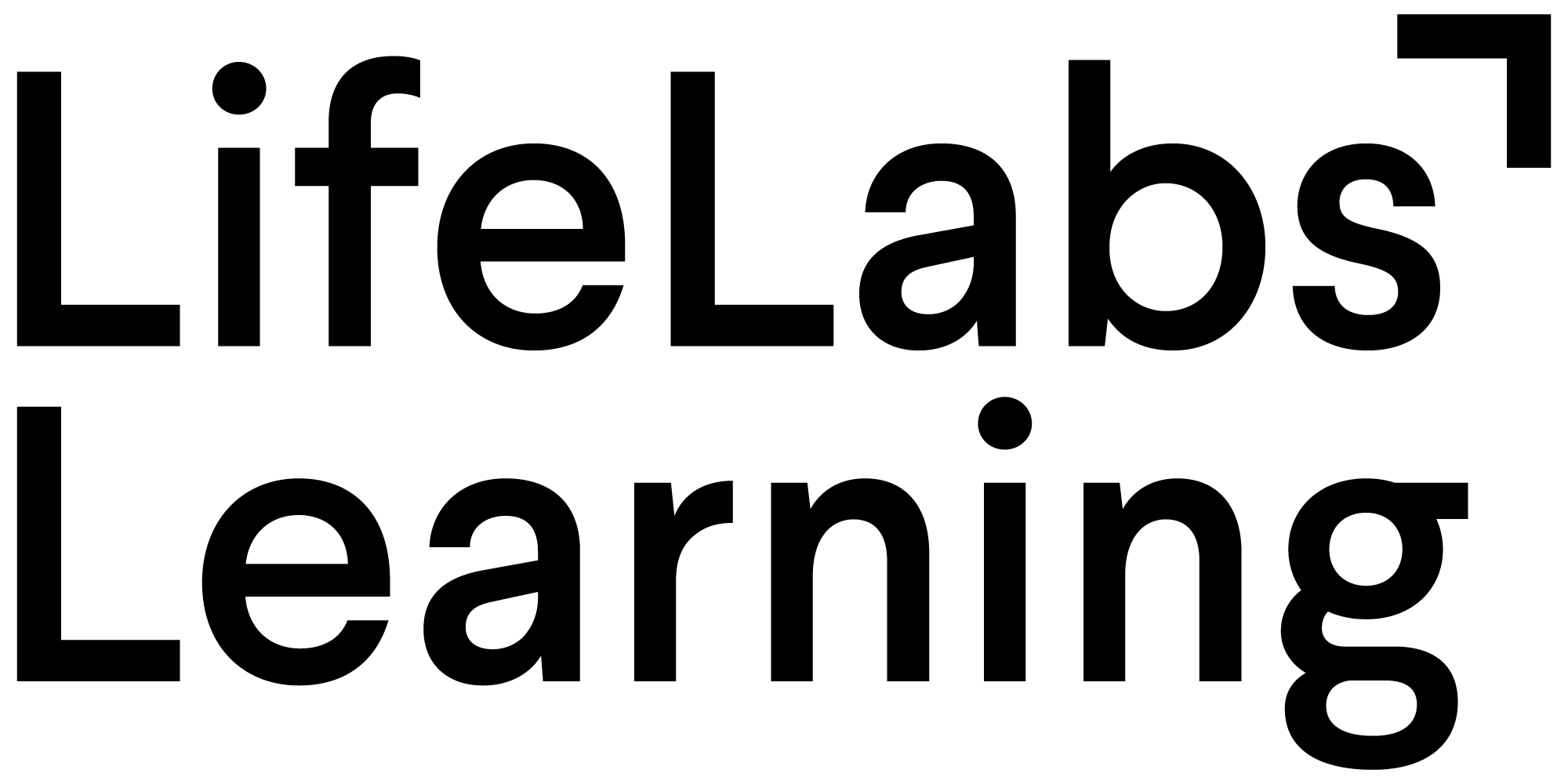
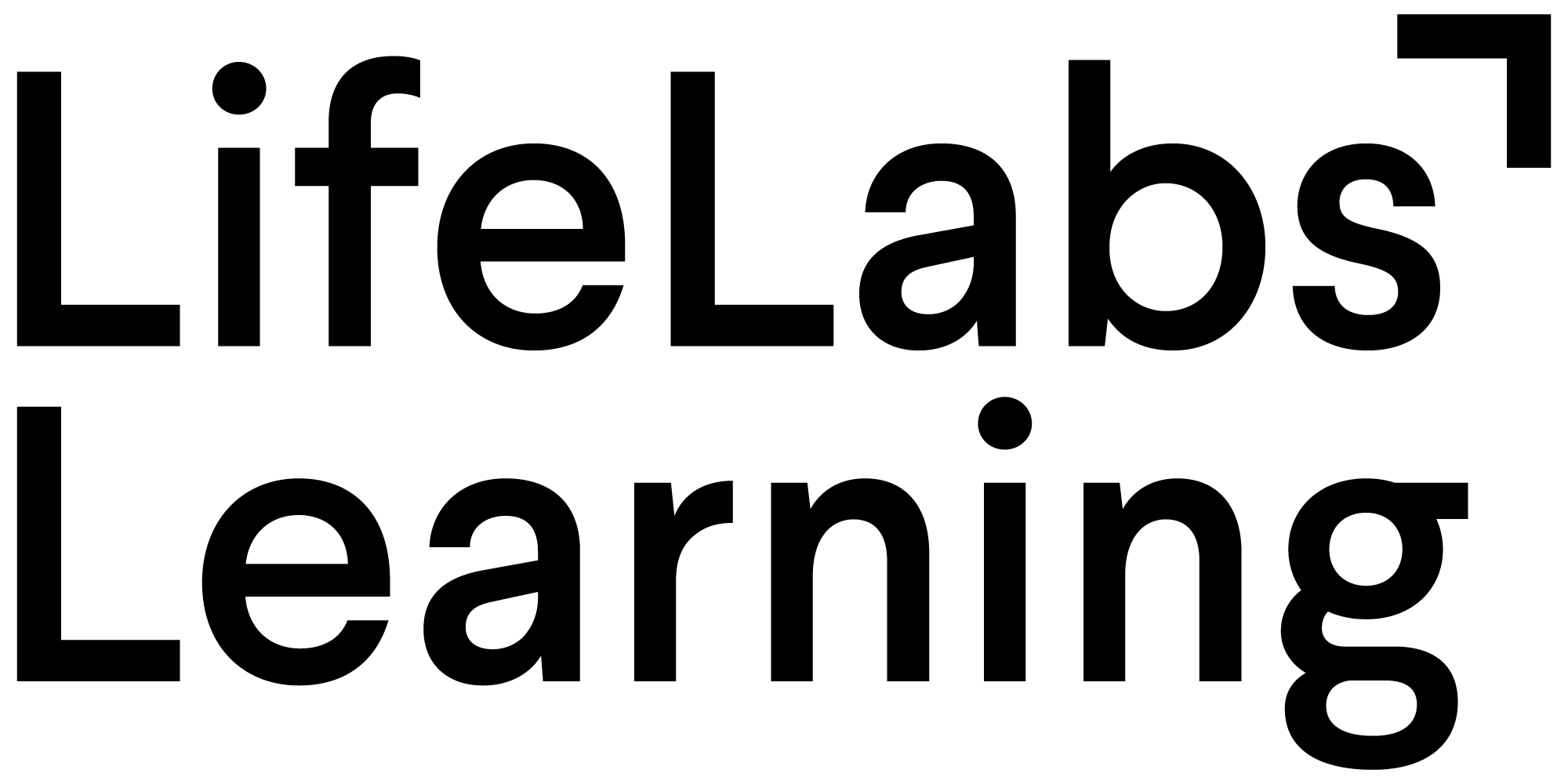
Own every moment of the hiring experience

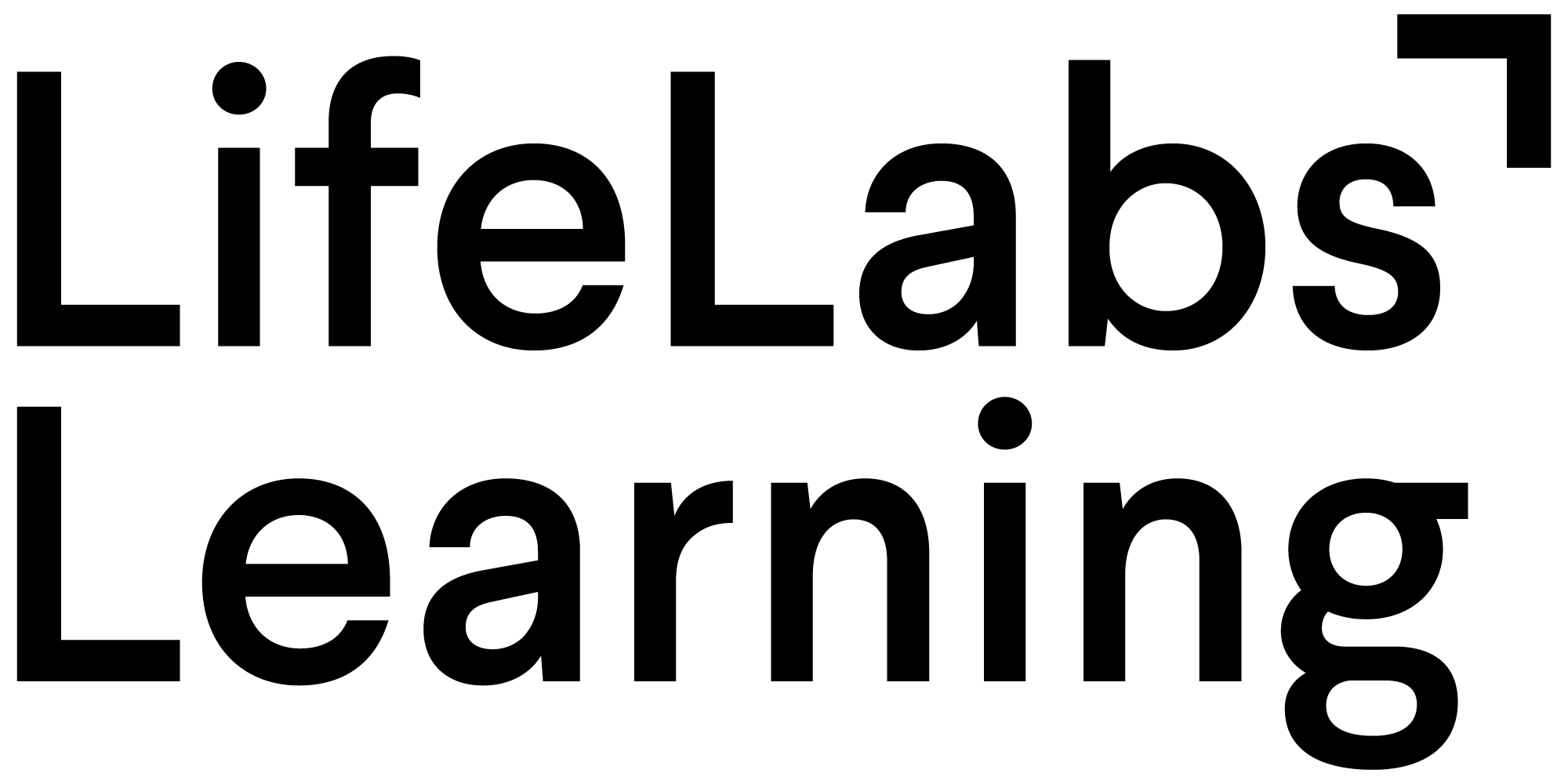
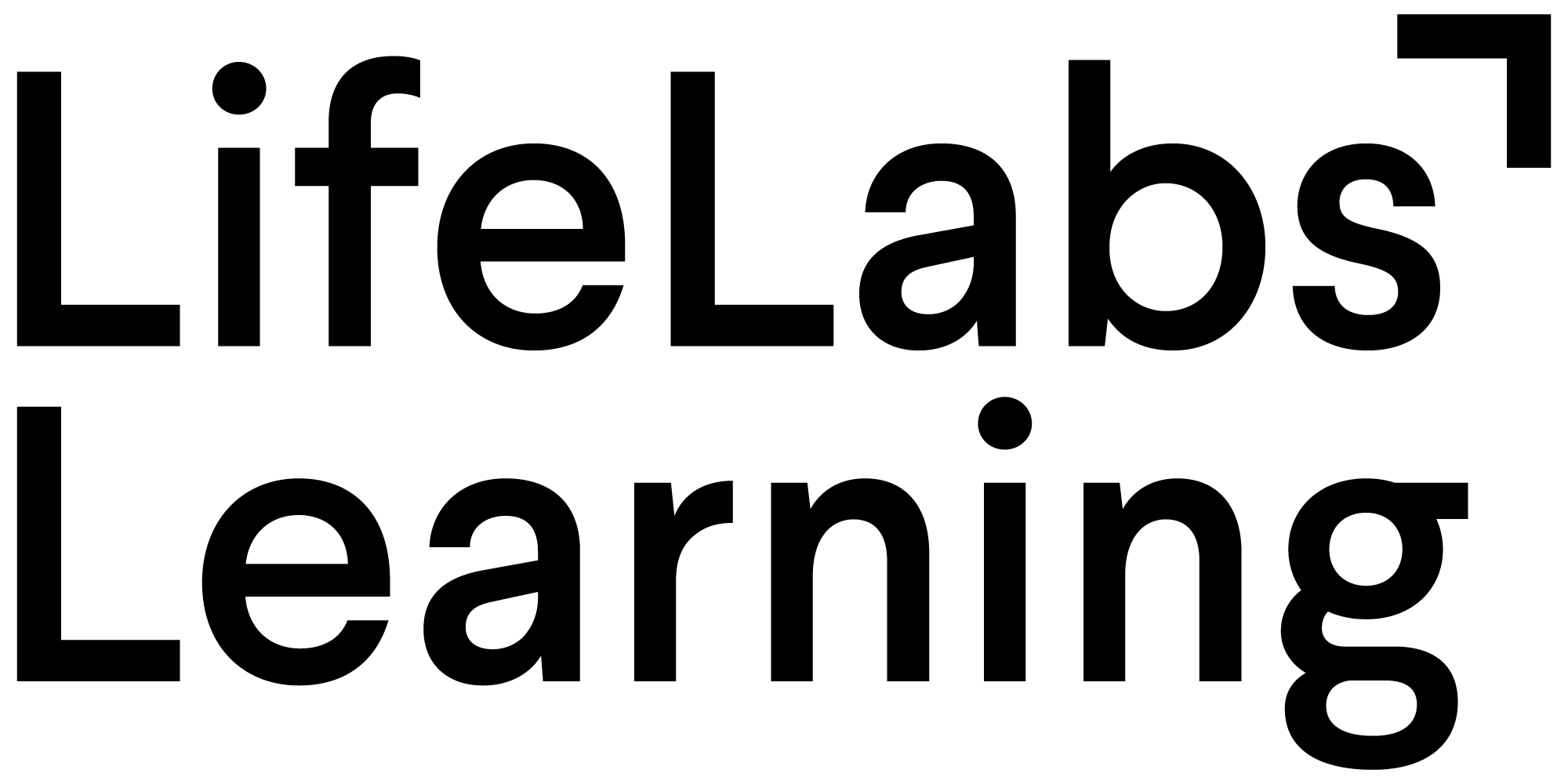
Empower team members with clear processes and training to increase

consistency in your hiring experience for both candidates and employees

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| --- | --- | --- |
| **Part A: Key initiatives**  Use this grid to rate your organization's progress on each of the key initiatives | | |
| **Key initiatives** | **Rate your progress** | **Notes** |
| Scale your candidate and hiring  team experience by customizing  email templates | * Good * Average * Below Average * Not Started |  |
| Invest the time to train your teams on  the best practices and what to expect | * Good * Average * Below Average * Not Started |  |

|  |  |
| --- | --- |
| **Part B: Individual Brainstorm**  Select one of the initiatives discussed to assess its strengths and areas for growth | |
| What hiring area or behavior has the most room for improvement in your process? |  |
| How does it manifest at your organization? |  |

Identify and attract the best talent for your organization

Provide a top notch candidate experience and uncover available opportunities 

to reach quality candidates through a variety of sourcing channels

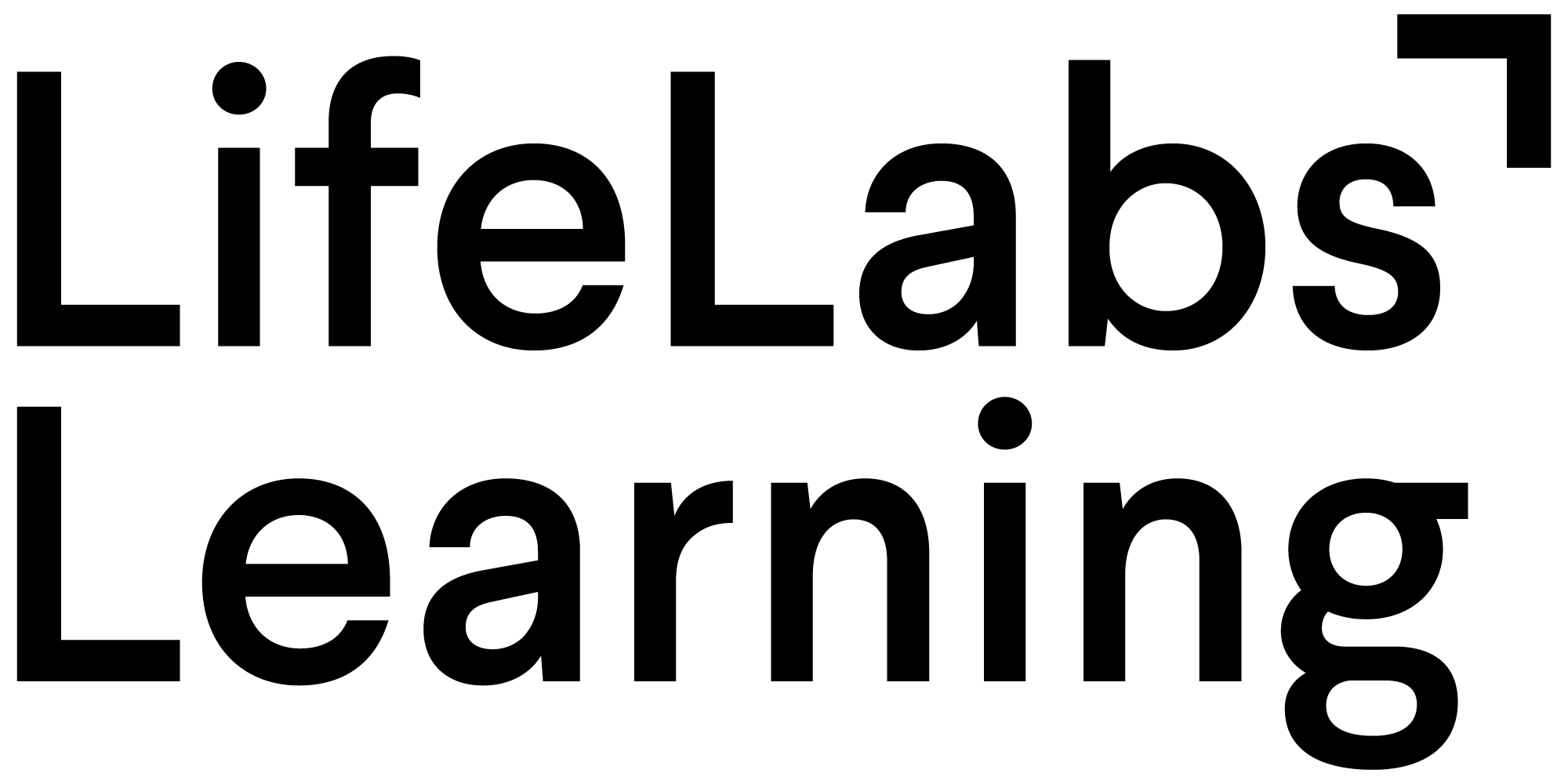
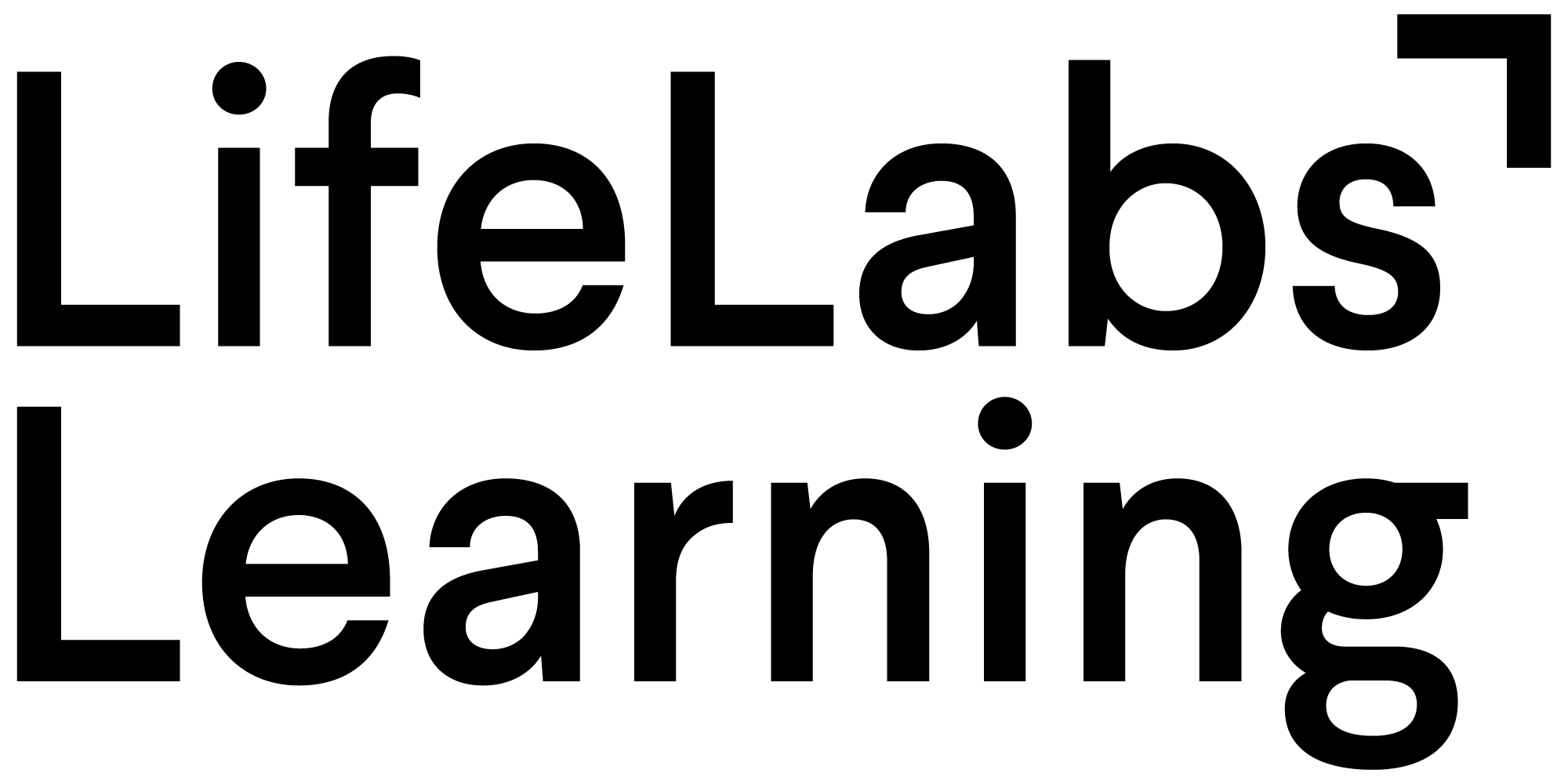
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| --- | --- | --- |
| **Part A: Key initiatives**  Use this grid to rate your organization's progress on each of the key initiatives | | |
| **Key initiatives** | **Rate your progress** | **Notes** |
| Configure the candidate survey | * Good * Average * Below Average * Not Started |  |
| Leverage the GH referral program to  easily collect candidates in a single place | * Good * Average * Below Average * Not Started |  |
| Use Job Ad Market options  for sourcing channels | * Good * Average * Below Average * Not Started |  |

|  |  |
| --- | --- |
| **Part B: Individual Brainstorm**  Select one of the initiatives discussed to assess its strengths and areas for growth | |
| What hiring area or behavior has the most room for improvement in your process? |  |
| How does it manifest at your organization? |  |

Use data to drive operational excellence and improve over time

Establish structured processes and build data-driven feedback loops

to gain clarity around how your hiring is improving over time



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| --- | --- | --- |
| **Part A: Key initiatives**  Use this grid to rate your organization's progress on each of the key initiatives | | |
| **Key initiatives** | **Rate your progress** | **Notes** |
| Define stage naming process and standardize with template jobs | * Good * Average * Below Average * Not Started |  |
| Update basic permissions that  contribute to data quality | * Good * Average * Below Average * Not Started |  |
| Establish and review key metrics on  a regular cadence to inform operational decisions and improve processes  over time | * Good * Average * Below Average * Not Started |  |

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| --- | --- |
| **Part B: Individual Brainstorm**  Select one of the initiatives discussed to assess its strengths and areas for growth | |
| What hiring area or behavior has the most room for improvement in your process? |  |
| How does it manifest at your organization? |  |