

Results - Recruiting Process Improvement

Industry : Non-Manufacturing / Non-Profit Organization

Approach : Customized Lean Transformation

Major Tools Used : VSM & Standard Work

GOAL	BEFORE	AFTER	% IMPROVEMENT
Time to Fill a Position (Days)	142	27	↓ 81%
Number of Process Steps	48	16	↓ 67%
Number of Stakeholders Involved	62	7	↓ 83%
Total Cycle Time (Hours)	8	4	↓ 50%

Case Study: Recruiting Process Improvement

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Business Challenge

One of the challenges our client, non-profit organization, encountered with was losing high-potential candidates during the hiring process. By offering attractive employees benefit package, the organization has numerous potential candidates applying for a position and would have filled it quickly. Unfortunately, due to the length of the hiring process with unnecessary processes and several stakeholders involved, it took up to 142 days (almost 5 months) to fill a position.



How LSSE Helped

LSSE was selected and brought in to conduct an assessment plan with the executive team. With clear communication and expectations, LSSE provided the Lean training to start building the foundation of Lean thinking with the team. LSSE utilized the Lean transformation approach to analyze and improve end to end recruiting processes with a different group of stakeholders. Based upon the nature of business, LSSE used proprietary Lean approach to achieve the results shown as next page. LSSE always customizes our Lean transformation approach that suit our client needs.

Contact Us to Learn More

800-961-9479 Ext. 63

info@leansixsigmaexperts.com