This Future State Flow Is Only One Component of the Analysis & Mobilization

Focusing Interviews

- Pre-Hire Interviews focused on Recruitment and Selection process, Hiring Manager satisfaction with candidate quality, and Onboarding experience
- Post-Hire Interviews focused on Performance Management, Employee Development, Retention, and Exit Interviews
- Interviews revealed **custom practice gaps** in Recruitment, Onboarding, Performance Management and **opportunities to improve**

Strong Attributes and Site Comparison Maps (Current State)

- Detailed view of the Candidate Journey for each Site, including Process Steps, Pain Points, Opportunities, Ideas, Systems, Roles, and Metrics
- Comparison of Strong Attributes across Sites, highlighting **Strong Practices** and **Opportunities to improve**

Process Analysis and Comparison Tables provide the **universal Process Steps and efficient options used by competitors to improve performance**

Stakeholder Analysis

- Stakeholder Analysis conducted for each Site, including Hiring Managers, Recruiters, Interviewers, Onboarding Buddies, and Onboarding Managers
- Focused on Strong Practices and Pain Points, highlighting **Opportunities to improve**
- Focused on Recruitment and Selection results to highlight **strong** and **weak** Recruitment Practices

Stakeholder Analysis found no holistic reporting, and Recruitment, Onboarding, and Performance Management Practices were Ad-Hoc and Reactive

Future State Map

- Combined Recruitment, Onboarding, and Performance Management Processes into a **Future State Process**
- Focused on Strong Practices and Pain Points
- Focused on Recruitment and Selection results to highlight **strong** and **weak** Recruitment Practices

The Future State Map offered a process designed to reflect Strong Practices, address Pain Points, and improve Recruitment Results, which

Simple Yourself

- Tool to Track, Learn and Actively Attract Talent
- Tool to Track Candidates, Collaborate with Hiring Managers, Interviewers and Recruiters
- Performance Management Tool to Track Employee Performance

Simple yourself highlighted the significant Burden Performance Management Practices put on Employee Supervisors

Improvement Opportunities & Best Practices

- Opportunities to Improve Process, Performance Metrics
- Best Practices to Leverage Across Sites

Improvement opportunities documented specific Recruitment, Onboarding, and Performance Management Practices that could improve Recruitment Results

Executive Summary & Recommendations

- Executive Summary provides an overview of the Current State Process, Strong Practices, Pain Points, and Opportunities
- Recommendations provided for Recruitment, Onboarding, and Performance Management Processes

Improvement Themes & Implementation Approach

- Improvement Themes
- Implementation Approach

- Focuses the Future Solutions on 10 Improvement opportunities
- Provides a roadmap for Implementing the Future State Process

The implementation theories and approaches summarized the Change Management Considerations and Recommendations

Customer Journey Map

- Detailed Journey Map for Hiring Manager Experience
- Focuses on Recruitment Process, Pain Points, and Opportunities
- Identifies Hiring Manager Pain Points and Opportunities to improve Recruitment Process

Candidate Journey Map focused on Candidate Experience, Pain Points, and **specific challenges**

PROCESS EXCELLENCE & OPTIMIZATION

1.239.322.5370 www.processexcelopt.com

info@processexcelopt.com

1001 Bonita Beach Rd, SW Bonita Springs, FL 34134

© 2022 Process Excellence & Optimization LLC - All Rights Reserved

Note: All Metrics or analysis shown in this document is for **illustrative purposes only**.

ManuCo Hiring Process

Functional and Physical Future State

This Document is just One Result of the Analytics and Mobilization Effort

Future State Goals Summarize a Selection of Over 50 Change Options:

End Consolidation

Reduce end consolidation administrative, operations, sharing of process information, and decision making by consolidating Functional and Physical testing into one Site, or alternative Process capacity for Functional and Physical testing

Refined Reference

Build on recent gains in challenging reference to increase the right fitment candidates moving forward, reduce the time it takes to get a reference, and improve the candidate experience with a digital Reference Process

Build Pilot Capacity

Current state collection method and tools to better align a pilot capacity with the production process, reduce the time it takes to get a pilot, and improve the candidate experience with a digital pilot Process using Alex

Link Data

Create data structure that connects Human Capital with current safety, make use of data gathered during Functional and Physical testing, and improve the candidate experience with a digital Process for engaging people

Digitize Processes

Improve digitization/digital of security, authorization, and onboarding to reduce the time it takes to onboard and improve the candidate experience

Use Conditioning

Use conditioning to provide assignments based on physical that can be completed at home, reduce the time it takes to get a pilot, and improve the candidate experience, and opportunity to work remotely

Candidate

Talent Acquisition Support

Medical Vendor Support

Application

Medical vendors perform Functional Testing and Physical testing and gather samples for drug testing

A Dashboard with Mock Data Demonstrates How Leadership Plans to Review Performance

Operational Dashboard
Key Metrics
Time to Fill
Time to Hire
Time to Start
Cost to Hire
Cost to Start
Applicant Flow
Applicants Source
Applicants Stage
Hiring Process Flow
Hiring Process Time
Hiring Process Cost
Hiring Process Yield
Hiring Process Quality
Hiring Process Diversity
Hiring Process Trends
Hiring Process Time Trends
Hiring Process Cost Trends
Hiring Process Yield Trends
Hiring Process Quality Trends
Hiring Process Diversity Trends
Hiring Process Time Trends
Hiring Process Cost Trends
Hiring Process Yield Trends
Hiring Process Quality Trends
Hiring Process Diversity Trends