

RfH Insights webinar

Best Practices When Staffing for High Growth

 @LatticeHQ

 @Lattice



Welcome and Intros



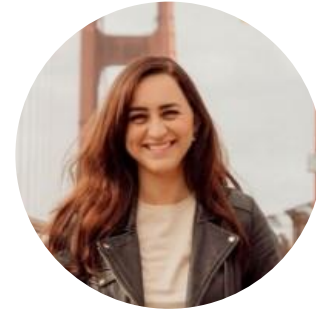
Dan Smolkin

Head of People
Aurora Solar



Anita Lim-Fritz

Senior Director of People & Talent
Mythic



Janae Mari

Recruiter
Lattice

Today's Agenda

1. Building a systems thinking mindset
2. Developing and hiring with company core values
3. Establishing consistent recruiting processes
4. Implementing a leveling system
5. Investing in performance management
6. HR Tech lightning round ⚡



Audience Poll

How big is your team going to grow this year?

Building a systems thinking mindset

- Create documentation
- Transparency and visibility across systems
- Build small and build to scale

Company Core Values Matter

- Establishing values early on
- Value refreshes
- Hiring for value fit vs culture fit
- Reiterating values to new hires

Establishing Consistent Recruiting Processes

- Recruiting operations workflow - creating DRIs (Directly Responsible Individual)
- Solving for unconscious bias at the beginning
- Preventing burnout on your hiring team
- Setting expectations for hiring managers

Implementing a Leveling System

- Setting expectations for career paths and growth
- Consistent compensation system
- Tools for managers to set expectations with employees

Investing in performance management

- Setting goals (long term and short term)
- 1:1s and feedback

⚡ Lightning Round ⚡

What is the one tool you can't live without that has helped you in this high growth process?

Q&A