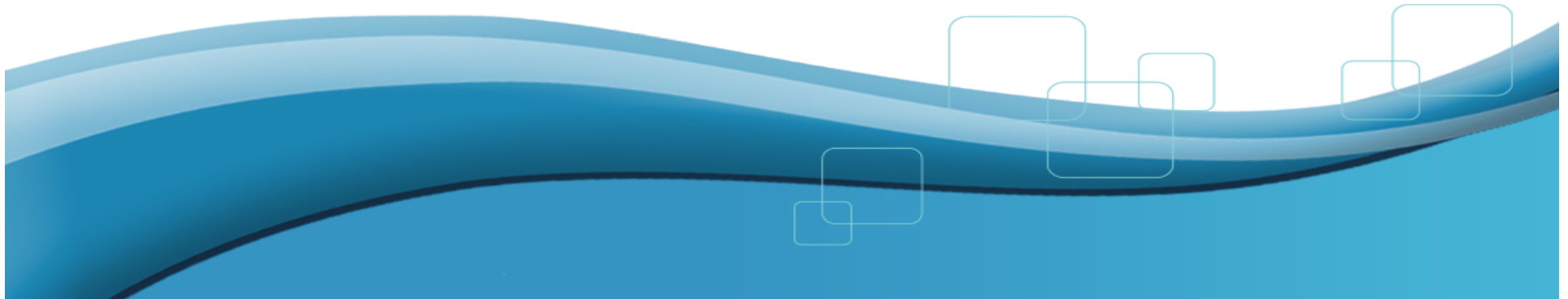




Agile Talent Acquisition

Innovating the delivery of Talent

- Tom Greifendorff | Talent Acquisition Leader @ Mitchell
- Brenan German | President @ Bright Talent Resources



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
- High Recruiter workloads
- 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



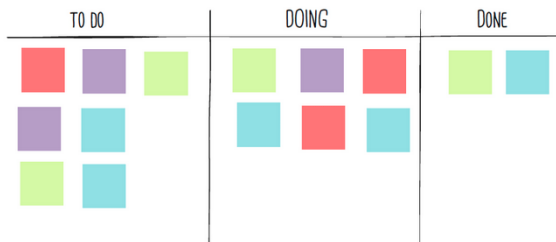
▶ Setting Capacity

- Understanding individual capacity
- Defining effort and value for requisitions
- Setting demand limits for the business



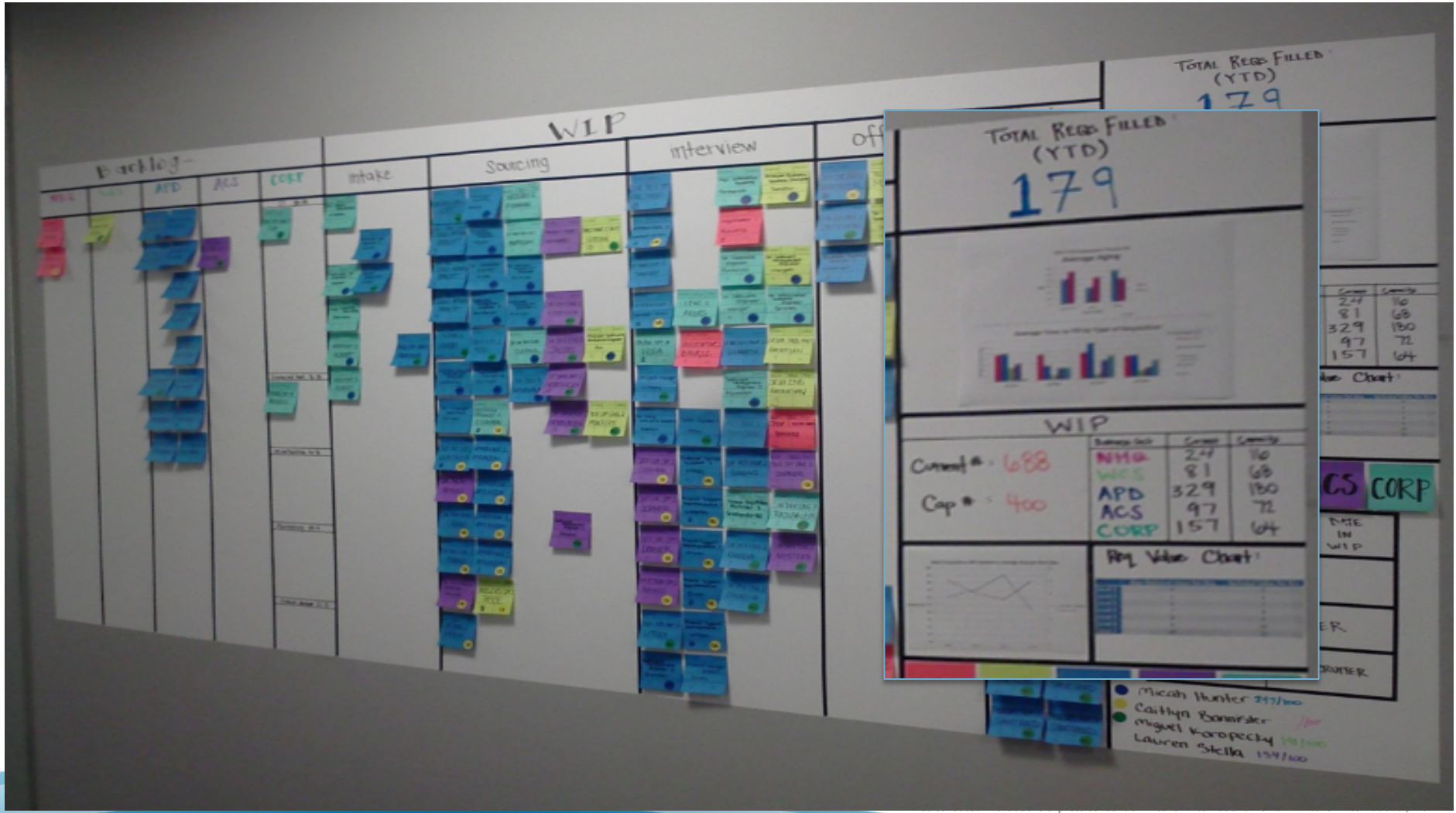
Leveraging Existing Models

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

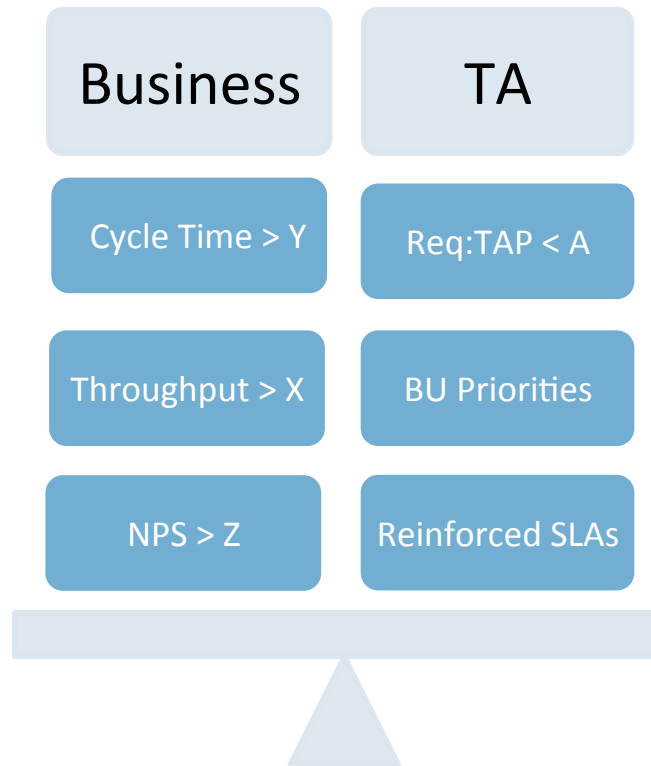
Agile | Kanban | **Scrum**



Collaboration

- Establishes a cadence
- Maintains alignment
- Identifies obstacles

Working Together To Achieve Success



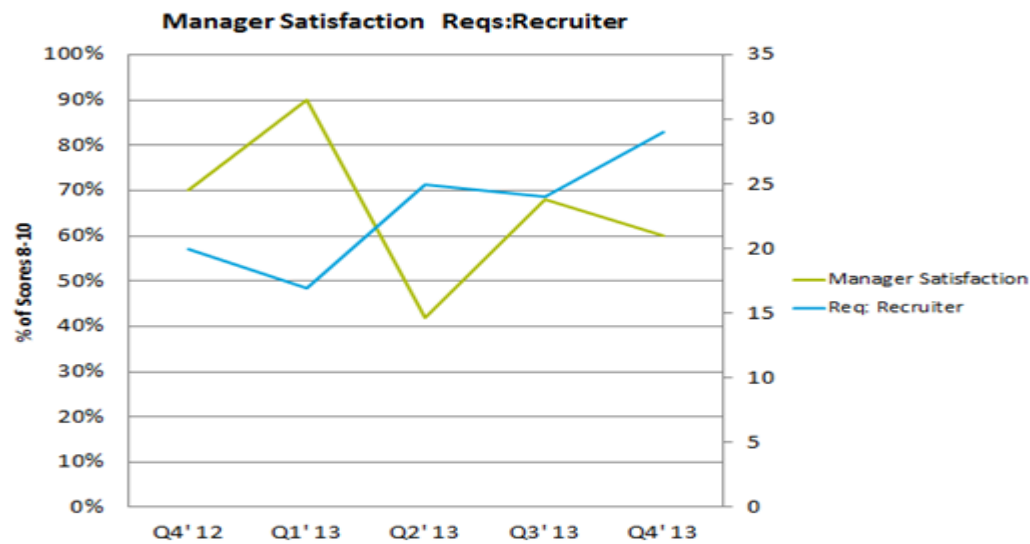


Q&A



TA Satisfaction

Inverse to Average Reqs Per Recruiter



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Defining Effort & Value for Requisitions

All reqs are not created equally

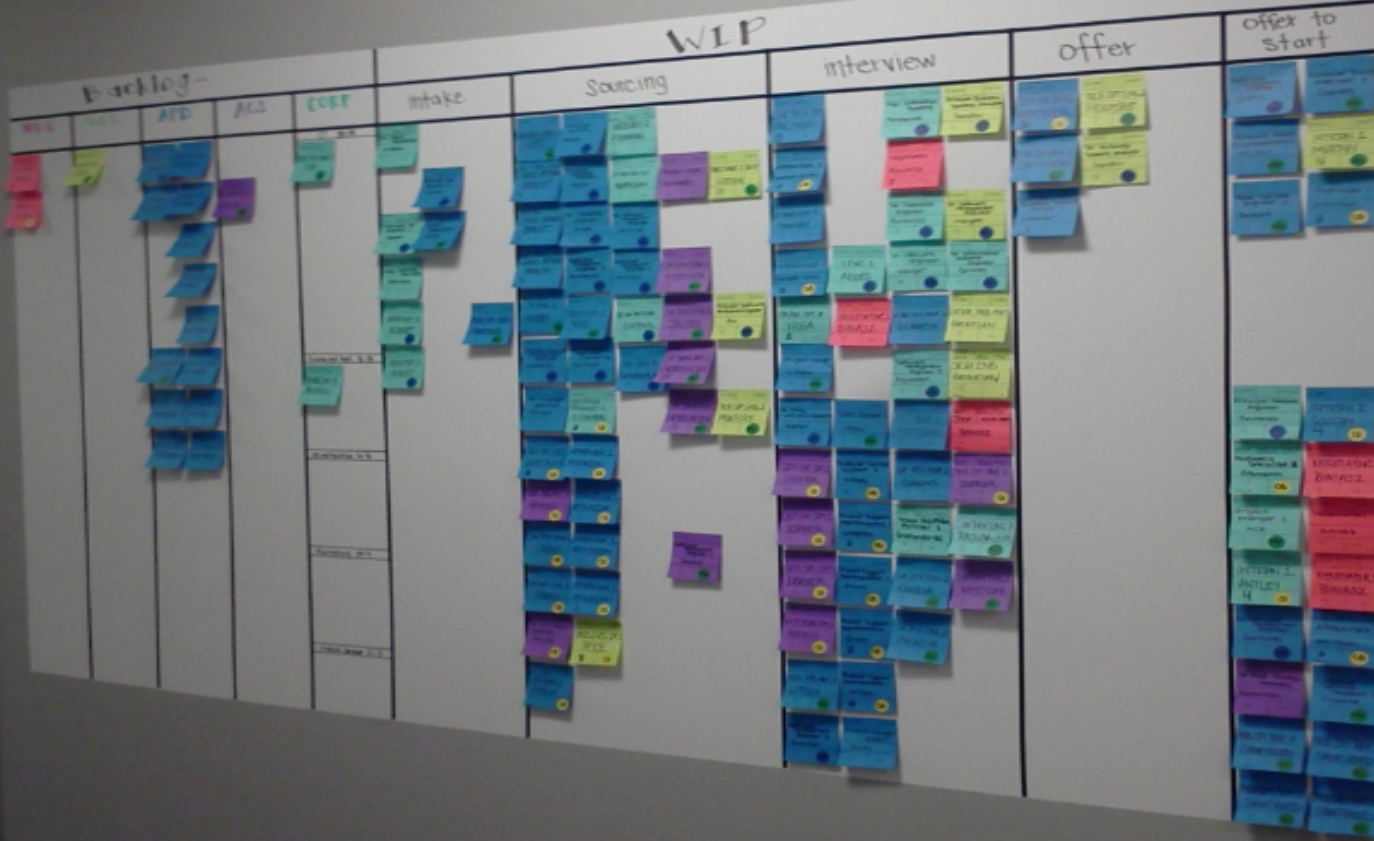
	Pay Grade	Non-Tech Value	Technical Value
Level 1	101-103	4	5
Level 2	104-106	5	6
Level 3	107-109	6	7
Level 4	110-112	7	8
Level 5	113-115	8	9
Level 6	116-118	9	10
Level 7	119+	10	11

Defining Business Unit Demand

Upper Control Limits

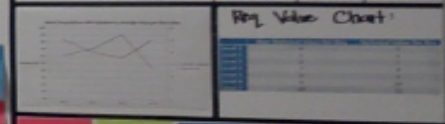
Business Unit	% of Overall Headcount	Max TA Demand
APD	40%	160 pts
ACS	25%	100 pts
WCS	20%	80 pts
CORP	15%	60 pts

TOTAL REQS FILLED (YTD)
179



WIP

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



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 /100
- Miguel Koropecny 180/100
- Lauren Stella 154/100