5

CRUCIAL METRICS SUCCESSFUL HIRING MANAGERS TRACK

Skyrocket your project profitability by boosting these 5 essential metrics!

e**xperience**
AI SOLUTIONS

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The 5 Crucial Metrics
Successful Hiring Managers Track

If you're a senior hiring manager for a B2B software/tech company, we know your main challenge is to optimize project profitability and meet demand at scale.

In our extensive experience working with many managers like you, we've seen first-hand your struggles with:

1. Empty seats and long delays in finding the right, highly qualified people
2. High turnover rates and workforce burnout
3. People being pulled from one project to another, diluting the knowledge base
4. A labor-intensive recruitment process that doesn't yield results
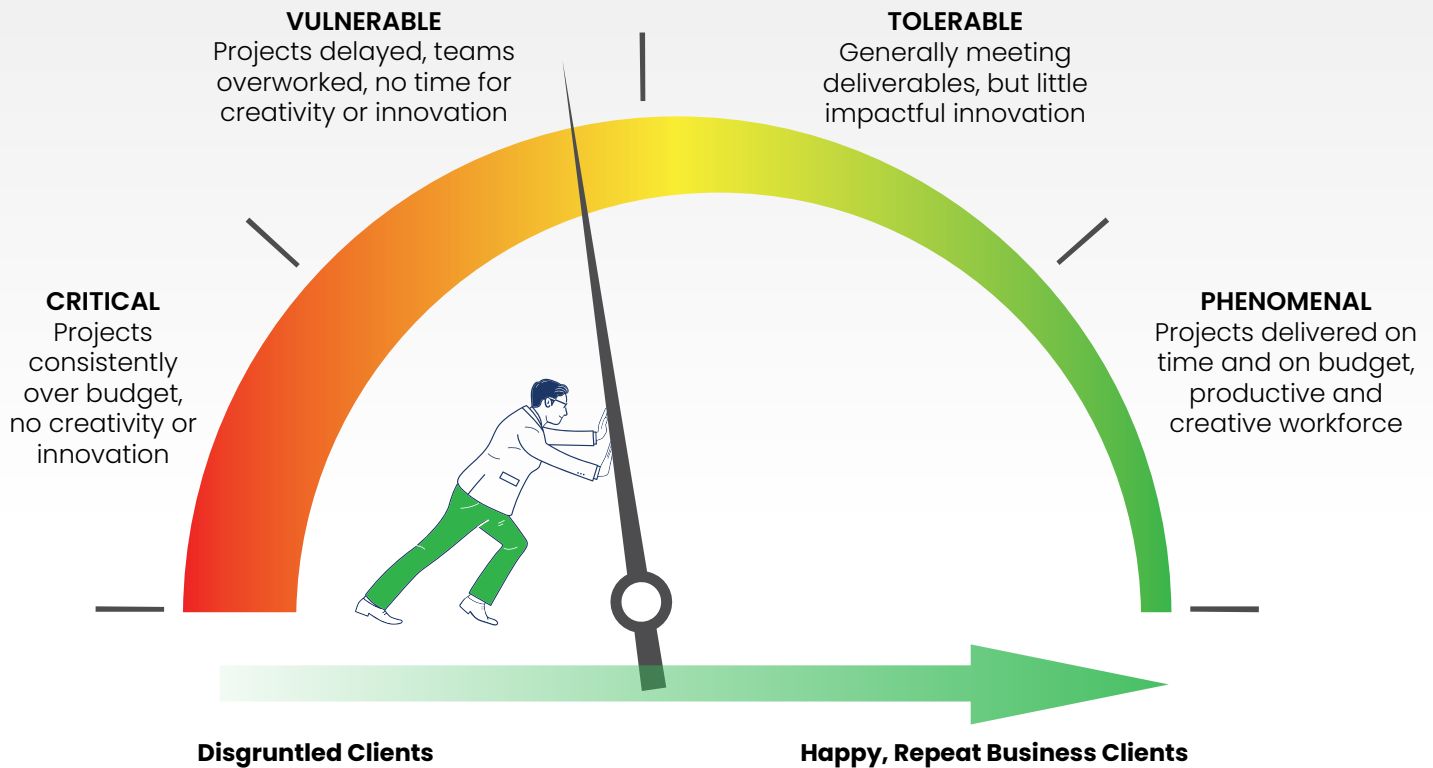
If you can relate to one or more of the issues above, let us help you 'move the needle' and optimize your processes!

Here are 5 crucial metrics you can monitor that will help you free up your time, eliminate the cost of vacancy and deliver your projects on time and on budget:

The 5 Crucial Metrics

1. Average number of candidates reviewed and interviewed per position
2. Offer acceptance rate
3. Vendor fill rates per position
4. Contractor retention rates
5. Diversity & inclusion rates

The 4 Stages of Project Proficiency

VULNERABLE
Projects delayed, teams overworked, no time for creativity or innovation

TOLERABLE
Generally meeting deliverables, but little impactful innovation

CRITICAL
Projects consistently over budget, no creativity or innovation

PHENOMENAL
Projects delivered on time and on budget, productive and creative workforce

Disgruntled Clients

Happy, Repeat Business Clients

At the low end of the scale, a low project proficiency means that your projects are rarely delivered on time or on budget and you may see talent and/or managers leaving mid-project. In addition, frustration levels can be high because you are constantly on the hiring hamster wheel.

At the higher end of the scale (where many of you dream of being), projects are consistently delivered on time and on budget and you have a productive and creative workforce working in harmony. Staffing is a pleasant and seamless experience.

Where do you currently see yourself on this scale?
Where do you WANT to see yourself on this scale?

How To Move The Needle

Making changes to these 5 crucial metrics will move the needle to the next stage and dramatically increase your project proficiency.

The 5 Crucial Metrics

1. Average number of candidates reviewed and interviewed per position
2. Offer acceptance rate
3. Vendor fill rates per position
4. Contractor retention rates
5. Diversity & inclusion rates

Imagine if you optimized all 5 of these metrics! Your work would be easier and less stressful with a more significant impact, and your project profitability would skyrocket.

That's what we do at Experience AI Solutions - help you move the needle by optimizing your project proficiency.

Now, let's take a more in-depth look at each of these 5 crucial metrics...

Metric #1

Average number of candidates reviewed and interviewed per position

Over the last 10 years, our research has indicated that the typical hiring manager reviews approximately 13 candidates per position.

Not only is that a lot of reviewing, emailing, and interviewing (which takes up valuable time), but hiring managers also tell us that the majority of candidates reviewed are not qualified candidates.

This takes time from the project team and engages them in fruitless activity when they could be achieving other goals.

QUESTIONS:

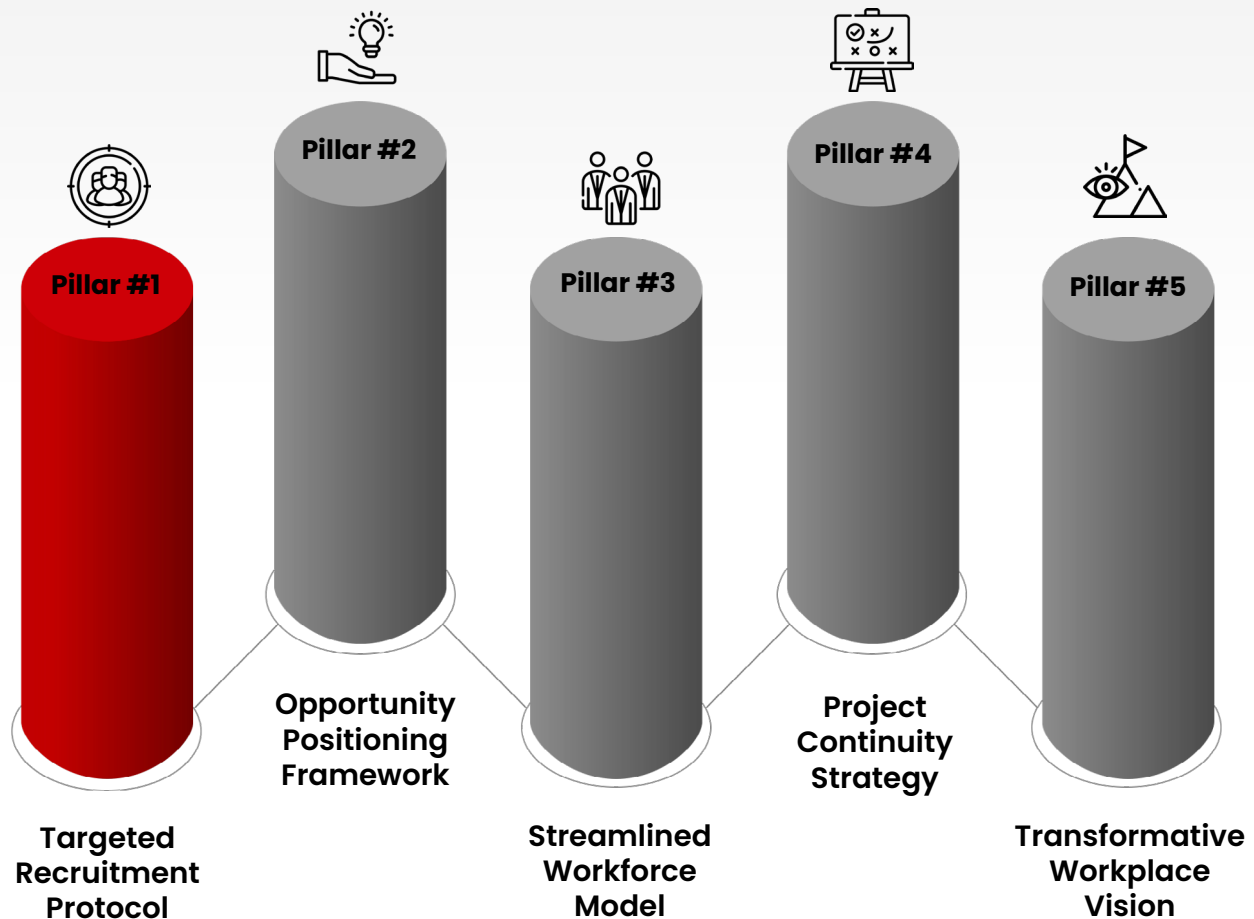On average, what would you say is your current number of candidates reviewed per position?

_____

Typically, how many candidates would you interview per position?

_____

MOVE THE NEEDLE:

At Experience AI Solutions, we help companies like yours increase their project proficiency and profitability using our 5-Pillar Strategic Talent Optimization process.

Pillar #2

Pillar #4

Pillar #1

Pillar #3

Pillar #5

Opportunity Positioning Framework

Project Continuity Strategy

Targeted Recruitment Protocol

Streamlined Workforce Model

Transformative Workplace Vision

Pillar #1 - Targeted Recruitment Protocol

We typically send 2.3 qualified candidates per position resulting in 1.8 interviews.

Would it be worthwhile for you to reduce the number of candidates you review (and interview) per open position?

Metric #2

Offer Acceptance Rate

How often has it happened to you that you've spent considerable time interviewing candidates that you thought were a perfect fit for the position, and they've turned down your offer? Frustrating, right?

We consistently hear this from hiring managers. Unfortunately, by the time you can make the offer, a qualified candidate has often been snapped up by the competition, or they simply aren't excited about working on this project.

A lower acceptance rate is not only frustrating but means that you're starting the fulfillment process all over again. More time is wasted.
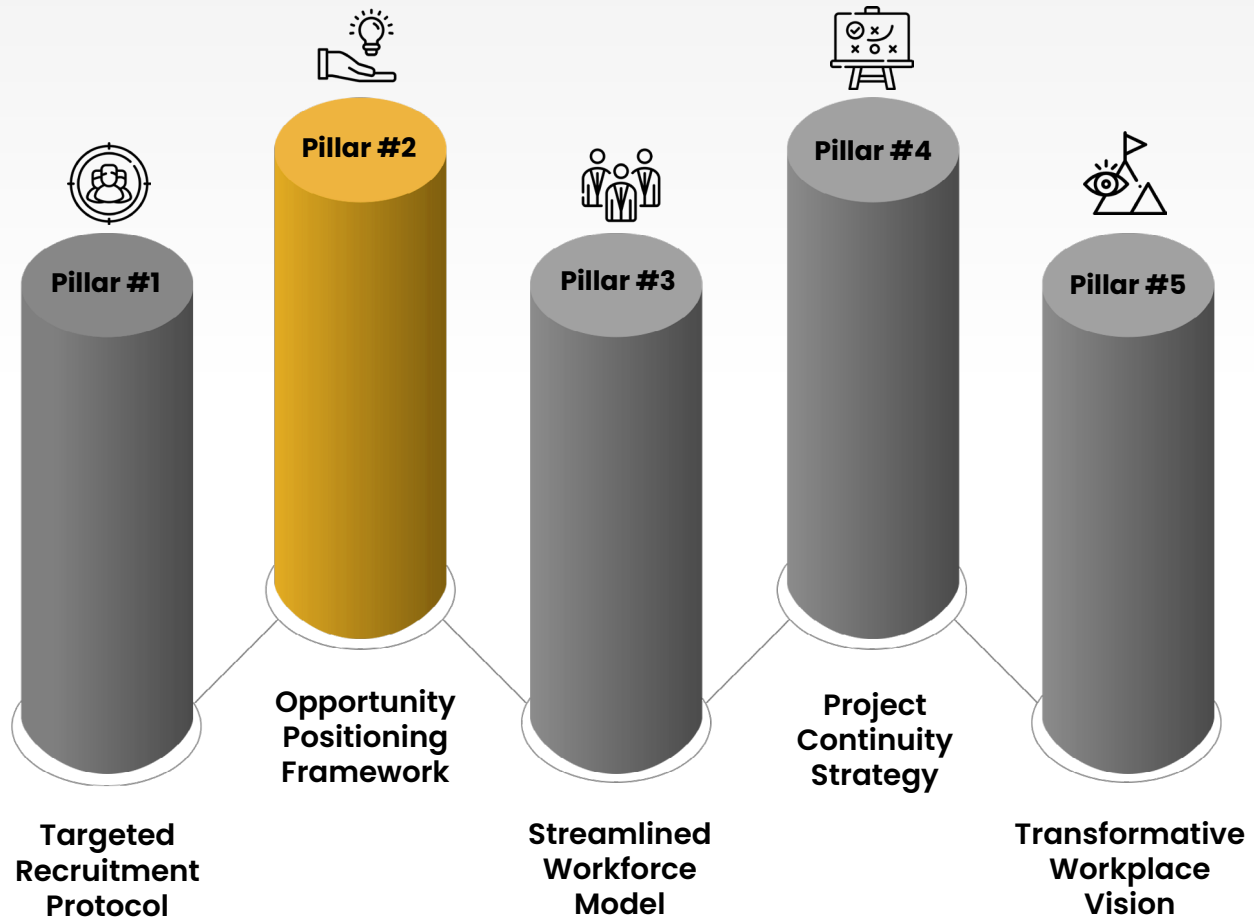
QUESTIONS:

What is your typical acceptance rate?

_____

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Pillar #1 — Targeted Recruitment Protocol

Pillar #2 — Opportunity Positioning Framework

Pillar #3 — Streamlined Workforce Model

Pillar #4 — Project Continuity Strategy

Pillar #5 — Transformative Workplace Vision

Pillar #2 - Opportunity Positioning Framework

Our typical acceptance rate by qualified candidates is 81%.

This means that more than 80% of the time, qualified candidates are excited to accept your offer, so you fill the position with the talent you desire!

How would you feel if you had more qualified candidates ACCEPT your offers immediately?

Metric #3

Vendor Fill Rates Per Position

In general, procurement and hiring managers attempt to reduce the number of vendors to save money, streamline their operations, learn fewer systems and reduce touch points.

In order to streamline, procurement most often chooses vendors with a combination of the lowest rates and highest fill rates.

We want to help you streamline your hiring process and give you the assistance you need, when you need it.

QUESTIONS:

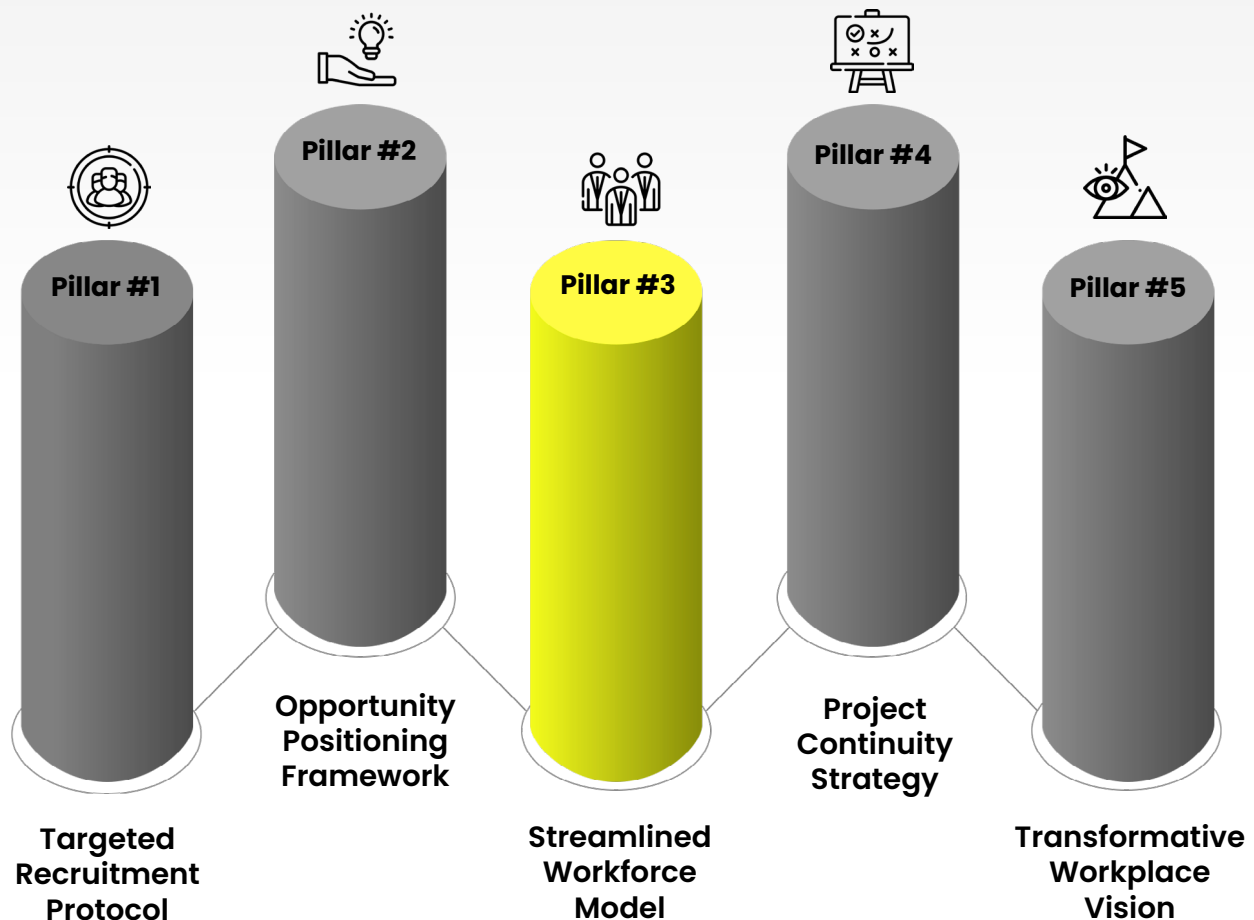What are your 3 highest vendor fill rates across all positions?

_____

Is one vendor currently filling the majority of your positions?

_____

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Pillar #3 – Streamlined Workforce Model

We help you decrease costs and maximize productivity through a seamless, automated, yet full-service process.

We typically fill more than 73% of the mandates we are given.

What would it mean to you to have a seamless, automated process with full-service? More time saved? Less frustration?

Metric #4

Contractor Retention Rates

Another challenge for hiring managers is that contractors sometimes don't stay until the project is completed. Then, with high talent turnover, the hiring hamster wheel starts once again.

Even more importantly, there are project disruptions as momentum decreases with the lack of knowledge continuity. Wouldn't it be nice to retain corporate memory on more of your projects?
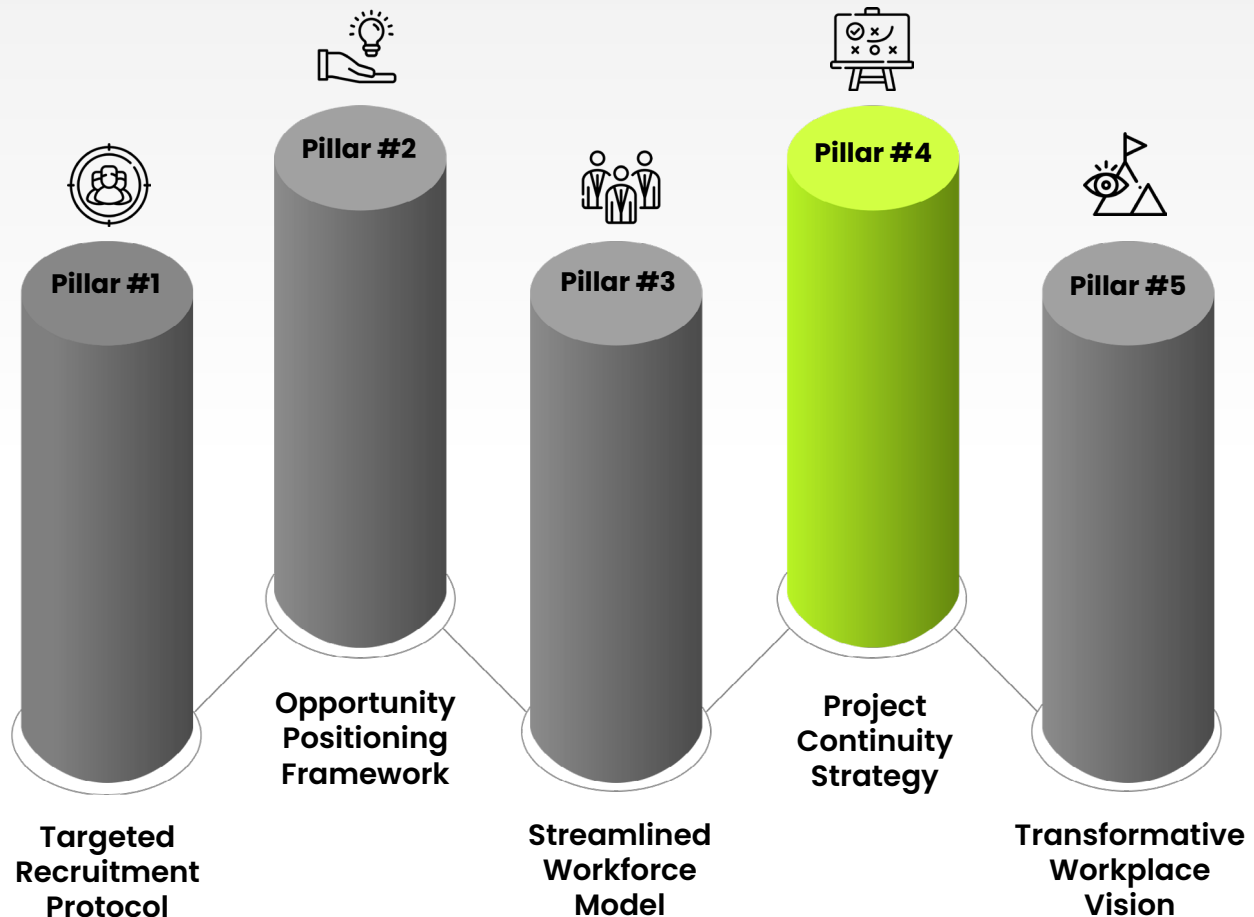
QUESTIONS:

What is your contract completion rate?

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Pillar #4 - Project Continuity Strategy

91% of our candidates stay until the contract is completed, increasing project proficiency and profitability.

Would it be worthwhile for you to increase your percentage of contracts completed? We think so!

Would it help you stay off the hiring hamster wheel? YES

Would it help increase project proficiency and profitability? YES

Metric #5

Diversity & inclusion Rates

Whether it's gender diversity in R&D teams or cultural diversity in organizations; study after study shows that diversity improves innovation.

Our own experience is that having diverse and inclusive project teams truly unlocks innovation and drives creativity. And although there doesn't seem to be a comprehensive way to measure the impact of a highly diverse & inclusive team, research shows that having a variety of perspectives helps teams see things in new ways -- translating into improved project proficiencies!
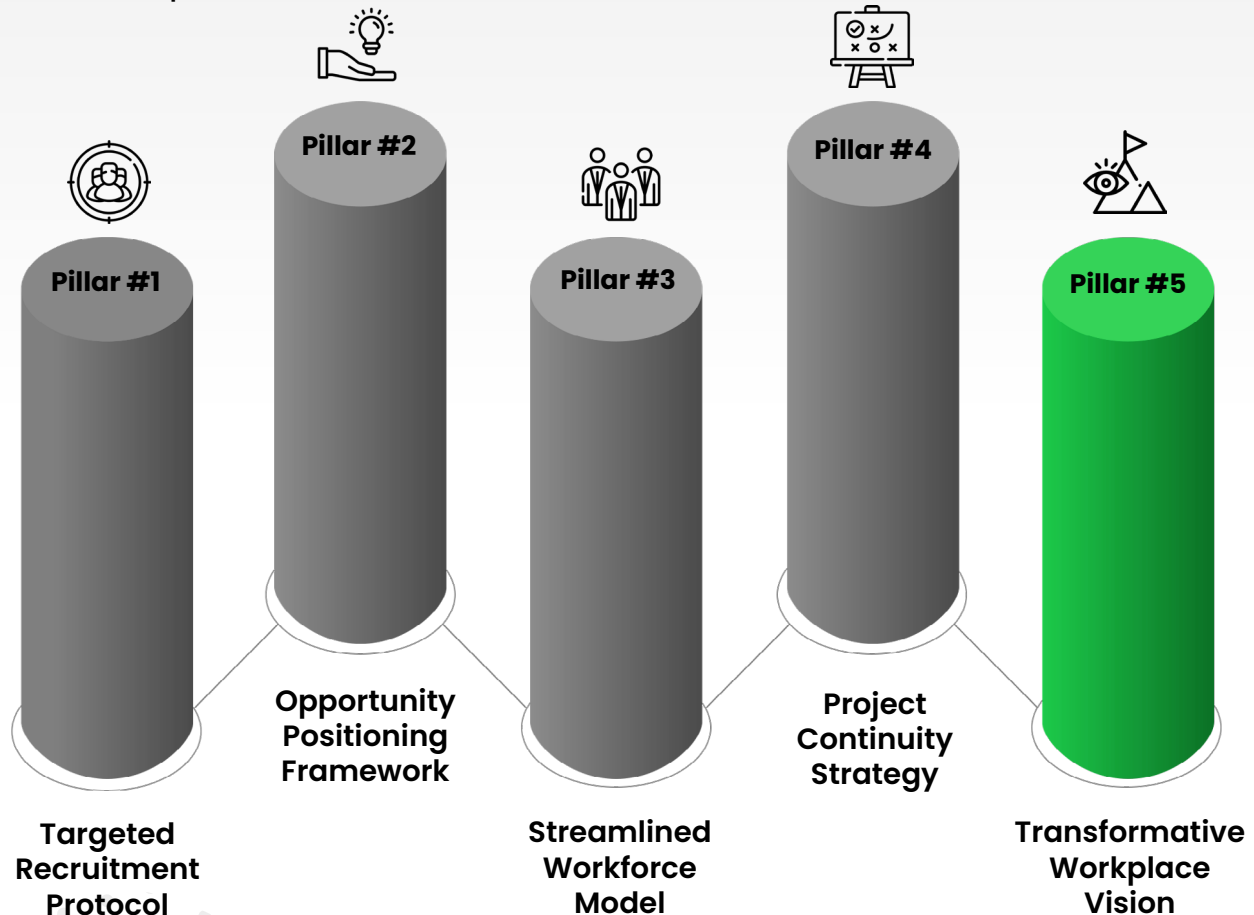
QUESTIONS:

On a scale of 1-5 (1 being low), how diverse/inclusive are your project teams?

MOVE THE NEEDLE:

At Experience AI Solutions, we help companies like yours increase their project proficiency and profitability using our 5-Pillar Strategic Talent Optimization process.

Pillar #5 - Transformative Workplace Vision

We strive to help you increase the diversity and inclusivity of your contractors so that your project teams are innovative.

If your project teams were more innovative and creative, how would you feel?

Would this lead to increasing your project proficiency and profitability? Of course.

SUMMARY

During the last 15 years, the team at Experience AI Solutions have come to understand and empathize with the struggles faced by senior hiring managers, including:

- Wasting time on the hiring hamster wheel
- Increasing costs of vacancies
- Project budget overruns

When your deliverables can't be met, your projects are in jeopardy! By tracking these 5 crucial metrics and making changes with one or more of the Five Pillars of our Strategic Talent Optimizer, your projects will be more proficient and profitable.
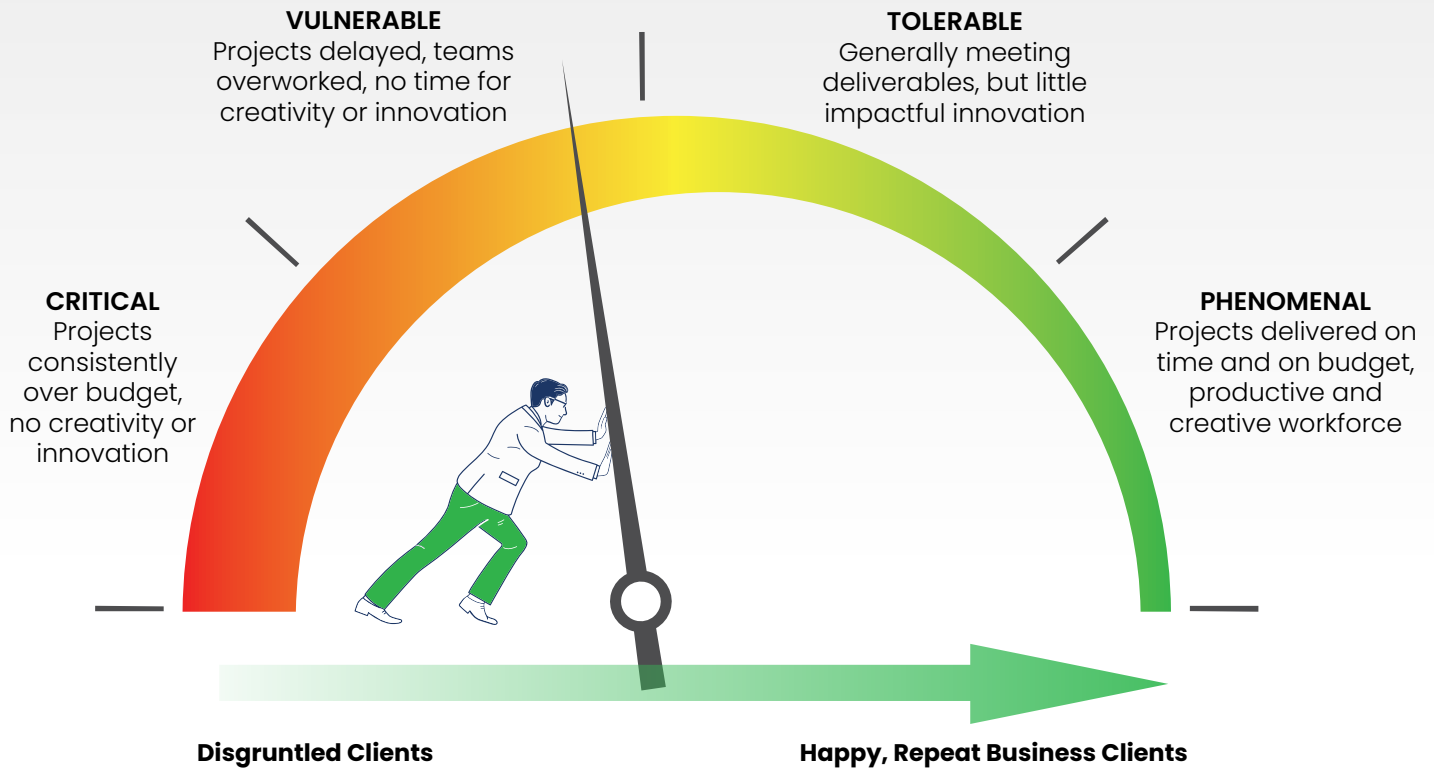
Finally, you'll be able to have:

- Projects consistently completed on time and on budget without having to start the hiring hamster wheel AGAIN
- Teams that are creative and forward-thinking so you can exceed customer expectations
- Streamlined administration with dedicated support

At Experience AI Solutions, we've grown our business using the proven 5 Pillars on our Strategic Talent Optimizer -- helping hiring managers just like you maximize project proficiency and meet demand at scale.

WE HELP YOU MOVE THE NEEDLE

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It's as simple as:

1. Schedule a call to assess your needs
2. Let us create your solution & implement a proven process
3. Achieve game-changing results and celebrate!

Get In Touch Today

experience AI SOLUTIONS

Leverage our specialized expertise in artificial intelligence, machine learning, and IT cloud security. We help Hiring Managers deliver projects on time and on budget.

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