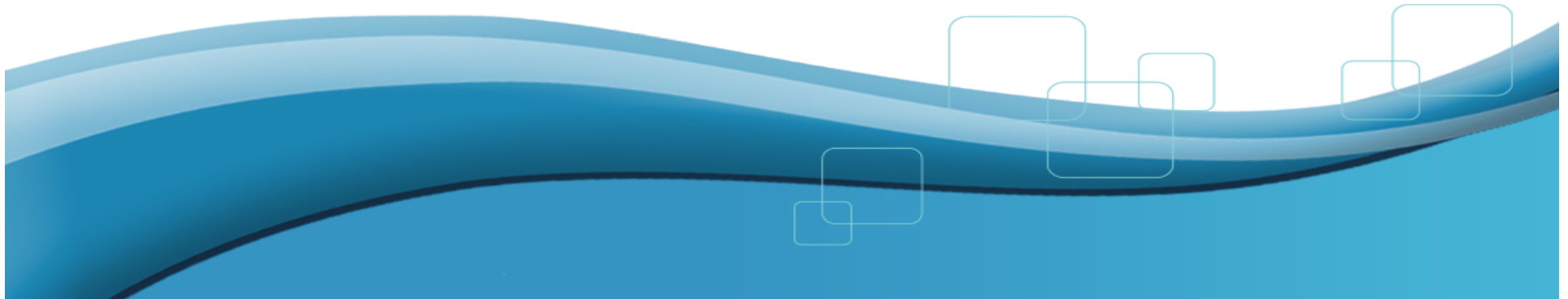




# Agile Talent Acquisition

Innovating the Delivery of Talent

- Tom Greifendorff | Talent Acquisition Leader @ Mitchell
- Brenan German | Principal @ Bright Talent Solutions



# About

- ▶ **Founded**  
1946
- ▶ **Corporate HQ**  
San Diego, CA
- ▶ **Total Employees**  
2,000+
- ▶ **Industry**  
Software
- ▶ **Space**  
Property & Casualty



**PROGRESSIVE Allstate**



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# Talent Acquisition Problem Areas

## What are we solving for?

### Poor Push Model

- Inability to manage to demand
- Inconsistent & high requisition loads
- Low engagement and recruiter morale

### Lack of Prioritization

- Misalignment of TA & business
- High effort against lower value reqs
- Top and bottom line suffers

### No Transparency

- Lack of visibility forces business to assume
- Perception = Reality
- Limits partnership mentality

# Leveraging Existing Models

## Agile | Kanban | Scrum



# Leveraging Existing Models

## Agile | Kanban | Scrum

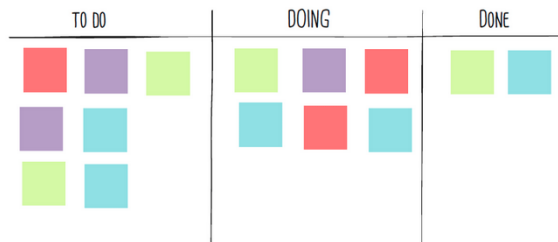


### Capacity & Priority

- Understanding individual capacity
- Defining effort and value for requisitions
- Setting a cadence for prioritization efforts

# Leveraging Existing Models

## Agile | **Kanban** | Scrum



### **Kanban Design**

- Sync with demand through consistent prioritization
- Standard work via pull system
- Visual workspace that provides transparency & partnership



# Leveraging Existing Models

## Agile | Kanban | **Scrum**

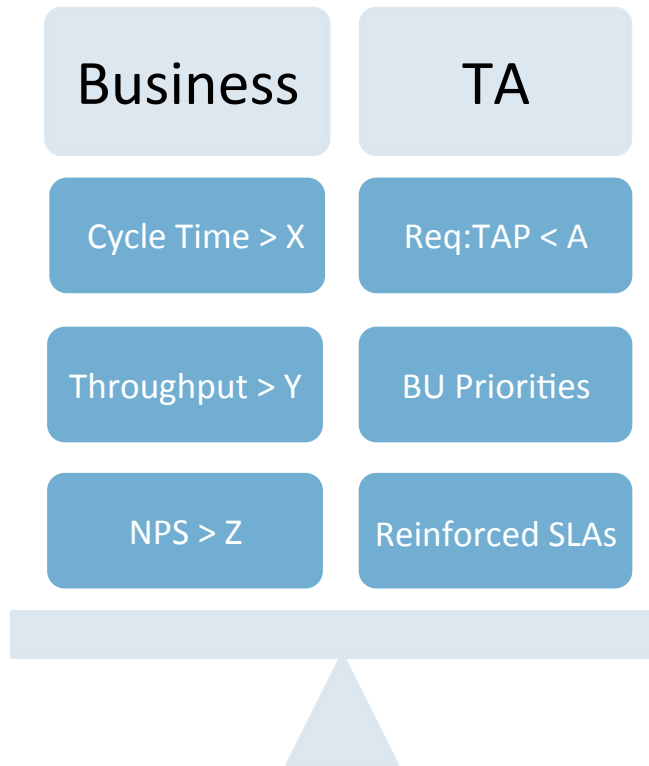


### **Collaboration**

- Establishes a cadence
- Maintains alignment
- Identifies obstacles



# Working Together To Achieve Success



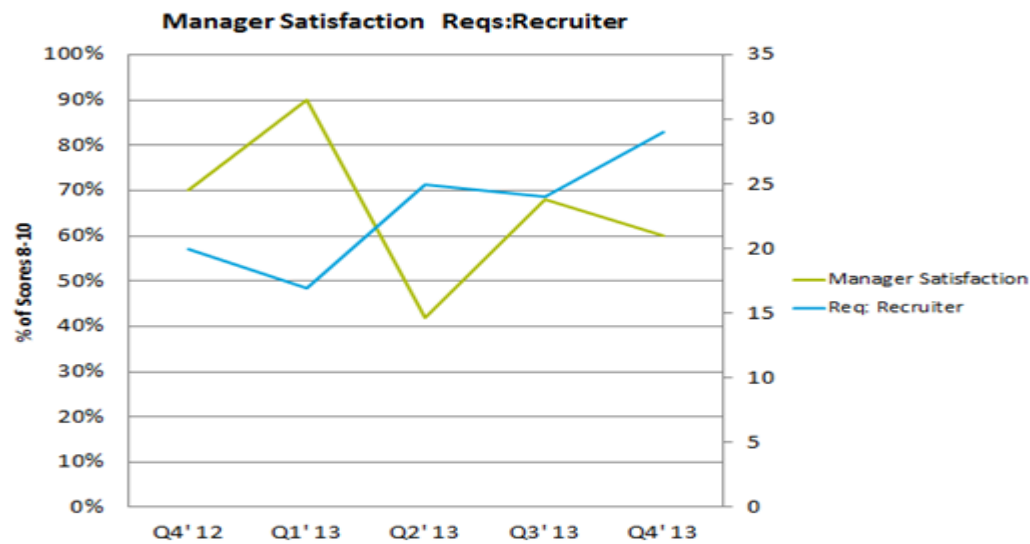


# Q&A



# TA Satisfaction

## Inverse to Average Reqs Per Recruiter



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# Defining Effort & Value for Requisitions

## All reqs are not created equally

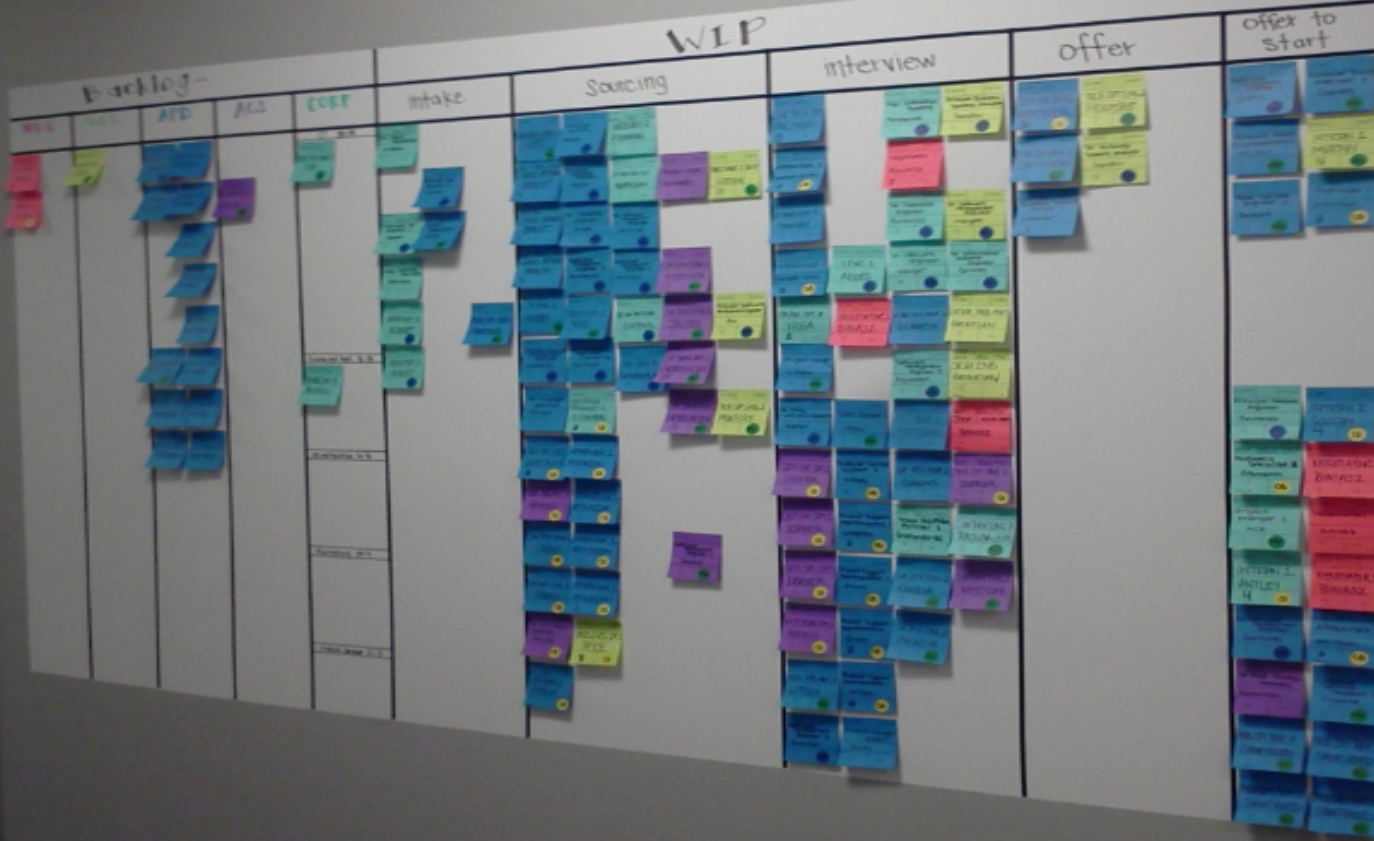
	Pay Grade	Non-Tech Value	Technical Value
Level 1	101-103	4	5
Level 2	104-106	5	6
Level 3	107-109	6	7
Level 4	110-112	7	8
Level 5	113-115	8	9
Level 6	116-118	9	10
Level 7	119+	10	11

# Defining Business Unit Demand

## Upper Control Limits

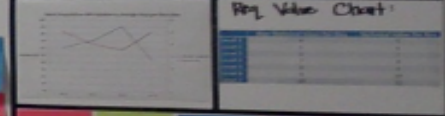
Business Unit	% of Overall Headcount	Max TA Demand
APD	40%	160 pts
ACS	25%	100 pts
WCS	20%	80 pts
CORP	15%	60 pts

TOTAL REQS FILLED (YTD)  
**179**



WIP

Category	Current #	Cap #
NHO	249	110
WCS	81	180
APD	329	72
ACS	97	64
CORP	157	



NHO WCS APD ACS CORP

REQ #	DATE IN BACKLOG	DATE IN WIP
JOB TITLE		
HIRING MANAGER		
REQ VALUE	RECRUITER	

- Micah Hunter 777/100
- Caitlyn Bonaster 1/100
- Miguel Koropeczy 180/100
- Lauren Stella 154/100