# Async brainstorming

# A brainstorm method tailored for async collaboration

### INTRODUCTION

Design an inclusive and effective brainstorm with this template tailored for async collaboration. These activities are great when calendars are packed, participants can't meet live because of time zone conflicts, or when you just want to give collaborators more time to think about their ideas.







1-2 hours

Difficulty Intermediate

# **AGENDA**

1 Define your problem statement

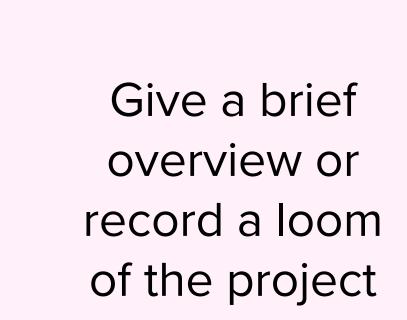
2 - 20

- **2** Brainstorm
- **Group ideas**
- 4 Prioritize

#### PREPARATION FOR ASYNC WORK

Before sharing this mural with collaborators, review the fac recommendations for async projects. Then, define the prol statement and fill out section 1.

Provide collaborators with a timeline for each phase of the brainstorm — then explain the activity checkpoints below. Consider recording a quick explainer video, if collaborators are unfamiliar with async collaboration.

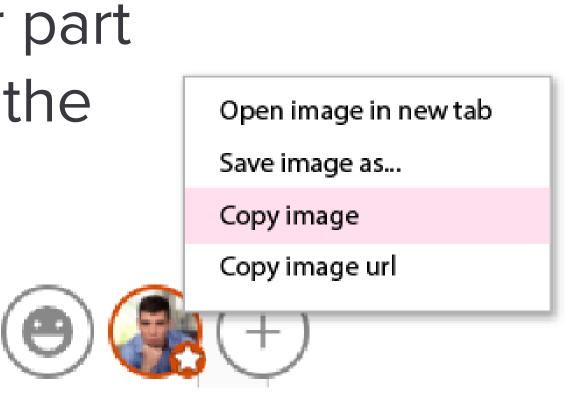




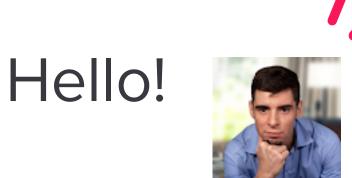
### **ACTIVITY CHECKPOINTS**

Add your profile picture here to help track the team's progress. After you finish an activity, move your avatar below.

You can easily add your profile image by right-clicking your avatar in the lower part of the mural - selecting the option "copy image".



Left-click any part of the mural and paste the image with ctrl (cmd) + v.



# Starting point - I have read the problem statement

The HR scorecard is a tool that helps measure, manage and improve the role of the HR function within an organization. HR metrics and KPIs or HR deliverables are measured using the HR scorecard. This data is also used to predict the potential growth of the organization.

Brainstorm completed - I'm ready for grouping ideas

The idea here is that HR should create a number of High-Performance Work Systems (HPWS). An HPWS is a group of separate but interconnected HR practices designed to enhance effectiveness. In the previous example, the key deliverables include a decrease in lead time and a high ranking in the top employer benchmark. These deliverables can be supported through:

Group ideas completed

Processes: Key to decreasing lead time will be an optimization between how recruiters and managers communicate. Oftentimes, managers take a long time to review resumes and plan interviews with candidates. Changing these slow processes into workflows that guarantee next-day action, can decrease the time to hire with days, sometimes weeks. This is one of the many processes that can be implemented to enable better performance on the HR

Another example could be the application process for candidates. The candidate experience will be vital to attracting top candidates and in ensuring a good rating in the top employer benchmark.

Goal reached - I have finished the prioritize step

Define your problem statement

What problem are you trying to solve? Frame your problem as a "How Might We" statement. This will be the focus of your brainstorm.

How Might We The Tableau HR Scorecard: Measuring Success in Talent Management

principle (Specific,

**Relevant and Time-bound)** 

Thus, a SMART objective

could be to achieve a staff

Customer Perspective: This

perspective measures the

satisfaction of internal and

external customers of HR

services, including employees

managers, and job candidates

employee engagement,

manager satisfaction with HR

support, and candidate

experience.

It includes KPIs such as





Brainstorm

Write down any ideas that come to mind that address your probleic turnover rate of 9% within 3 years, starting from a value of Remember, the key rules of brainstorming are:

## **Advice**

- Defer judgment
- Go for volume Build on the ideas of others
- Stay on topic
- Encourage wild ideas Be visual

PRO TIP: Select a sticky note and click the pencil icon in the menu to sketch.



Group ideas

The facilitator should group all the ideas from the brainstorming process (step 2). After that, you should add your opinions by adding arrows to point ideas into other groups and sticky notes and icons to share your thoughts.

PRO TIP: This is a great place to use color coding. You can change the color of multiple sticky notes at once.

Group '

The HR scorecard is a strategic HR measurement system that helps to measure, manage, and improve the strategic role of the HR department.

The HR scorecard is meant to measure leading HR indicators of business performance. Leading indicators are measurements that predict future business growth. These are called HR deliverables. They are also known as

Group 2

There are five steps to create an HR scorecard: 1. Create an HR strategy 2. Identify HR deliverables 3. Creation of HR policies, processes, and practices 4. Aligning HR systems 5. Creating HR efficiencies

Group 3

Internal Process

Perspective: This

erspective assesses t

effectiveness and

efficiency of HR processe

such as recruiting,

managers, and job candidate

It includes KPIs such as

manager satisfaction with H

support, and candidate

Group 5 To identify how HR can connect to this business outcome, one can create a strategy map. The strategy map helps to identify how HR is driving these business outcomes. The question here is: what HR practices drive the strategic goals of the company? You'll find an example below, which was created specifically for

the recruitment function.

Group 6 Policies: A strong employer branding policy will help in building a strong reputation that will help in becoming a top employer

Prioritize

The facilitator should copy and paste the groups from step 3 into this area and setup the vote details. Let's vote! Add a vote on sticky notes you think are a high priority. You can also add your vote to an entire group.

", the performance of HR specialists is supposed to be estimated by how quickly he or she fills the opened positions. The speed is important, but this indicator is easy to game – it should be balanced by a few quality indicators.

According to Todd Carlisle, Google's director of staffing, after the fourth interview "the candidate's average score would converge on his final score."3.

Put simply, talent management means investing in an organization's most important resource – its people. To this end, employers may recruit candidates with highly desirable skillsets, provide ongoing learning and development opportunities, and reward valued team members and encourage them to advance within the organization.

Low-priority