



**LEAN**  
Radical · Optimize · Just-in-time

# Proof of Concept

**In order to quantify the ROI of our solution, we will provide a no-cost process optimization analysis of your recruitment organization. After collecting relevant data, we will analyze Key Performance Indicators and evaluate your entire hiring process.**

In 1 week, we will deliver on-site:

- ▶ Process optimization strategies – indentifying at least 10% waste within one facet of your hiring process.
- ▶ A Materials Release Planning (MRP) model, defining the sourcing resources required to meet your hiring demands just-in-time.
- ▶ An engagement proposal outlining:
  - A rigorous optimization plan for your entire staffing supply chain.
  - The organizational infrastructure required to develop a just-in-time hiring solution guaranteed to decrease vacancy rates, improve quality and reduce cost and waste.
  - Our Recruiter Academy Continuous Education & Development Solutions including *LEAN* Recruiter Certification.

**Requested Data (we'll utilize industry benchmarks to complete any missing data):**

## 1 Staffing Process Flow Charts

## 2 Hiring Production Metrics:

- ▶ Total Hires (12 month period)
- ▶ Hires by 3 most critical job categories
- ▶ Average time-to-fill by 3 most critical job categories
- ▶ Open requisitions > 60 days
- ▶ Projected number of hires for 3 most critical job categories
- ▶ Cost-of-vacancy data

## 3 Process Efficiency Metrics:

- ▶ Sourcing hours per candidate
- ▶ Recruiter pre-screen to hiring manager submittal efficiency ratio
- ▶ Hiring manager submittal to hiring manager interview efficiency ratio
- ▶ Hiring manager interview to offer efficiency ratio
- ▶ Offer to hire efficiency ratio

### ABOUT LEAN

*LEAN* delivers a radical approach to Analysis, Process Optimization, and Continuous Improvement for your recruitment organization. By rationalizing your staffing supply chain, we help you create a proactive, efficient hiring strategy that will dramatically reduce time-to-fill and vacancy rates, improve quality and customer satisfaction, and reduce cost and waste. To achieve optimum results, our renowned Recruiter Academy Education & Development Solution provides your staff with “Best-in-Class” methodologies, tools and techniques required to deliver a lean, just-in-time recruitment solution and create a culture passionate about life long learning.

**For more information, please contact us at [info@leanhumancapital.com](mailto:info@leanhumancapital.com) and 734-414-9822.**