

Talent Transition Update

Hiring Timelines and Process

June through July	July through Sept	Sept through Oct
Internally Competitive (Wave 1)	Business Partner Wave*	Internally Competitive (Wave 2)
<ul style="list-style-type: none"> ✓ June 1 – June 7: Post jobs and candidates submit applications ✓ June 8 – 12: Schedule interviews ✓ June 13 – June 30: Hold interviews ✓ July 5 – 14: Review and decide offers 	<div style="border: 2px solid red; padding: 5px; margin-bottom: 10px;"> <p>July 10 – July 21: Business Partner interviews</p> </div> <ul style="list-style-type: none"> Jul 24 – Aug 18: Interviews with customer representatives, Senior Director of Service, and CHRO Aug 21 – Sept 1: Review and decide offers with key stakeholders Sept 5 – Sept 8: Provide verbal offers Sept 11: Send offer letters to candidates By Sept 14: Candidates accept offer 	<ul style="list-style-type: none"> Aug 21 – Sept 8: Wave 2 Coaching End of August: Wave 2 Professional Development Event – Interviewing Sept 11 – 15: Post jobs and candidates submit applications Sept 18 – 22: Schedule interviews Sept 25 – Oct 6: Hold interviews Oct 9 – 13: Review and decide offers Oct 16 – 27: Socialize offers with key stakeholders and make verbal offers Oct 30: Send offer letters to candidates By Nov 3: Candidates accept offer
<div style="border: 2px solid red; padding: 5px;"> <p>July 17 – 28: Socialize offers with key stakeholders and make verbal offers</p> </div>		
<ul style="list-style-type: none"> July 31: Send offer letters to candidates By August 4: Candidates accept offer 		

Target is to identify the individuals filling future-state HR roles by November 2017