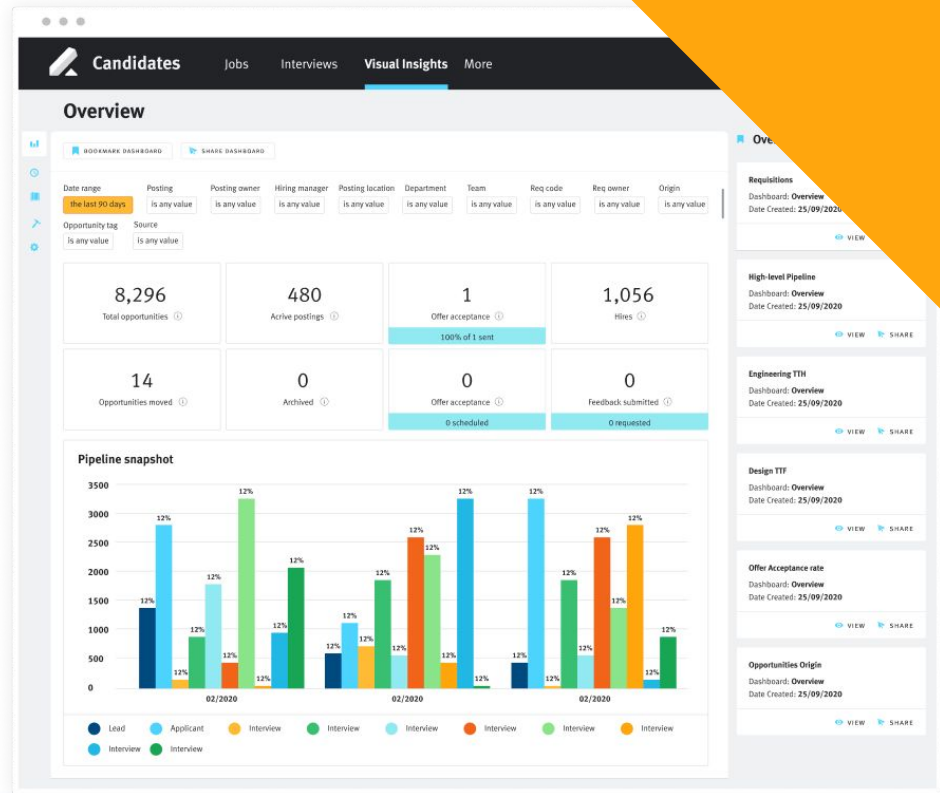




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## Visual Insights Knowledge Series

# Understanding Visual Insights for Recruiters and Hiring Managers



# Today's Speakers



**Noa Monheimer**

Technical Product Manager



**Matt Wright**

Solutions Consultant

## AGENDA

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- **Introduction to Visual Insights**
- **Visual Insights walkthrough**
- **Visual Insights for Recruiters and Hiring Managers**
- **Two ways Visual Insights improve Recruiter and Hiring Manager collaboration**
- **Live Demo of Visual Insights**
- **Q&A**



## OUR MISSION IS

To offer talent leaders the **reach** of a marketing leader, the **forecast** of a sales leader, and the **insight** of a finance leader in a unified talent acquisition suite.

## BECAUSE WE BELIEVE IN THE VALUE OF

Connecting human potential to meaningful work.





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Introduction to:

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# Visual Insights



# **Poll: How familiar are you with Visual Insights?**

# We're hearing 3 major challenges



Talent metrics are **key to achieving hiring goals**



Hiring teams **do not have the resources they need** to make data-driven decisions



TA teams **spend time building spreadsheets and dashboards** by hand to help deliver insights

# Recruiters & Hiring Managers

## Challenges

- Unclear areas of improvement
- Providing transparency into progress towards key roles
- Recruiters spending a lot of time finding the right data



## Goals

- Building data-driven recruiting strategies
- Easily track candidates throughout the hiring process
- Improving collaboration and transparency
- Reporting provides insights without manual, offline work



## Visual Insights Curated Dashboards

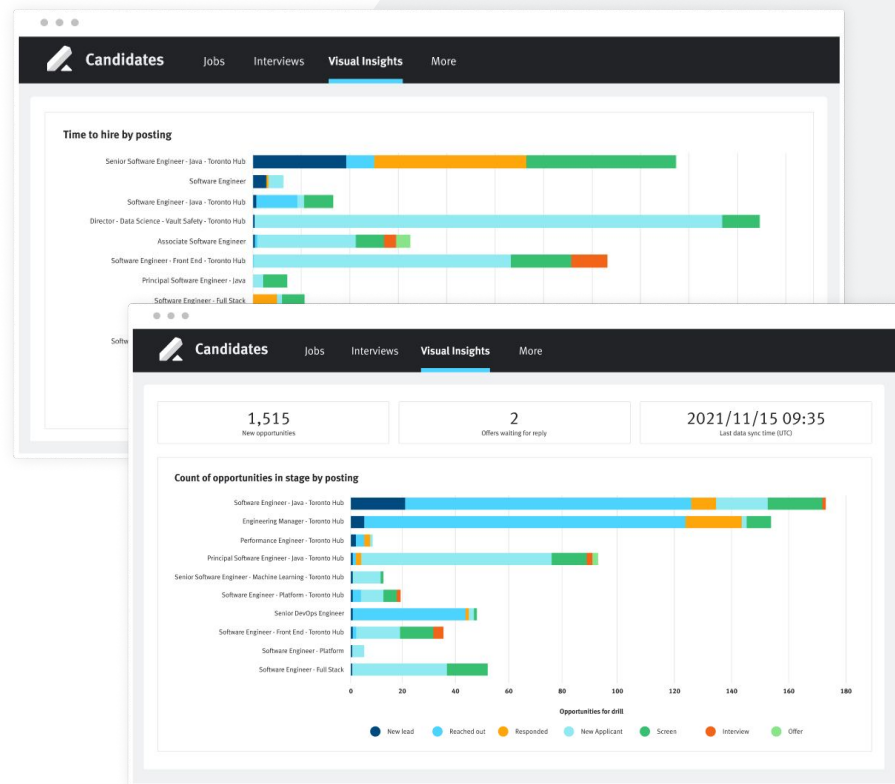
- Move from a reactive to **proactive** strategy
- Access **granular** data tables that power all your visualizations
- Stay on top of your **performance**



## Visual Insights

We've done the data work so you can move faster and hire smarter.

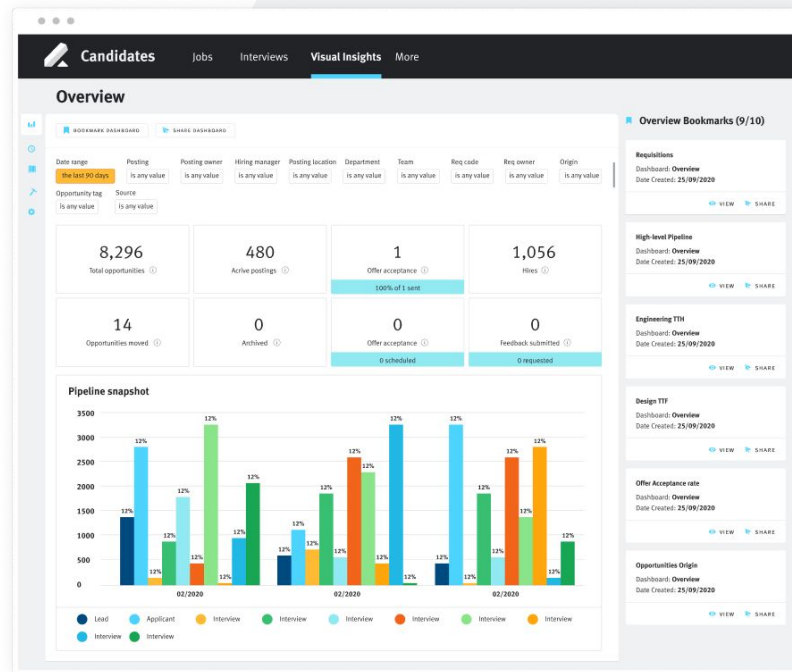
- Visual Insights is a series of curated dashboards native in Lever.
- Our dashboards were built from customer insights and industry best practices.



## Visual Insights

# The three pillars that empower data-driven recruiting:

- Move faster and hire smarter
- Data for everyone
- Uncover insights at the speed of your business



1

**Choose Recruiter Operations or the Hiring Manager dashboard**

### Dashboards

Recruiter Operations

Hiring Manager

OR

### Dashboards





Recruiter Operations

Hiring Manager

2

## Filter to uncover insights

### Hiring Manager Postings

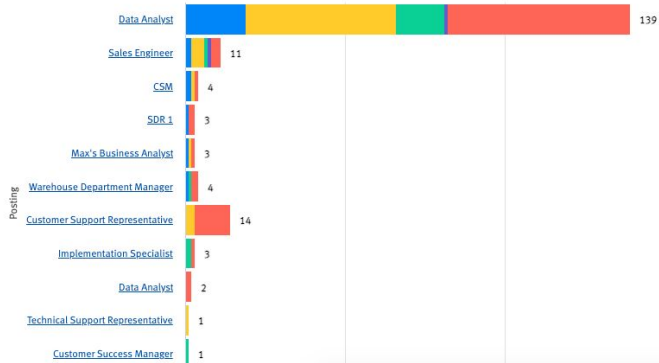
1h ago    

Date range	Interview stages only	Department	Team	Posting	Posting location	Posting owner	Opportunity owner
<input type="text" value="is in the last 90 days"/>	<input checked="" type="checkbox"/> Yes	<input type="text" value="is any value"/>	<input type="text" value="is any value"/>	<input type="text" value="is any value"/>	<input type="text" value="is any value"/>	<input type="text" value="is any value"/>	<input type="text" value="is any value"/>
Origin	Source	Opportunity tag					
<input type="text" value="is any value"/>	<input type="text" value="is any value"/>	<input type="text" value="is any value"/>					

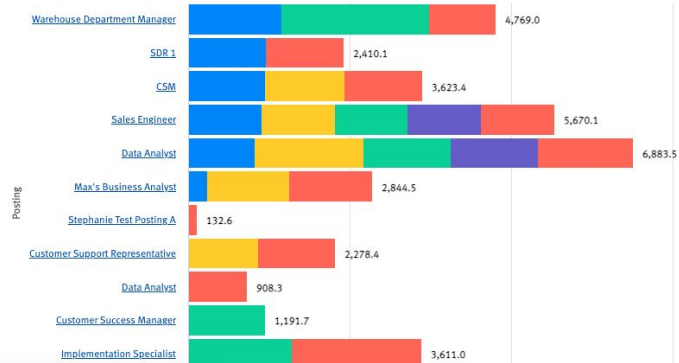
### Recruiter current operations

Department	Team	Posting	Posting location	Posting owner	Hiring manager	Origin	Source	Opportunity tag	Stage name
<input type="text" value="is any value"/>	<input type="text" value="is any value"/>	<input type="text" value="is any value"/>	<input type="text" value="is any value"/>	<input type="text" value="is any value"/>	<input type="text" value="is any value"/>	<input type="text" value="is any value"/>	<input type="text" value="is any value"/>	<input type="text" value="is any value"/>	<input type="text" value="is any value"/>

Current opportunities in stage by posting



Average time in stage for current opportunities by posting



3


Visualize your data and drill into details

Published posting days open

Posting	Posting owner	Location	Department	Team	Active opportunities	Active opportunities in interview stages	Last posting event	Days since published
1 Stephanie Test Posting A	Ron Swanson	Baltimore, MD	Business Development	Customer Success	1	1	2022-03-10	131 days
2 Data Analyst	Katlyn Parides	Amsterdam, Netherlands	Appraisal	Appraisal	22	3	2021-05-11	436 days
3 Data Analyst	Stephanie Zhou	Amsterdam, Netherlands	Appraisal	Appraisal	818	157	2021-04-27	450 days
4 Customer Support Represent...	Lever Demo	San Francisco, CA	Client Services	Customer support	27	14	2019-10-15	1,010 days
5 Warehouse Department Man...	Ron Swanson	Arlington, TX	Business Development	Customer Success	10	4	2019-10-11	1,014 days
6 Customer Support Represent...	Nikka Capangpangan	San Francisco, CA	Client Services	Customer support	1	0	2019-08-29	1,057 days
7 Sales Engineer	Erick Ko	Toronto, Ontario	Sales	Sales Engineering	18	11	2019-06-15	1,137 days
8 Customer Success Manager	Ron Swanson	Albuquerque, New Mexico, U...	Future Labs	People	5	1	2019-03-27	1,212 days
9 CSM	Nikka Capangpangan	Albuquerque, New Mexico, U...	Sales	Sales Development	8	4	2019-03-21	1,216 days
10 SDR 1	Jonathan Whitford	Hudson, NY	Research	Consumer	4	3	2019-03-20	1,219 days
11 Product Manager	Max Eady	Bay Area, CA	Research	Consumer	1	0	2019-02-15	1,252 days
12 Max's Business Analyst	Roy Moulder	Albuquerque, New Mexico, U...	Data Scientist	Implementation	2	3	2019-01-18	1,280 days
13 Implementation Specialist	Roy Moulder	Albuquerque, New Mexico, U...	Data Scientist	Implementation	6	1	2018-11-17	1,342 days
14 Director, Armed Forces (Mec...	Ron Swanson	London, UK	Implementation	Implementation	1	0	2018-03-29	1,575 days

4

## Bookmark and share your dashboard

 **BOOKMARK DASHBOARD**

**Overview Bookmarks (4)**

**Q1 Hiring**  
Dashboard: **Current Operations**  
Date Created: **05/06/2021**

[VIEW](#)

**HR Test**  
Dashboard: **Current Operations**  
Date Created: **02/01/2022**


[VIEW](#)

**Bay Area Hiring**  
Dashboard: **Current Operations**  
Date Created: **03/29/2022**

[VIEW](#)

**Overview 1**  
Dashboard: **Current Operations**  
Date Created: **04/04/2022**

[VIEW](#)

 **SHARE DASHBOARD**

**SHARE REPORT** > **DELIVERY DETAILS** > **REVIEW & SEND**

### Share report

Do you want to make sharing this report a recurring event?

Recurring delivery

**Recurrence settings**

Weekly

Send on

Monday  Tuesday  Wednesday  Thursday  Friday  Saturday  Sunday

Time to send

9:00 AM PST (GMT-07:00)

One-time delivery

# Visual Insights in LeverTRM by Role

Super Admin only	Super Admin/Admin	Team Member	Limited Team Member
Offers	Overview	Recruiter - Current Operations	Hiring Manager - Postings
EEO (all)	Nurture		
Diversity (all)	Postings		
	Pipeline		
	Interviews		
	Compliance		
	Sources		
	Talent Acquisition Benchmarks		

# Visual Insights in LeverTRM by Role

Role	Dashboards
<b>Talent Leader &amp; Talent Ops</b> (Super Admin & Admin)	<ul style="list-style-type: none"> <li>• Offers</li> <li>• EEO (all)</li> <li>• Diversity (all)</li> <li>• Overview</li> <li>• Pipeline</li> <li>• Nurture</li> <li>• Postings</li> <li>• Interviews</li> <li>• Compliance</li> <li>• Sources</li> <li>• Talent Acquisition Benchmarks</li> </ul>
<b>Recruiter</b> (Team Member)	<ul style="list-style-type: none"> <li>• Recruiter Current Operations</li> <li>• Interviews</li> <li>• Feedback</li> <li>• Performance</li> </ul>
<b>Hiring Manager</b> (Limited Team Member)	<ul style="list-style-type: none"> <li>• Hiring Manager Postings</li> <li>• Hiring Manager Requisitions</li> <li>• Hiring Manager Pipeline</li> </ul>





# Three ways Visual Insights improve Recruiter and Hiring Manager collaboration:

1

Provide regular updates into the progress of open roles and recruiting activities

2

Enabling Hiring Managers to take a data-driven approach towards hiring

3

Providing a “one-stop-shop” for Recruiters to track progress and activities on all roles

# Here's what you'll see in the Visual Insights demo:

## Recruiter Operations Dashboard

Current Operations

Interviews

Performance

## Hiring Manager Dashboard

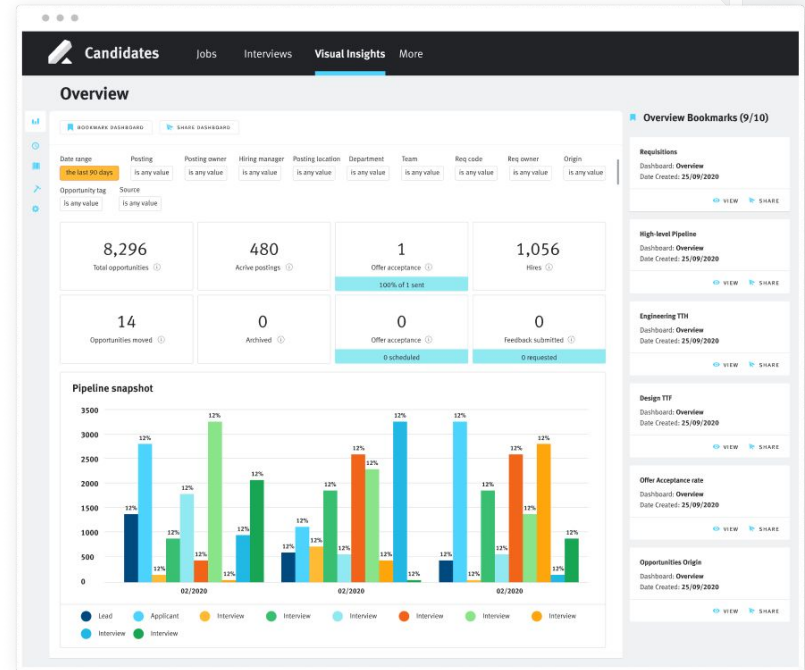
Postings

Pipeline

# Goal Setting with Visual Insights

Some of the key metrics Visual Insights can help you track (and goal-set against) include:

- Time to fill
- Number of hires
- Offers extended
- Volume of candidates in pipeline
- Pipeline by source
- Recruiter performance





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**Live Demo!**



**Poll: How valuable do you find the  
Recruiter Operations dashboard?**

## Visual Insights

# Coming soon in this Summer Release:

- Visual Insights is **available to ALL Lever customers at no extra cost.**
- After the release, **you will still be able to transition back to our Legacy Reporting.**
- Keep an eye out for **emails containing a guide on Visual Insights and additional help content.**



# Assets that help

## Improving Your Talent Team's Performance with Visual Insights

## Visual Insights Data & Analytics Guide

Starting Each Day with the Data You Need to Succeed

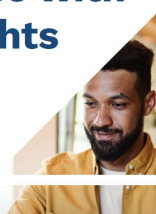


VISUAL INSIGHTS GUIDE

amid the pandemic, our 2020 State of Recruitment — notably,

and evaluating recruitment is particularly to the side a straightforward, cutting activities.

## Improving Your Talent Team's Performance with Visual Insights

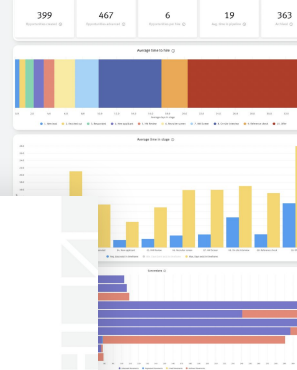


### Pipeline Dashboard

Better understand your recruiters' efforts to move candidates through your funnel.

Some questions this dashboard helps answer and insights it provides include:

- How long do opportunities spend in the pipeline?
- How many opportunities are needed to make a single hire?
- What pipeline stage are all opportunities in?
- What is the average time to hire?
- How many days do opportunities spend in each stage? Where are the bottlenecks?
- How many opportunities have been created



## Visual Insights

Data & Analytics Guide





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# Q&A







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## Upcoming Webinars in the Visual Insights Knowledge Series

- August 16, 2022 at 10am PT / 1pm ET: Leveraging Benchmark and DEI Data to Build Recruitment Strategies
- August 23, 2022 at 10am PT / 1pm ET: Introduction to Advanced Analytics and Data Explorer



**Thank You!**

