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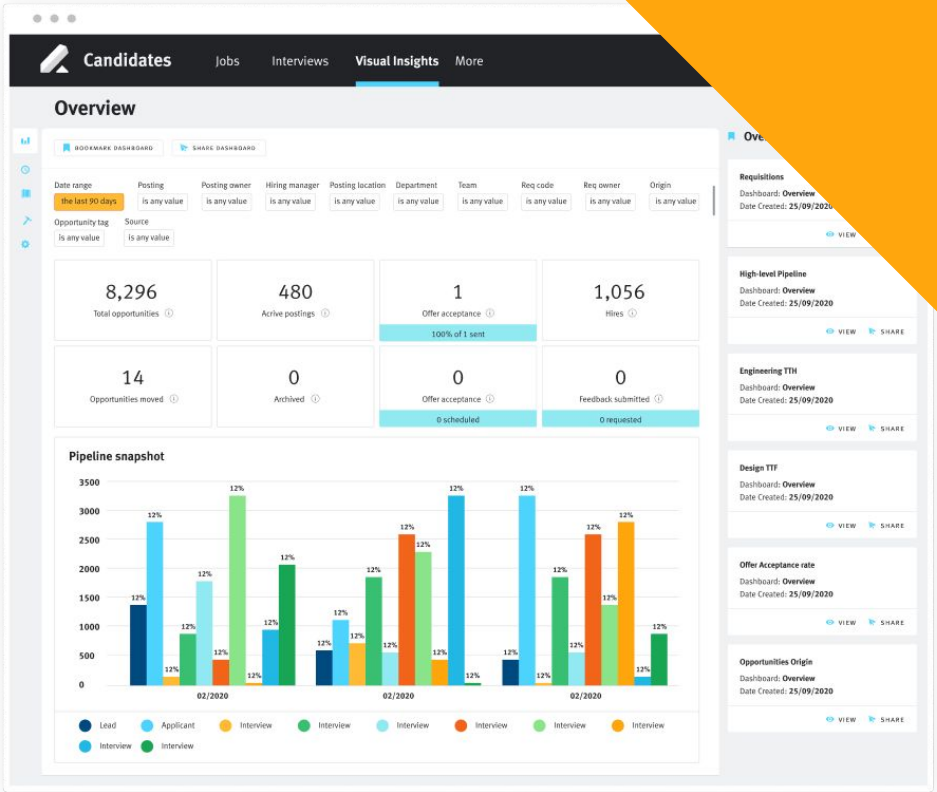
Visual Insights Knowledge Series

Understanding Visual Insights for Talent Leaders and Talent Ops



Today's Speakers

Noa Monheimer

Technical Product Manager

Bahaar Cheema

Technical Account Manager

AGENDA

- Introduction to Visual Insights
- Visual Insights walkthrough
- Visual Insights by Role
- 3 Ways Visual Insights Can Elevate Your TA Strategy
- Live Demo of Visual Insights
- Q&A

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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.

Spotify

Canva

ATLASSIAN

coupa

NETFLIX

HIGHSPOT

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Introduction to:

Visual Insights

Poll: How familiar are you with Visual Insights?

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We’re hearing 3 major challenges

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

Heads of TA **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

Talent Leaders & Talent Ops

Challenges

- Friction in pipeline
- Slow data refresh times
- Uncustomizable calculations
- Unclear areas of improvement
- Teams spending lots of time in offline spreadsheets

Goals

- Streamlined pipeline processes
- Forecasted hiring trends
- Customized calculations
- Actionable areas of improvement
- Reporting provides insights without manual, offline work

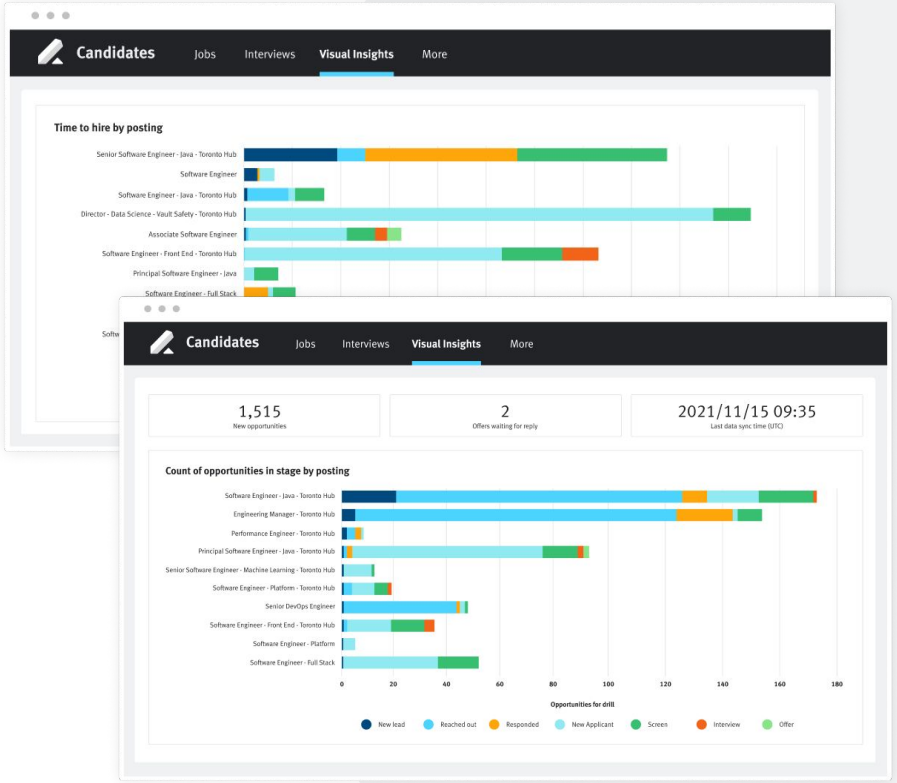
Outcomes

- Proactive
- Granularity
- Accountability

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.



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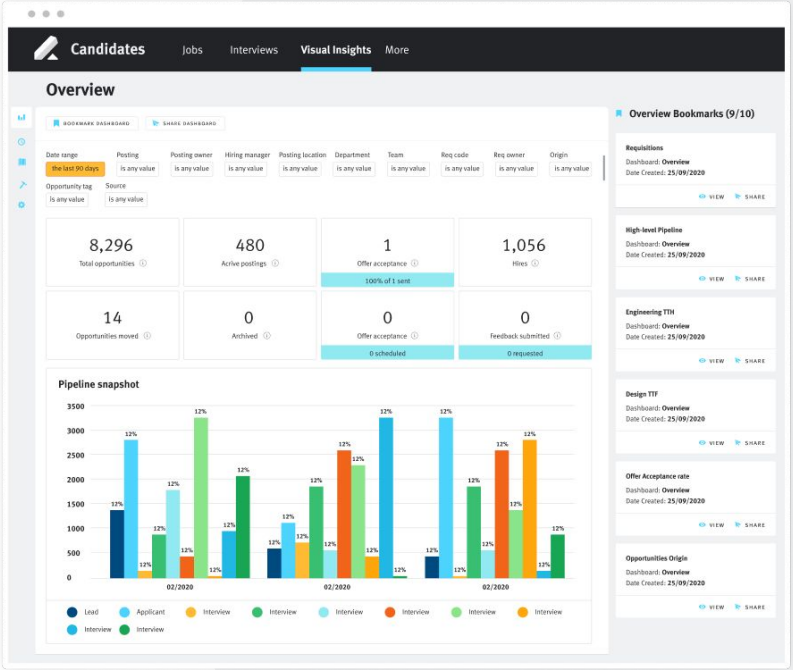
Visual Insights

The three pillars that empower data-driven recruiting:

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



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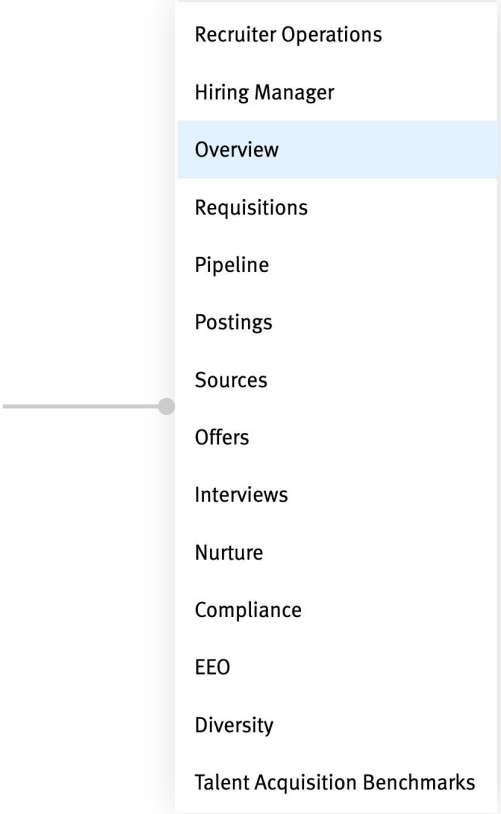
1

Choose from the library of dashboards



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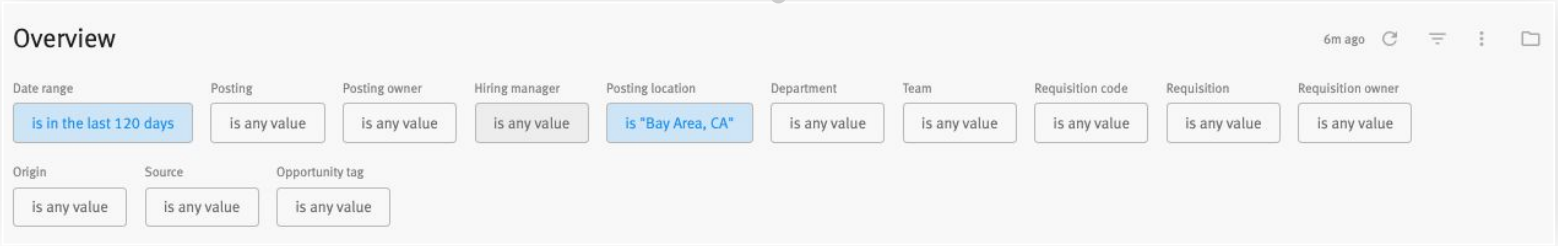
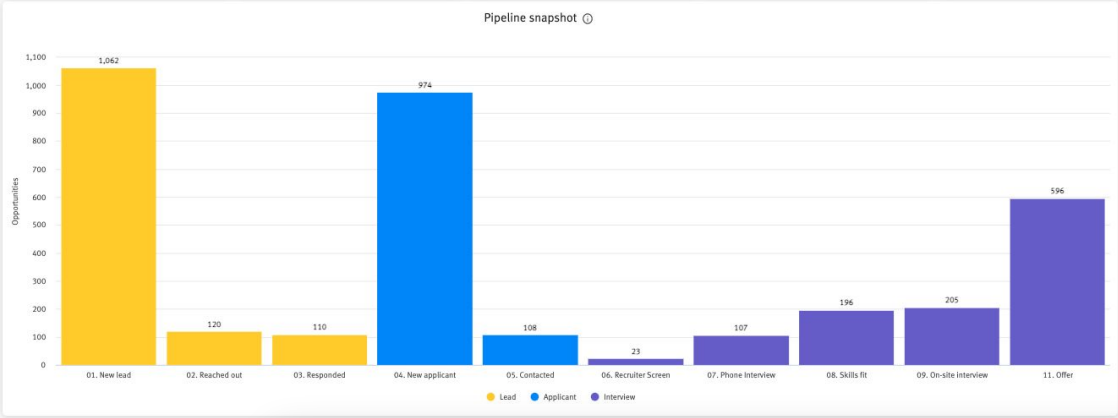
Filter to uncover insights





3

Visualize your data and drill into details

Pipeline snapshot

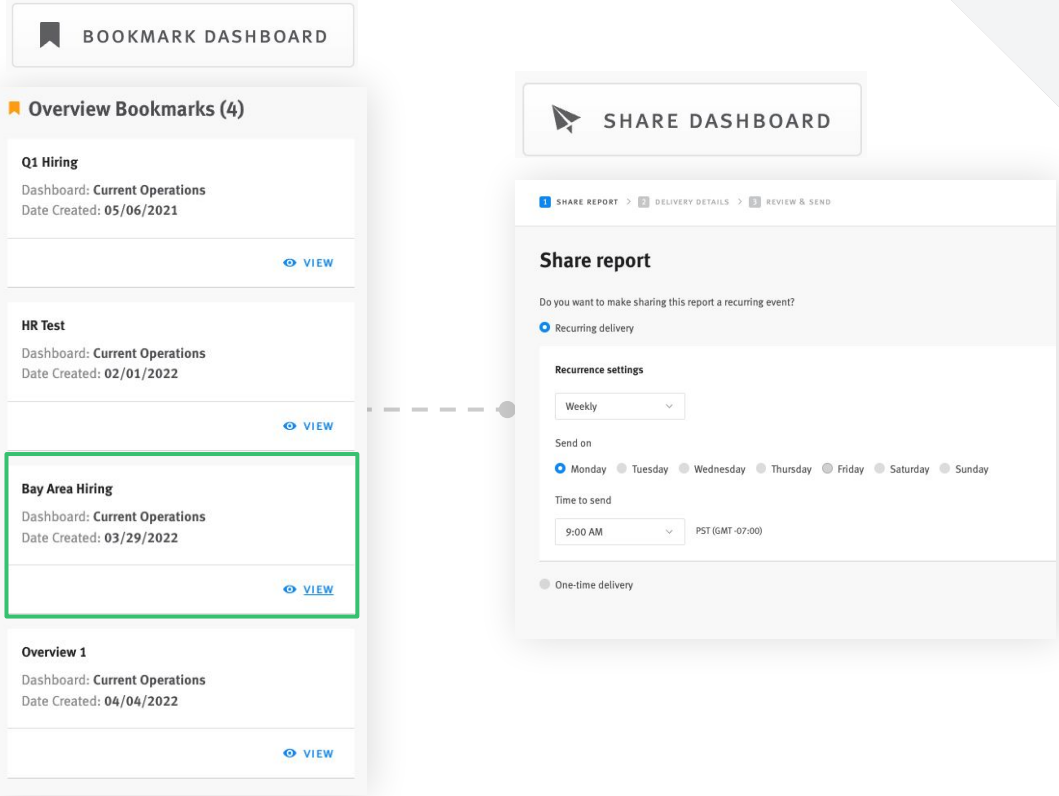
Download

OPPORTUNITY PROGRESS EVENTS DASH (19 Filters)

	Contact name	Current stage	Is opportunity archived	Archive reason	Organization summary	Opportunity owner name	Origin	Sources	Posting title	Department	Team	Location
1	Alonzo Emata	New applicant	No		Taphandles		Applied	Job site	Product Designer, Tools	Product	Design	Bay Area, CA
2	Candace Shiree	New applicant	No		Analytical Flavor Systems	Phyllis Vance	Internal	Job site	Customer Success Manager	Business Development	Customer Success	Bay Area, CA
3	Cathlyn Angelica Rosario	New applicant	No		Allhart Australian Enterprises	Winnie Nguyen	Applied	Job site	Customer Test Success	Client Services	Customer support	Bay Area, CA
4	Christian Villarey	New applicant	No		HENDRIKX		Applied	Job site	Product Designer, Tools	Product	Design	Bay Area, CA
5	Dennis Pacardo	New applicant	No		None	Conrad Yu	Applied	Job site	Assistant Regional Manager	Sales	Account Executive	Bay Area, CA
6	Earl Esteven Santos	New applicant	No		Makati City	Leslie Knope	Applied	Job site	Office Manager	People (HR)	not-op	Bay Area, CA
7	Edgar Decena	New applicant	No		Freelance	Leslie Knope	Applied	Job site	Office Manager	People (HR)	not-op	Bay Area, CA
8	Erica Antonio L. Martinez	New applicant	No		Mountain Peak International Human Resources Corp.	Leslie Knope	Applied	Job site	Office Manager	People (HR)	not-op	Bay Area, CA
9	Frizian Dylane	New applicant	No		Struber (Zigzag Connect)	Leslie Knope	Applied	Job site	Office Manager	People (HR)	not-op	Bay Area, CA
10	Gerald Garate	New applicant	No		Havas Media Ortega	Jonathan Whitford	Applied	Job site	Design Director	Indirect	Marketing & Communications	Bay Area, CA
11	Giovanni L DiBlasi	New applicant	No		None	Max Eady	Applied	Job site	Software Engineer	Engineering	Data Science	Bay Area, CA
12	Guiller Milaor	New applicant	No		Taguig City	Leslie Knope	Applied	Job site	Office Manager	People (HR)	not-op	Bay Area, CA
13	Ian Robin Tapel	New applicant	No		adish	Winnie Nguyen	Applied	Job site	Customer Test	Client Services	Customer support	Bay Area, CA

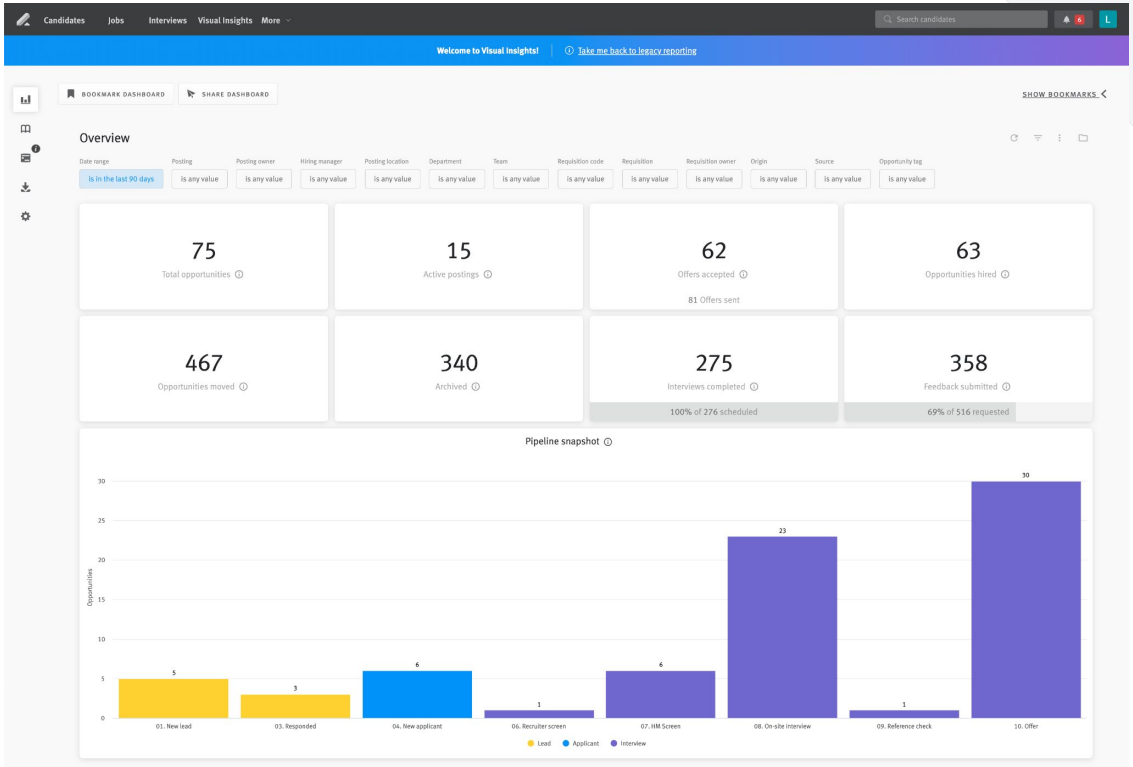
4

Bookmark and share your dashboard



Visual Insights Dashboards for LeverTRM

Recruiter Operations
Hiring Manager
Overview
Pipeline
Postings
Sources
Offers
Interviews
Nurture
Compliance
EEO
Diversity
Talent Acquisition Benchmarks



Visual Insights in LeverTRM by Role

Role	Dashboards	
Talent Leader & Talent Ops (Super Admin & Admin)	• Offers • EEO (all) • Diversity (all) • Overview • Pipeline	• Postings • Interviews • Compliance • Sources • Talent Acquisition Benchmarks
Recruiter (Team Member)	• Recruiter Operations • Nurture	• Interviews
Hiring Manager (Limited Team Member)	• Hiring Manager	

Three ways Visual Insights can elevate your TA strategy:

1

You can transition from a reactive talent acquisition strategy to a proactive one

2

You can uncover more granular insights related to your core recruiting activities

3

You can ensure there's more accountability for each member of your talent org

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

- Overview
- Requisitions
- Pipeline
- Postings
- Sources
- Offers
- Interviews
- Recruiter operations: Team view
- Diversity
- Talent Benchmarks

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Live Demo!

Poll: Which dashboard resonated the most with you?

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Visual Insights

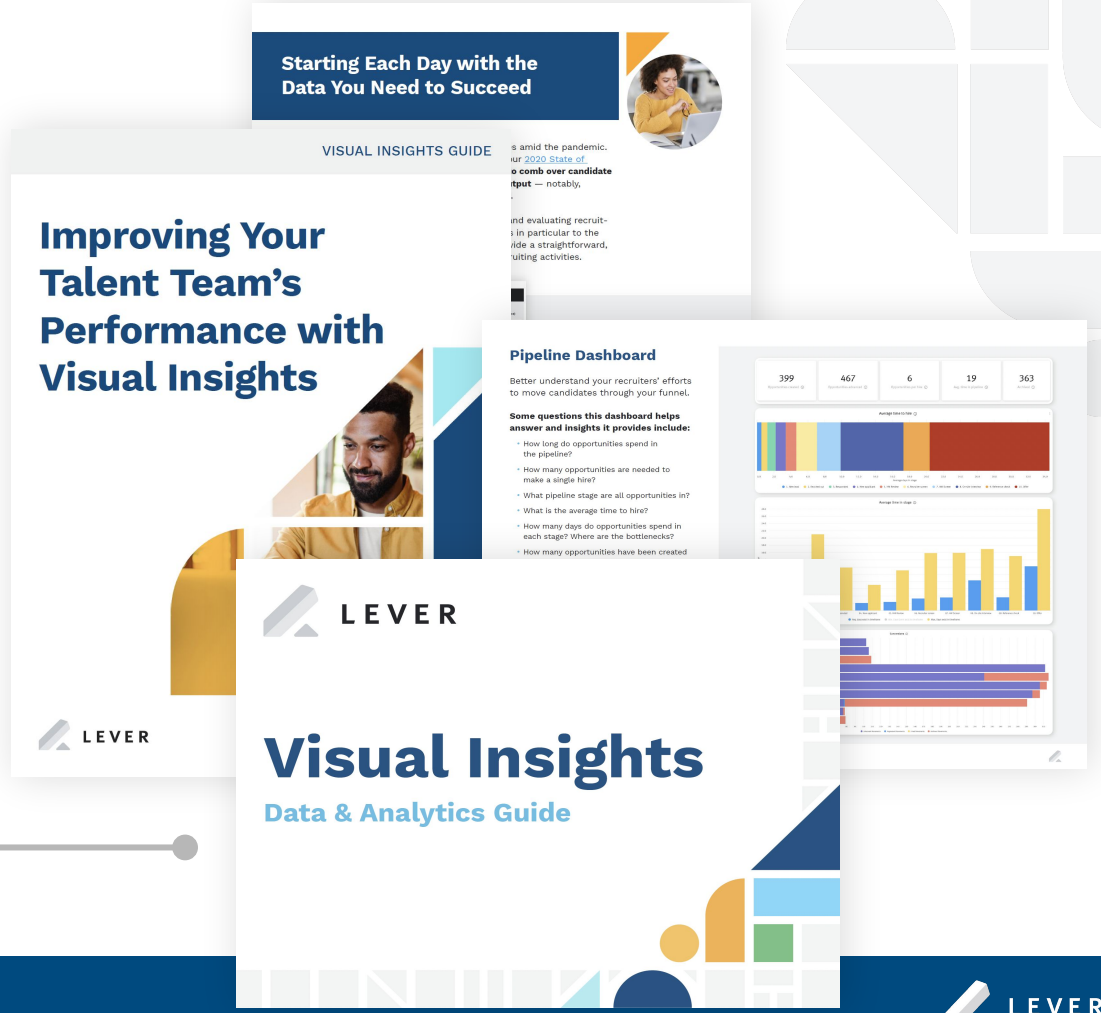
Coming soon in this Summer Release:

- 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



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Upcoming Webinars in the Visual Insights Knowledge Series

- July 26, 2022 at 10am PT / 1pm ET: Understanding Visual Insights for Recruiters and Hiring Managers
- 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

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Thank You!