

MONEY BALL CONCEPT TO HIRING A TEAM

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MONEY BALL PHILOSOPHY

- Working Application
 - Managing the needs of an organization by focusing on the tasks and not personnel
- Being more intentional in the hiring practices “within the rules”

HOW DO WE HIRE?

HIRING CYCLE

- Staff leaves or retires
- Present to supervisor and HR of the changes
- Information is vetted by the VP of the respective area to determine if should be considered by Work Force Planning

WORK FORCE PLANNING

- Review board to make a determination to consider existing vacancies or new position
- Decision is made to approve or not approve
- Department is notified

WORK FORCE PLANNING - QUESTIONS

- How specifically does filling this position help advance the Strategic Plan?
- How will the students be negatively impacted if you do not fill this position?
- What alternatives to filling this vacancy have you considered?
- Could you fill this position at a lower level?
- What would you have to stop doing if this position was not filled?
- Does this position intersect with any other units on campus? Please describe.

IS THIS THE BEST WAY?

WHAT ARE THE CHALLENGES?

- Limited understanding of a department and the needs
- History of staff turnover – some areas experience higher turnover
- Handicap managers ability to manage

THINGS TO CONSIDER

- Department Needs vs Cost Benefit Analysis
- Management of Expectations vs Reality of Tasks
- Quality of Service
- Efficiency in Process
- Satisfying Operational Needs

OUTCOMES IF “NOT APPROVED”

- Work ends up being delegated or redistributed
 - Sometimes leading staff to work out of job function
- Department satisfaction is negatively impacted
- Service to the community (students and staff/faculty) is negatively impacted

EVOLVE WORK FORCE PLANNING

Solution Based Model

WHAT ALTERNATIVES TO FILLING THIS VACANCY HAVE YOU CONSIDERED?

1. Temp Service/Seasonal Assistance
2. Professional Development Opportunity for another member within the community
3. Collaboration or leveraging tasks with another area; identifying redundancies
4. One-time resources to create an efficiency

BENEFITS

- Maintain a level of service
- Limit a disruption to the student experience
- Employee satisfaction
- Greater efficiencies
- Minimize long-term expenses

THINGS TO CONSIDER

- Opportunity to identify ways to consolidate and evolve departments
- Empowerment of managers/directors
- Collateral damage control