

Congrats
SNE Team
YOU DID IT!

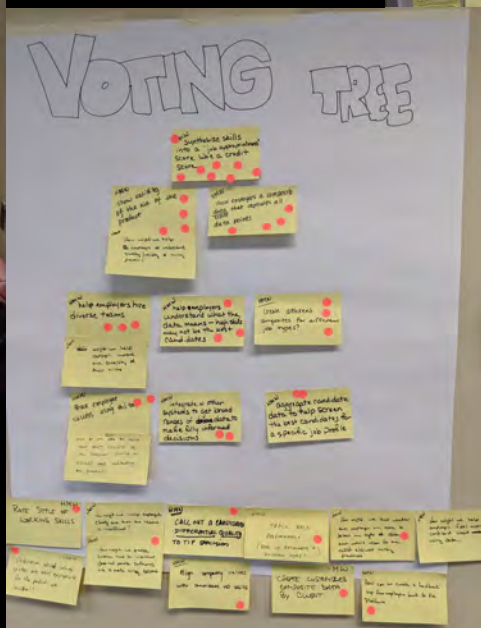
You built &
tested a
realistic
prototype
in **3 days** and
learned along
the way!

The things YOU did!



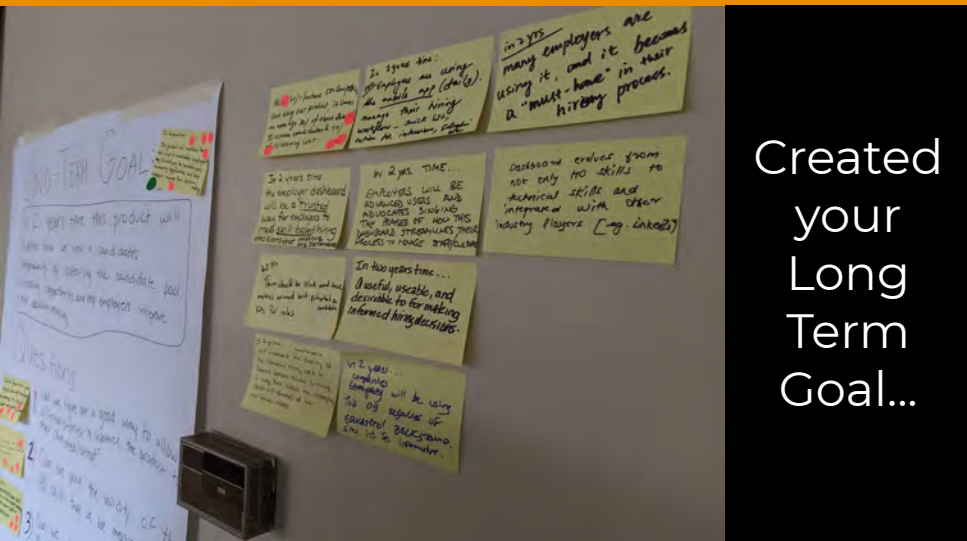
Shared each others vision and learnings to this point

Created Lots of How Might We's!



And Voted to bring the urgent ones to the top

The things YOU did!



Created your Long Term Goal...

LONG-TERM GOAL

In 2 years time
This product will redefine how we view a candidate's employability by diversifying the candidate pool, increasing opportunities, and help employers improve their decision-making.

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Questions

Can we figure out a good way to allow different employer to customize the product to their own needs/context?

1) Can we figure out a good way to allow different employer to customize the product to their own needs/context?

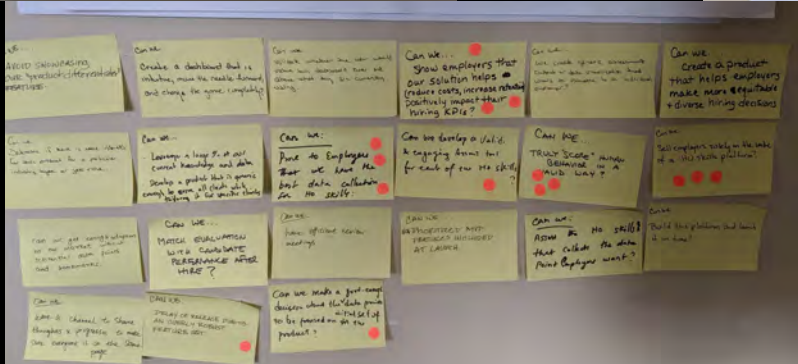
Can we prove the validity of the HO skills that we are measuring?

2) Can we prove the validity of the HO skills that we are measuring?

Can we demonstrate/show skill data in a way that employers trust to make better hiring decisions?

3) Can we demonstrate/show skill data in a way that employers trust to make better hiring decisions?

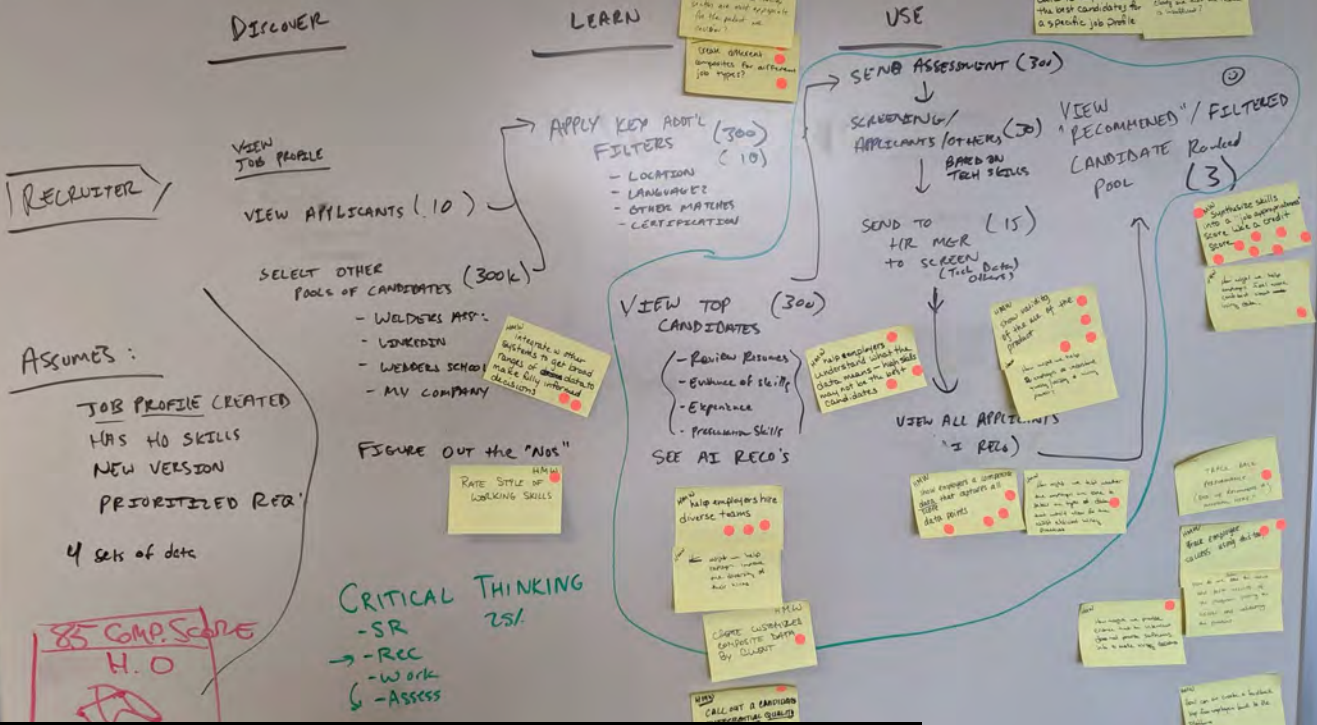
...and asked what could stop us from getting there



MAP
(tactical)

5-15 steps

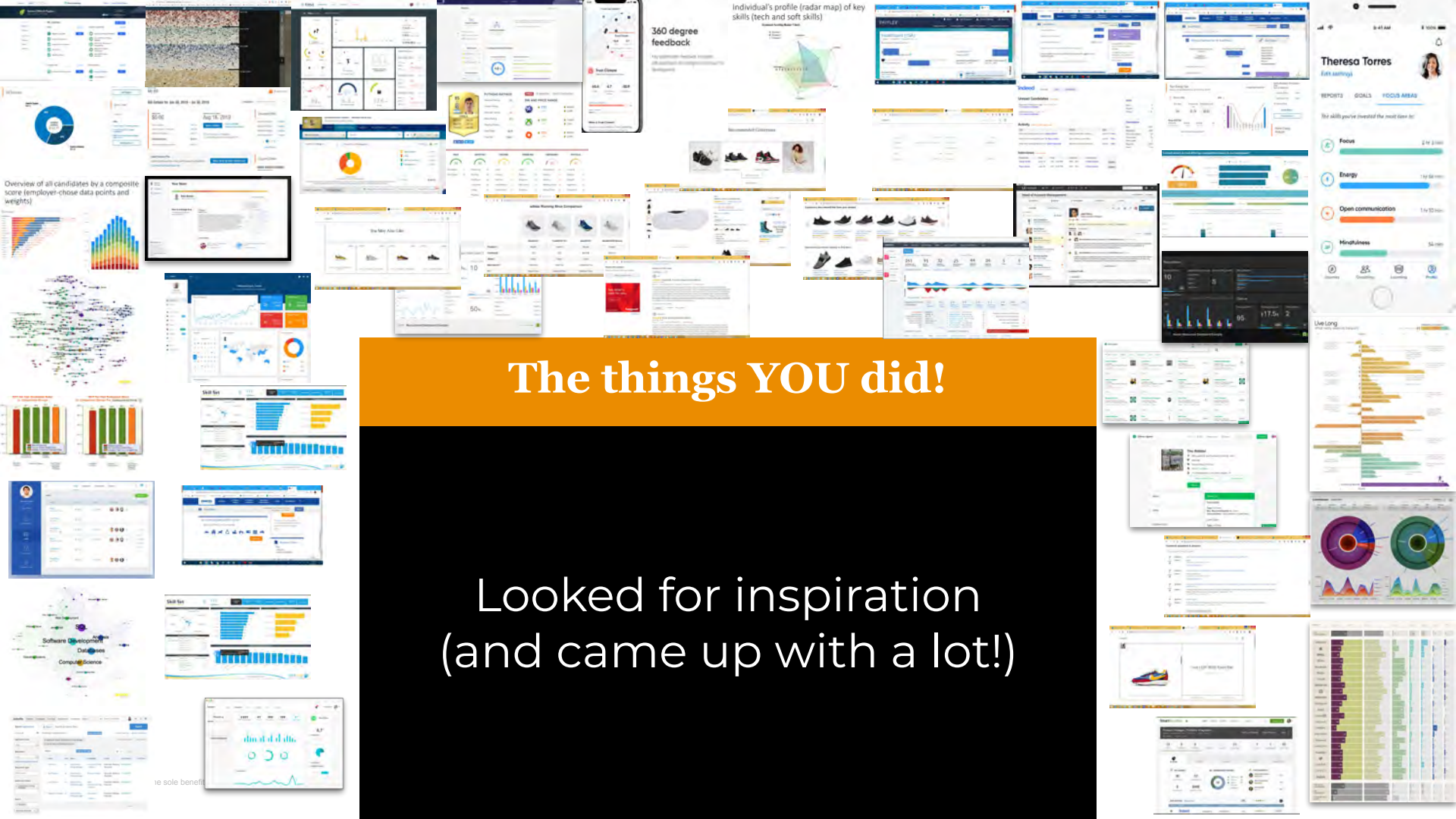
Simple Goal



...and used the HMW's to identify the target

Created your high level user journey Map...

The things YOU did!



The things YOU did!

Looked for inspiration
(and came up with a lot!)



...creating
SNE
prototype
sketches!



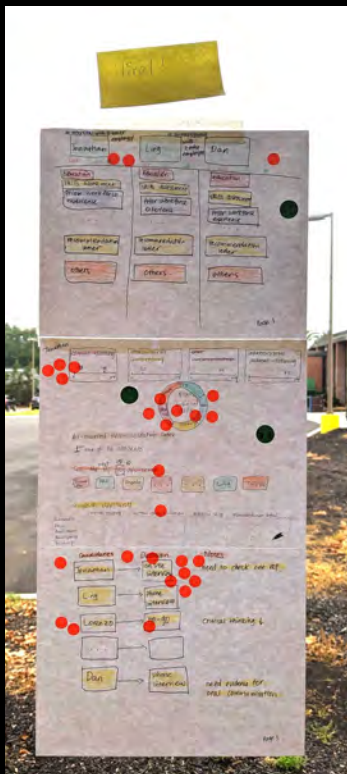
Put your
creativity and
solution skills
to work...



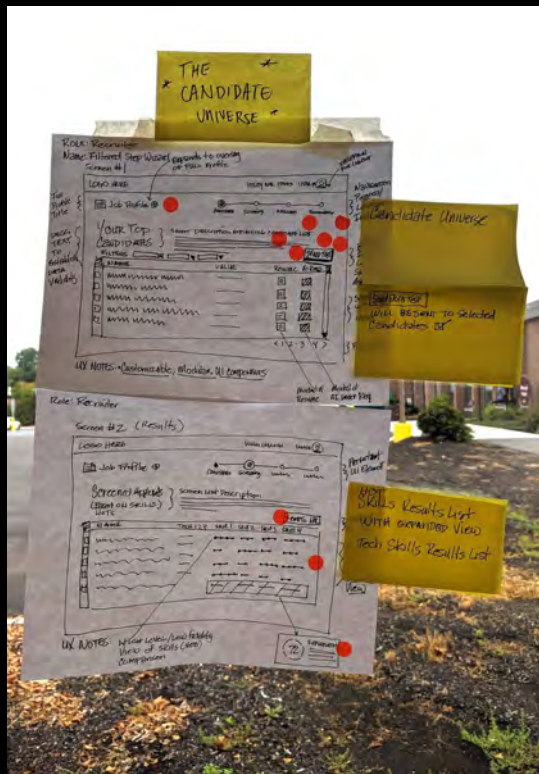
The things YOU did!

The things YOU did!

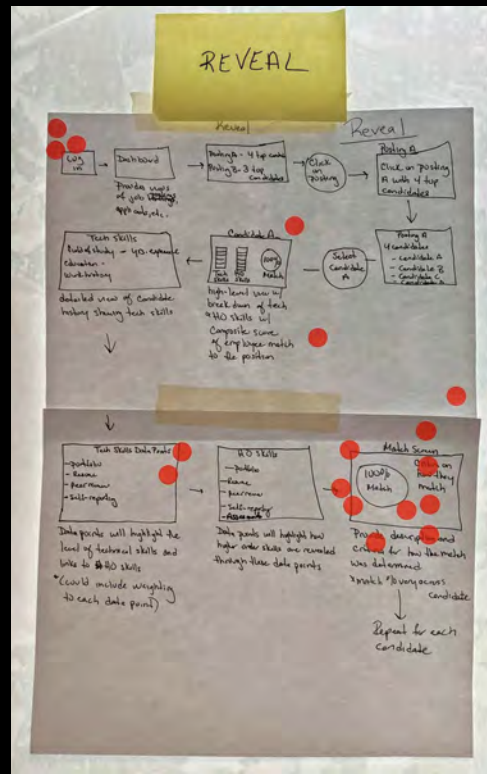
HIRED!



THE CANDIDATE UNIVERSE



REVEAL

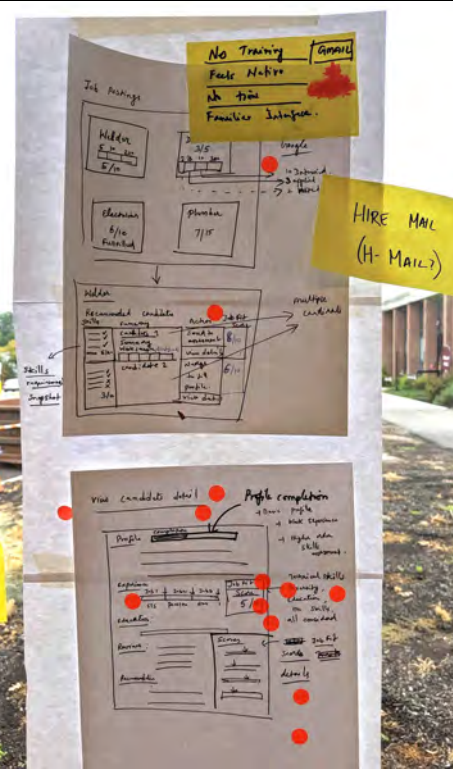


GOTCHA



The things YOU did!

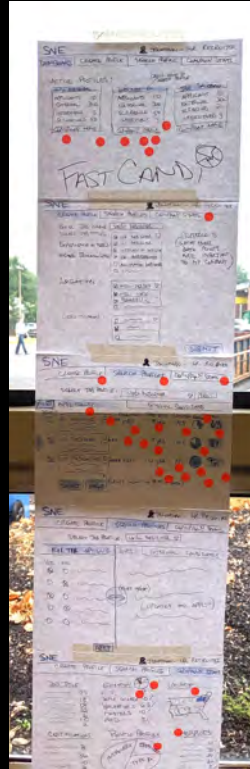
HIRE MAIL



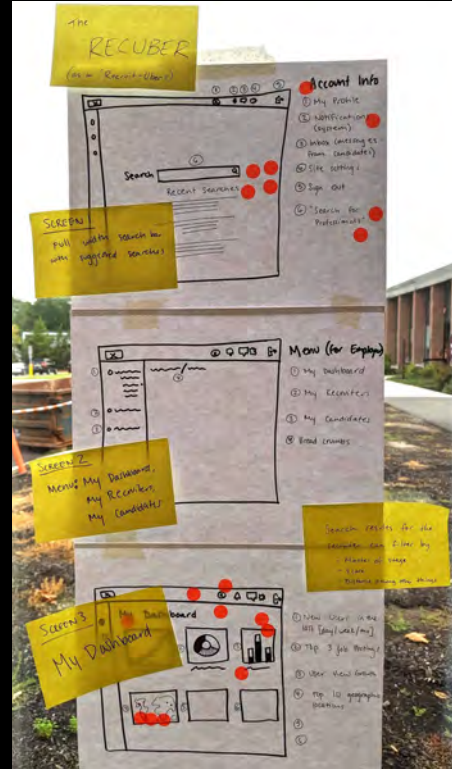
SPIDER NET



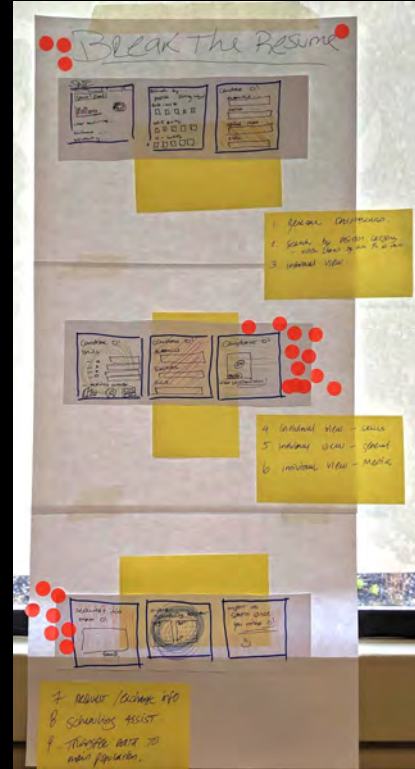
FAST CANDY



THE RECUBER



BREAK THE RESUME



The things YOU did!

HO SKILLS INDEX

Application Profile

- Personnel
- Marketing
- Customer Service
- Inventory Management
- Computer Skills

| Personnel | Marketing | Customer Service | Inventory Management | Computer Skills | Rank |
|-----------|-----------|------------------|----------------------|-----------------|------|
| 28 | 18 | 25 | 15 | 10 | 1 |
| 25 | 20 | 20 | 15 | 10 | 2 |
| 25 | 25 | 25 | 15 | 10 | 3 |
| 25 | 20 | 20 | 15 | 10 | 4 |
| 15 | 20 | 20 | 15 | 10 | 5 |

HO Skills Index

HO Skills Index

HO Skills Index

QUANTUM HIRE

Quantum Hire

Quantum Hire

Quantum Hire

SKILLS INDEX

Skills Index

Skills Index

Skills Index

HIRE UP!

HIRE UP!

HIRE UP!

HIRE UP!

HIRE UP!

SHRINKING THE UNIVERSE

Shrinking the Universe

Shrinking the Universe

Shrinking the Universe

Presented
your ideas
with
passion!



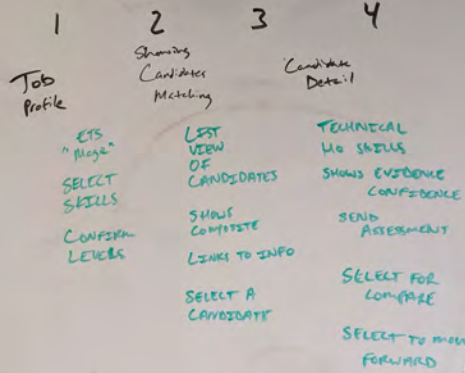
The things YOU did!



And Decided on what to Prototype

The things YOU did!

UX Test Flow



Storyboard



Created User Test Flow and Storyboard to get the Designers started

SNE | Welcome, JKD

Skill Profile Dashboard | Details

Name of Position
Customer Service Representative

Job Description
Provide quality customer service in a high volume contact center to include providing complete, accurate and timely responses to inquiries from customers, members, providers, internal and external customers. Adjusts claims, Computer Software Specialty used: Content Manager, FastForward, PEGA, Oracle

Higher Order Skills
Select Top 5

Importance

Technical Skills

SNE | Welcome, JKD

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Higher Order Skills

Technical Skills

SNE | Welcome, JKD

Skill Profile Dashboard | Compare

Candidates

Results
You have 300 matched candidates

Grid of candidate skill profiles with names like J.D., K.T., K.H., etc.

SNE | Welcome, JKD

Skill Profile Dashboard | Compare

Results
Compare Applicants for CSR

Comparison of three candidates (J.D., K.T., K.H.) across various skills like Collaborative Problem Solving, Critical Thinking, etc.

The things YOU did!

Created a testable prototype in only 6 hours!

SNE | Welcome, JKD

Skill Profile Dashboard | Details

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Higher Order Skills

Technical Skills

SNE | Welcome, JKD

Skill Profile Dashboard | Details

JKD | **79** Skills Composite Score

Higher Order Skills

Technical Skills

Critical Thinking 80

SNE | Welcome, JKD

Skill Profile Dashboard | Details

JKD | **79** Skills Composite Score

Higher Order Skills

Technical Skills

Recommended Skills

| | Towers Great | |
|---------------------------|---|--|
| Watch/ Napster Room | | |
| Interview Room | D463C110 (other building) ADAM | C207 KRISTEN |
| 1:00 | Carolyn in person ETS Recruiter | Monica in person ETS - Recruiter |
| 2:00 | Greg (30 min) Remote Deirdre Moore Recruiter | JAN Janice SNI S in person |
| 3:00 | Simone Remote Pd Recruiter | Parvati Minal in person Adessa Recruiter |

| Interviewee | Interviewer | Notes | Feedback | Next Steps |
|-------------|-------------|-------|----------|------------|
| Carolyn | ADAM | ... | ... | ... |
| Monica | KRISTEN | ... | ... | ... |
| Greg | JAN | ... | ... | ... |
| Simone | Minal | ... | ... | ... |

- ## Big Themes
- See the value of skills data
Want the visibility to process/evidence
Some fear of replacement of personal interaction
 - Resume/Tech Skills are still asked for upfront
Still relying on the resume - consider integrating/look for it - what they are
 - Show me candidates faster
liked "matched"/"recommended"/ranking
 - Vernacular is difficult - use inter-lumen terms

Interviewed 5 Users and learned a lot!

The things YOU did!

A panoramic view of a mountain range with green hills and a winding road. The sky is blue with white clouds. The foreground shows a dirt road winding through a valley, with a small building and a white structure visible. The background features rolling hills and distant mountain peaks under a bright sky.

You did all that in 3 days **as a team**

Just imagine what else you can do