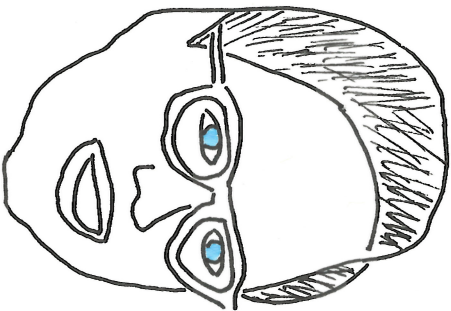
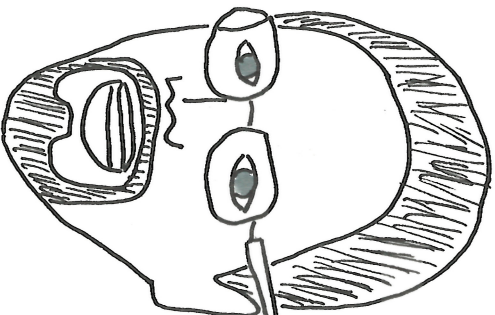


# WHAT WE LEARNED FROM RECRUITING & ONBOARDING FOR AGILE TEAMS



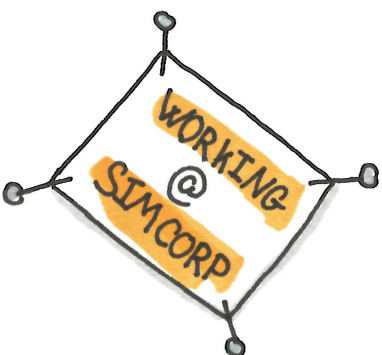
CHRISTIAN

- SCRUM MASTER

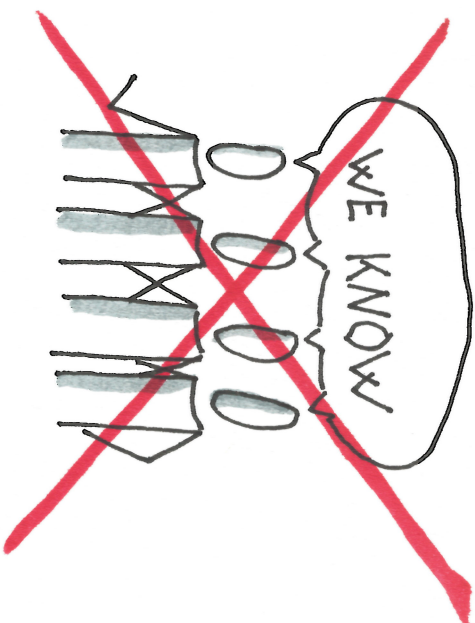
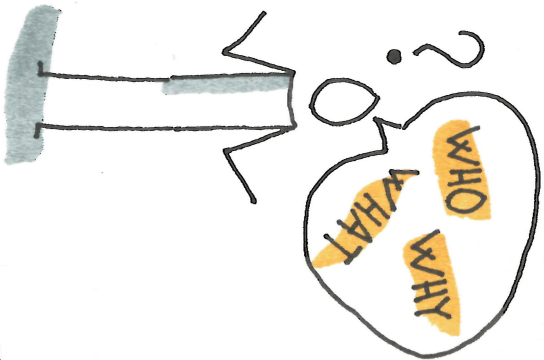


ENDER

- DEVELOPMENT  
MANAGER



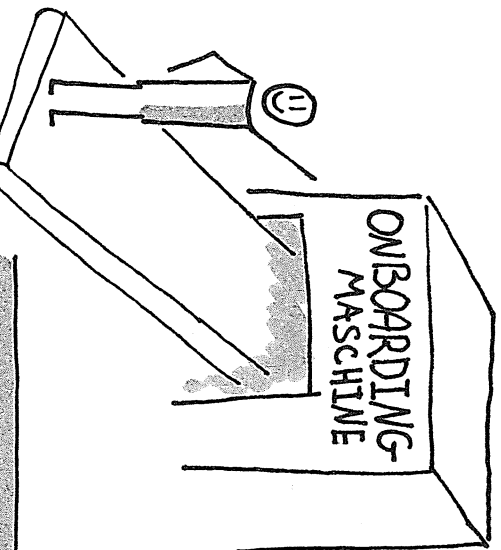
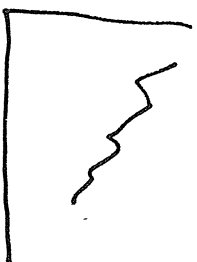
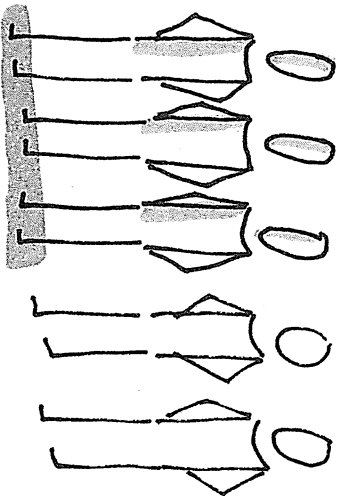
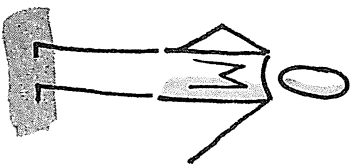
# OUR CHALLENGE



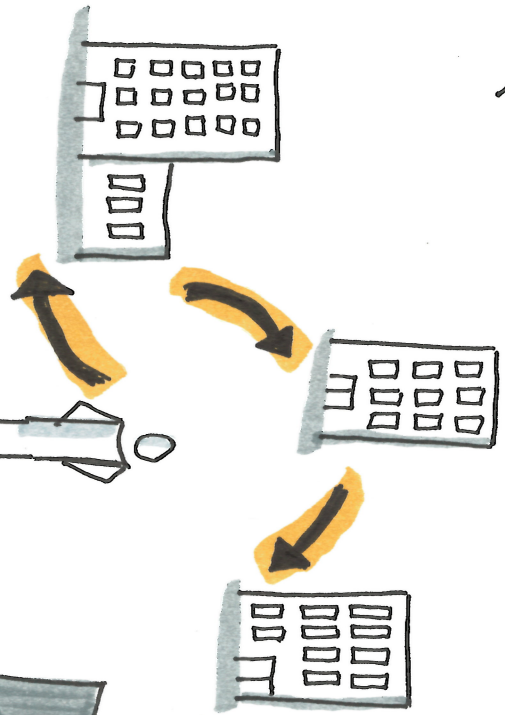
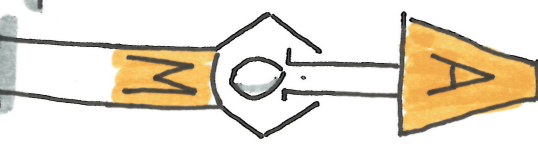
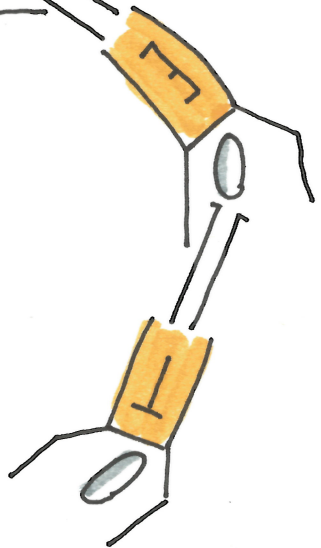
THE PLAN  
ONE SIZE FIT ALL

- ☐ \_\_\_\_\_
- ☐ \_\_\_\_\_

# OUR CHALLENGE



# OUR CHALLENGE





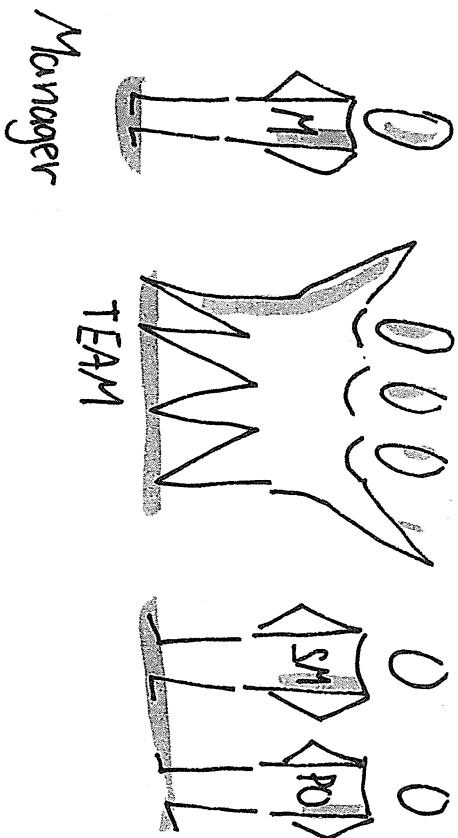
# OUR APPROACH

BEFORE  
RECRUITMENT

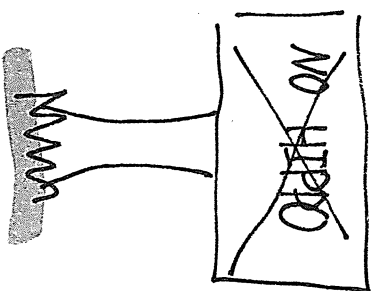
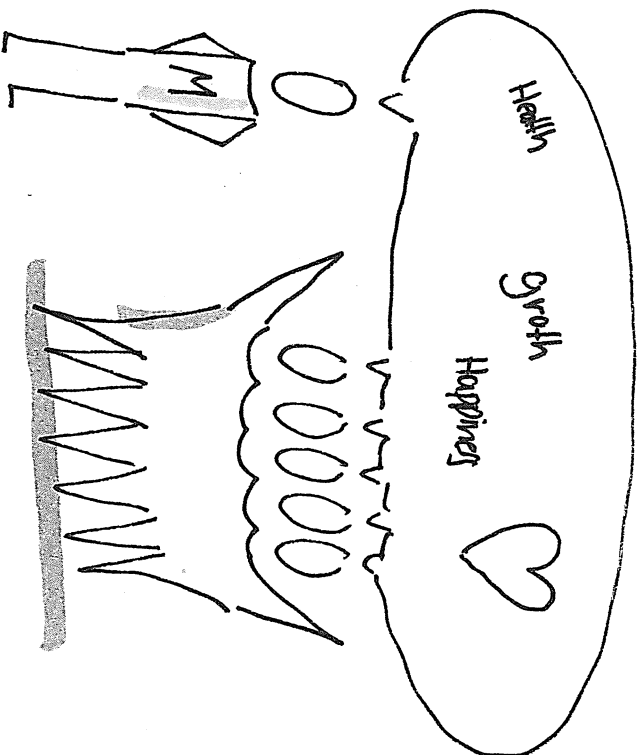
DURING  
RECRUITMENT

AFTER  
RECRUITMENT

# OUR SETUP



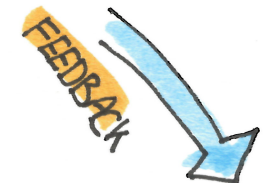
# TEAM ONE-ON-ONES



# TEAM PREFERENCE

A large rectangular box for writing, with a folded corner at the bottom left. The box is defined by a thick black border. The bottom-left corner is folded over, creating a shaded triangular area. The rest of the box is empty, intended for handwritten notes.

# JOB AD



JOB AD  
LOOKING FOR...

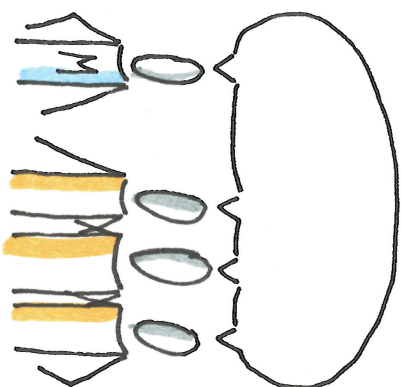
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APPLICANT



- MOB WRITING
- AND DETAILS

# OUR APPROACH

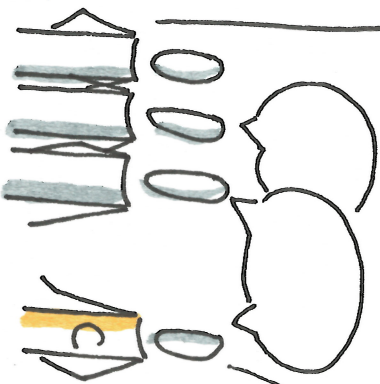
BEFORE  
RECRUITMENT

DURING  
RECRUITMENT

AFTER  
RECRUITMENT



# RECRUITMENT CANVAS



## INTERVIEW

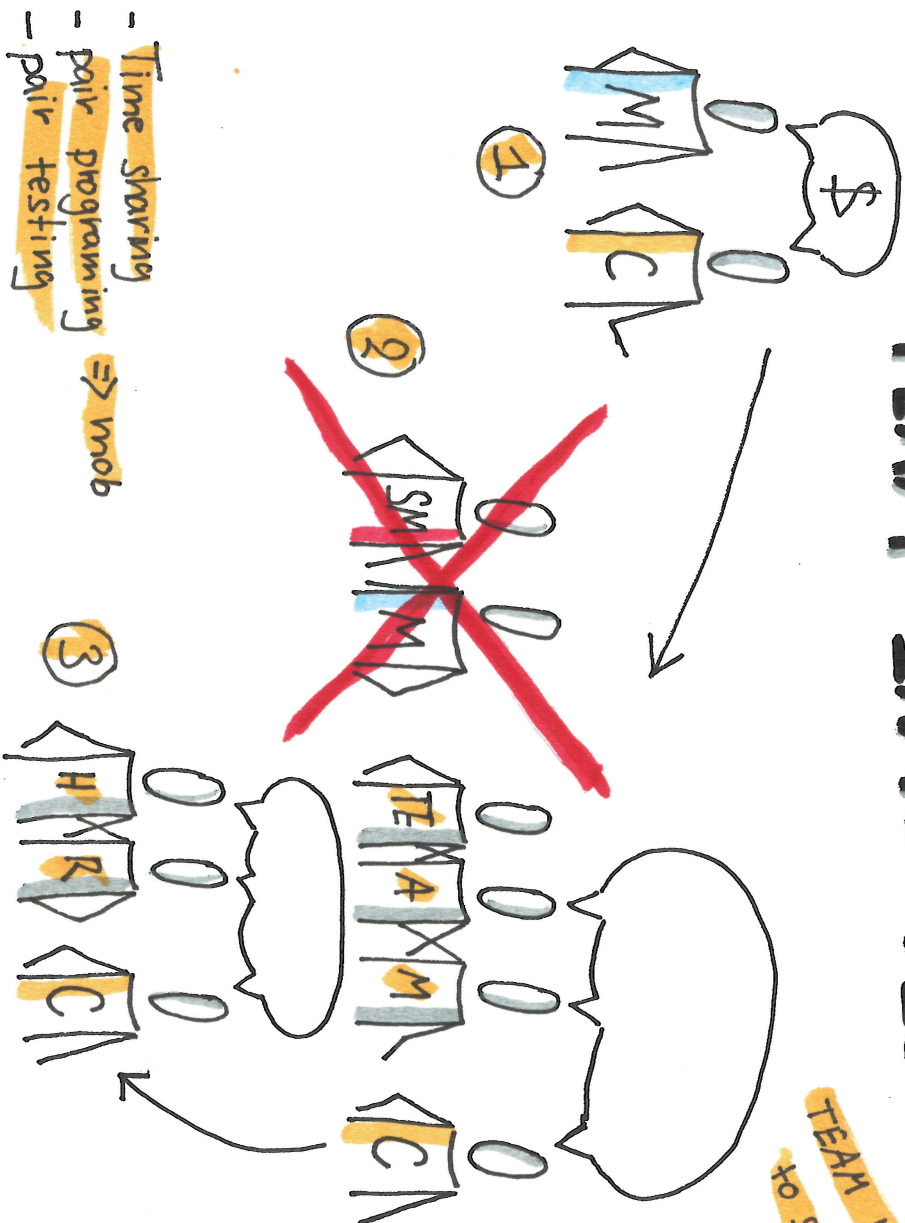


know how it works

	JOHN	PETER	KAREN
C#	5	7	10
TEST	3	5	4
TDD	8	(5)	2
ATTITUDE	2	6	9

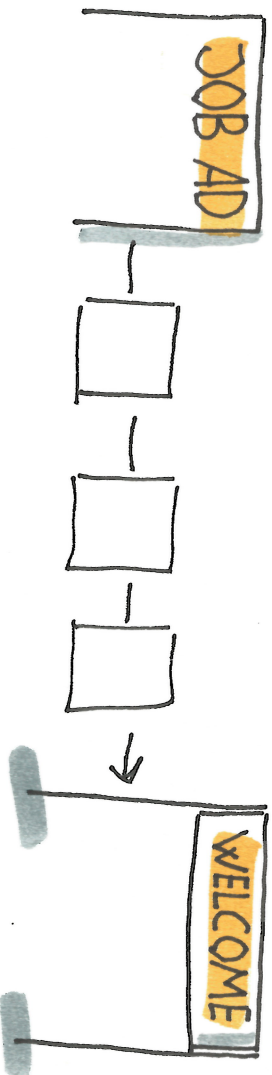
# TEAM INTERVIEW

TEAM has  
to say go.



- Time sharing
- pair programming => mob
- pair testing

# RECRUITMENT METRICS



LEAD TIME



OKR



# OUR APPROACH

BEFORE  
RECRUITMENT

DURING  
RECRUITMENT

AFTER  
RECRUITMENT

# NEW ONBOARDING CONCEPT

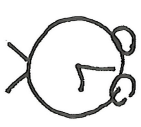
SHARED RESPONSIBILITY



NEW COMER OWNS THE PLAN

# CONCLUSION

ROI : HIGH



IS IT FOR  
EVERYONE : NO

