





Structure and speed up your hiring process



Our Journey Today

• Intro: Why Scorecards?

Anatomy of a Scorecard

Outcome of Scorecards

Hiring Managers Objections

Q&A

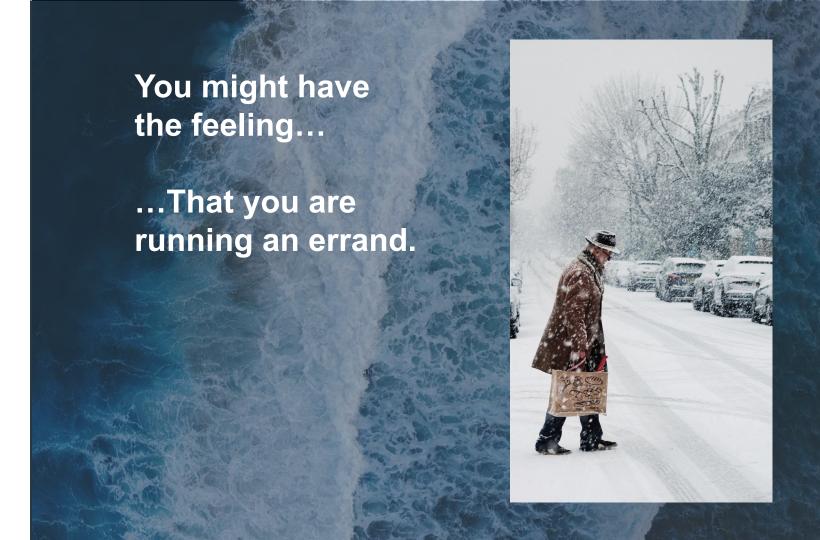














What about you?

Have You Ever Been in This Situation?

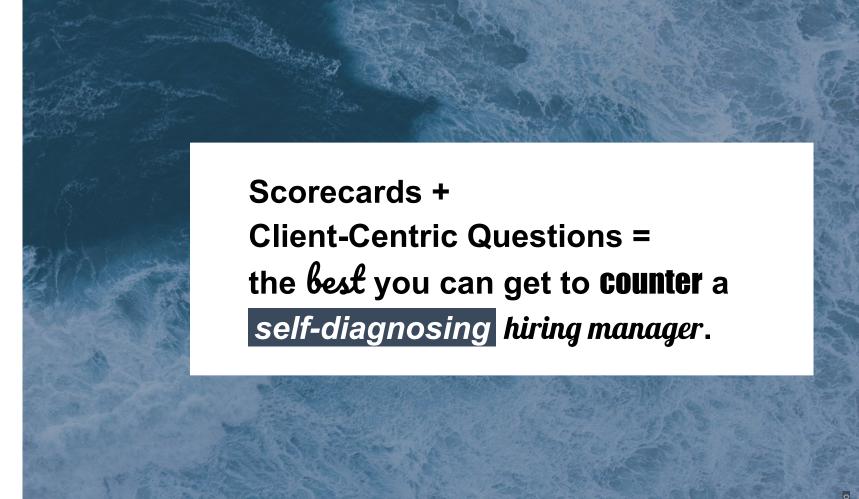


Initial Situation

- You note more duties than objectives
- Description of profile is more accurate than description of tasks
- Profile is not tightly aligned with tasks
- Hiring Manager knows it all (HM tends to skip TA questions)











The Idea Behind

- Description of what should be ACHIEVED
- Broken down to single OBJECTIVES
- Each defined by its **SUCCESS** through KPIs
- On a realistic TIMELINE



Anatomy of a Scorecard

	Role Goals	KPI			Time Frame	Outcome	
1		poor	avg	top			
	DEFINE WHAT IS SUPPOSED TO BE ACHIEVED (NOT THE DUTY)	UNCOVER THE INDICATORS			GET A REALISTIC VIEW INTO THE TIMELINE	UNCOVER THE IMPACT IN THE ORGANISATION	
	Type type type						
	Type type type						
				4 1			



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					AND SERVED



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14		MATERIAL STATE	A VALUE OF		A CONTRACT	A TOWN



Anatomy of a Scorecard (Example)

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	Enlarge the Quality Assurance Team from 3 to 7	5	6	7	End of Q3	Headcount is synched with QA Objectives
	Increase Product Quality (decrease of reported issues = -45% YoY)	<-20%	-20%~ -43%	>-42%	End of Q4	Contribution to user
	Implement a new QA Service Desk	no	no	yes	End of October	engagement



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The Outcome of Scorecards

- Puts Hiring Managers in the position of Defining Objective Criteria for hiring.
- Enables TA to transition from "I ask some cultural questions"
 to Behavioral / Situational questions
- Allows TA & HM to Design and Assign Questions (or tasks) along the hiring process.
- Cuts the Time Spent in hiring (early recognition of unfitting profiles).
- Increases Probation Success Rate (quality of hiring): You hire people who are aware of what needs to be achieved.





The Outcome of Scorecards

Please do not forget your job ad...









What about you? Are you using Scorecards?









- # I already gave you the task list, why do I need to define the objectives?
- # In my team we can't quantify objectives / we don't use metrics.
- # I don't have any objectives.
 The job is always the same.
- # I don't get it. Why do you want to simplify the job description?
- # We do agile, we don't have objectives.



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