

Quality of Hire

Presenter: Gita Selli

CONFIDENTIAL AND SUBJECT TO NON-DISCLOSURE



MOVE MORE
WITH LESS





143

Loadies Hired
2025

128

90 day feedback complete

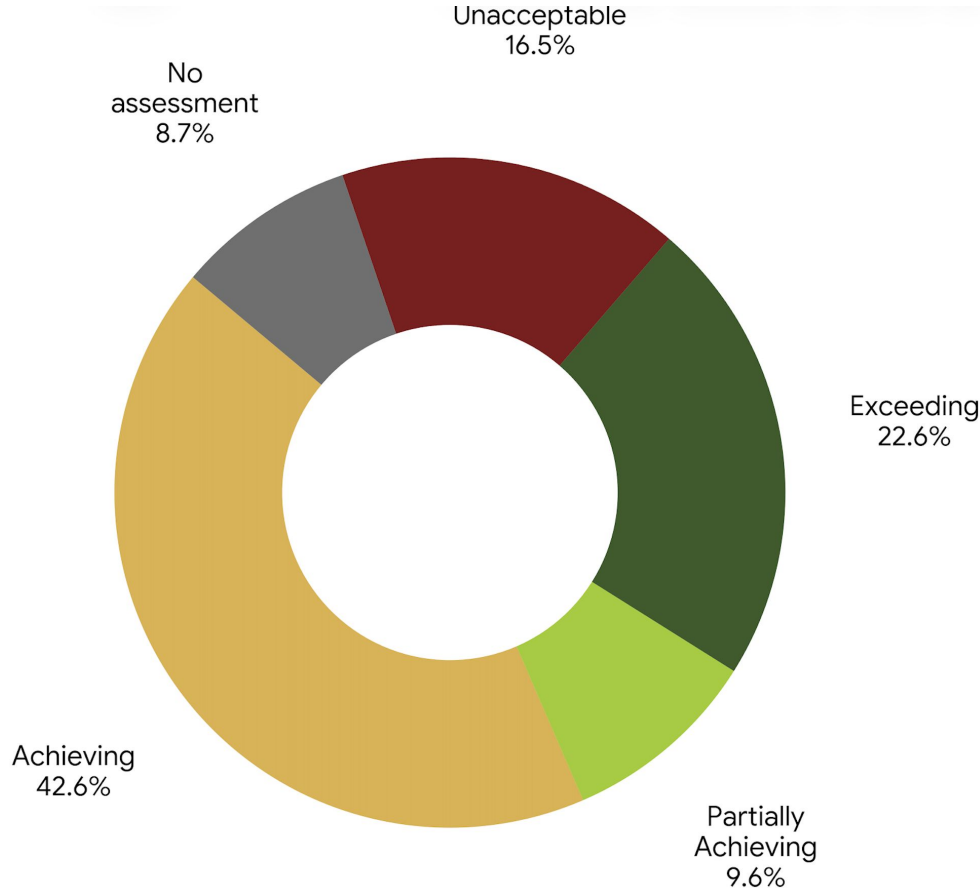
19

Unacceptable
Didn't last the 90 days

10

Voluntary exits

2025: Quality of hire

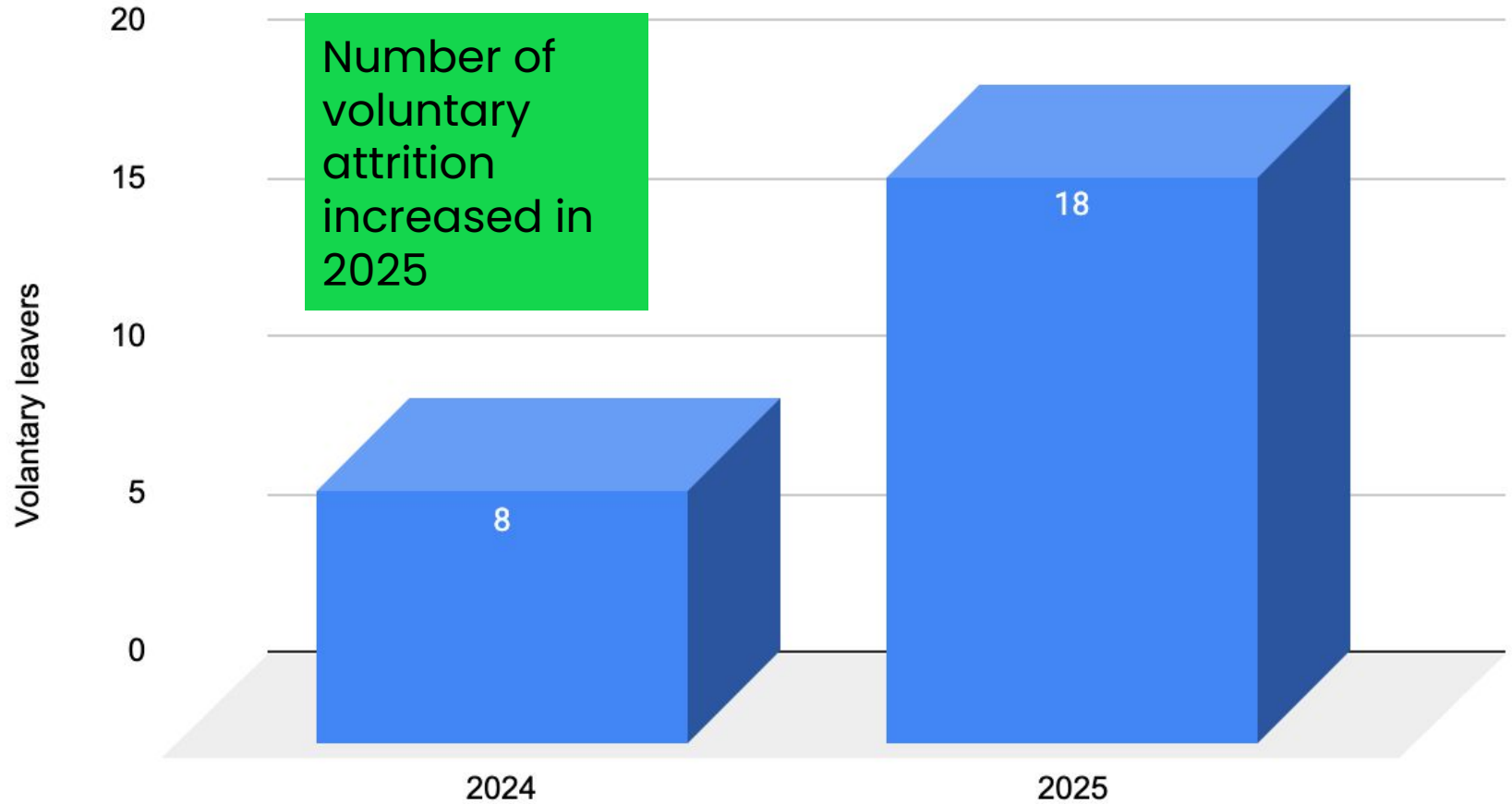


Unacceptable: Candidates who left before 90 days

Concerns: Division A

- Majority 'Unacceptable, were from Division A (x2 after 90 day period)
- Leaky bucket, work with HRBP & leadership to identify problem and solution

Voluntary leavers from Division A





In a nutshell

COLLECT INSIGHTS



- ✓ 90 day survey
- ✓ TA team discussions
- ✓ TA 1:1s Hiring Managers

ASSESS & REFLECT



- ✓ HRBP & TA dig deeper
- ✓ What changes we are we seeking
- ✓ Who do we need to involve to achieve results
- ✓ ATS feedback

SET DIRECTION FORWARD



- ✓ Relayed insights & finds to C-Level
- ✓ Mandatory weekly meetings during hiring sprints
- ✓ Profile and Interview reset