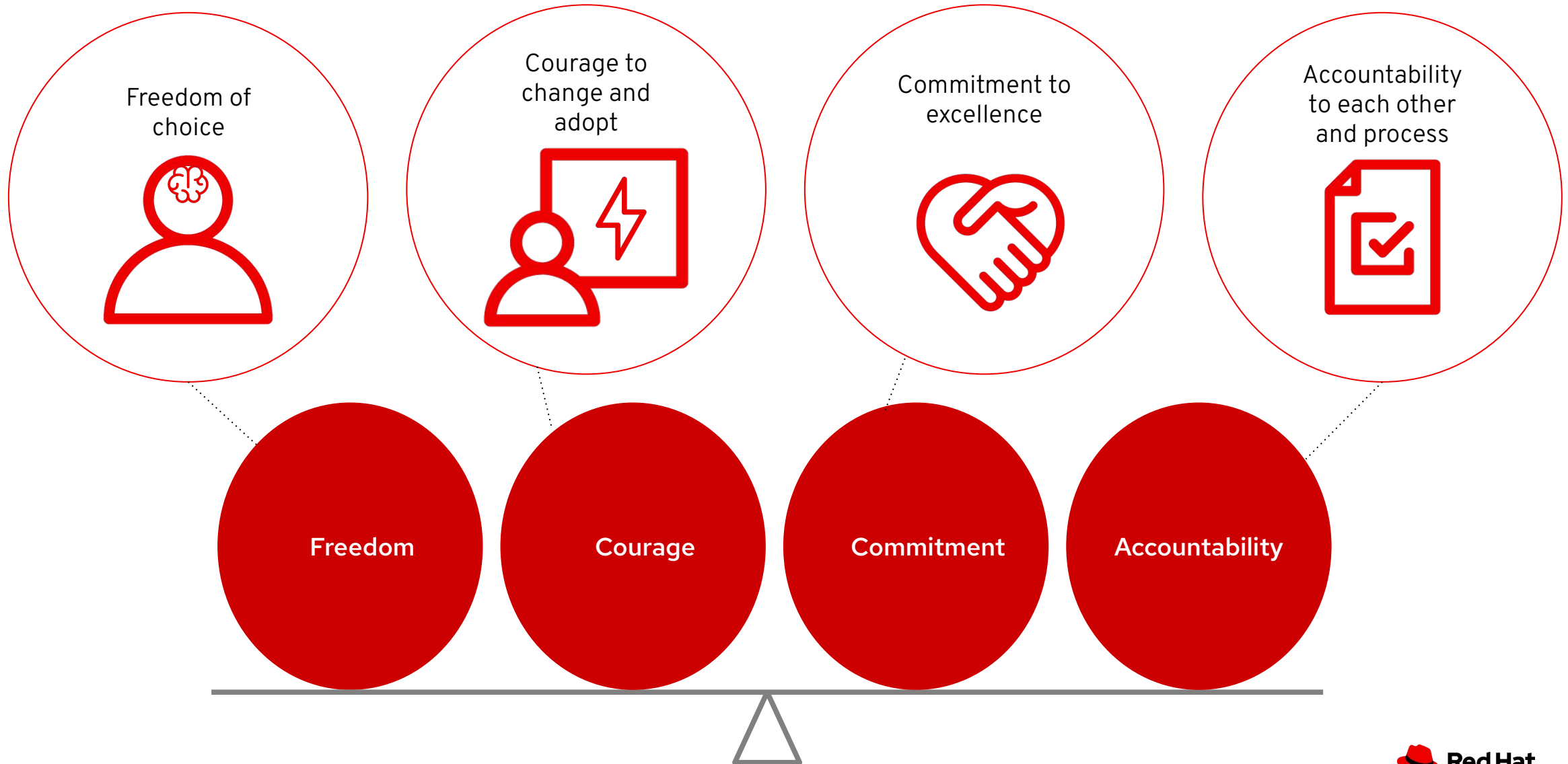


Right for Red Hat R4RH

June 15, 2022

Šárka Vernerová
Senior HR Manager





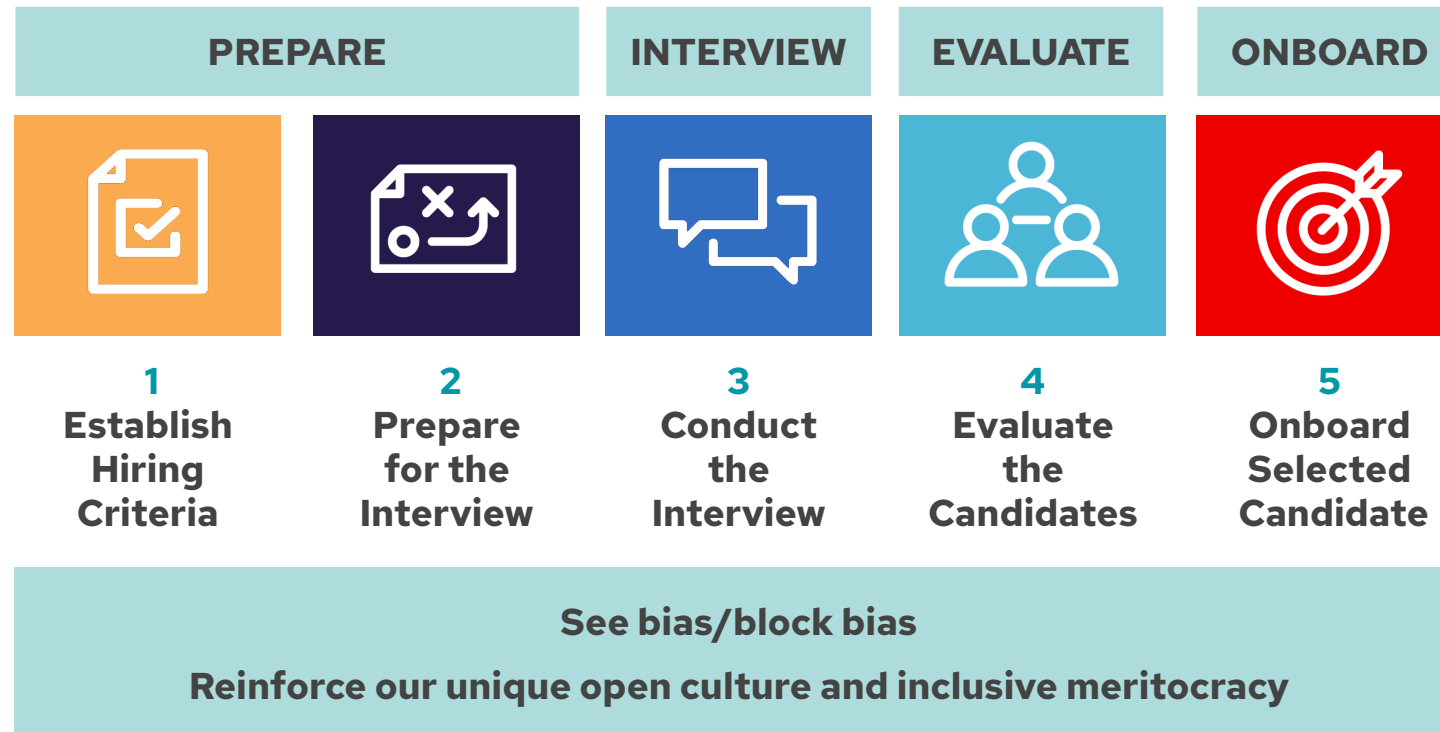
R4RH Solution Redesign

Desired Future State

Robust and holistic competency-based, behavioral panel interview program, supported by:

- ▶ Process mapping and service delivery management
- ▶ Enhanced on-demand resources and more robust learning & development options
- ▶ Technology solutions, with connections to other strategic talent priorities & projects
- ▶ Identification of success measures and ongoing measurement of program effectiveness

Critical Elements of the R4RH Program



Critical Incident Interview

- ▶ Competency- based, behavioral interview
- ▶ Focuses on recent experience
- ▶ Assumes past behavior provides insight
- ▶ Progresses chronologically

Ask the candidate to provide:

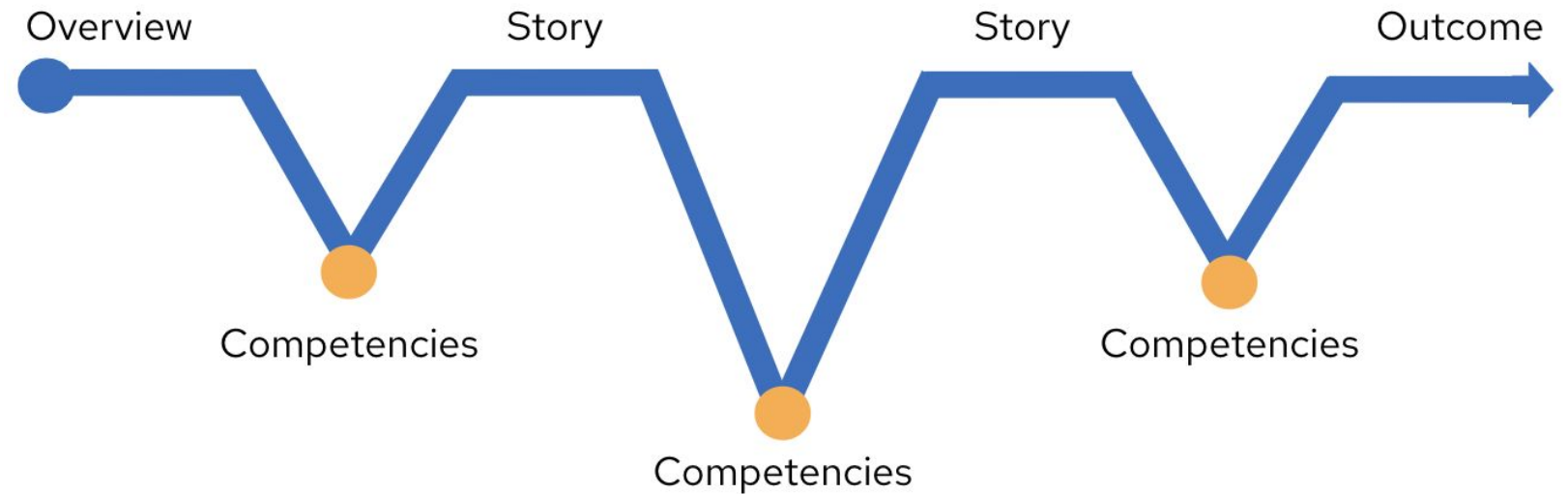
- ▶ Thoughts and feelings
- ▶ Behaviors and actions
- ▶ Specific conversations
- ▶ Outcome and results

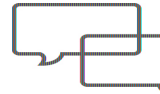
Ask open-ended questions and probe for details:

- ▶ Brief overview
- ▶ Candidate's specific role
- ▶ Who was involved
- ▶ Time frame

Questions to “Dig the Well”

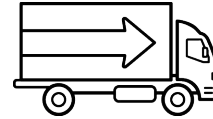
- Background
- Reactions
- Thoughts
- Behavior
- Dialogue
- Outcomes
- More information





Interview Feedback Form

We are moving from...



...to a future with:

Minimal Guidance: No widespread adoption of using RH competencies during panel interviews

Inconsistent Processes: Lack of global consistency in collecting panel interview feedback, including :

- Where the panel interview feedback data is stored
- What feedback is collected from panel interviewers
- How panel interview feedback is collected
- No panel interview feedback is collected

An Elevated Risk Position:

- Compliance challenges
- Duplication of recruiting efforts
- Missing documentation
- Negative D&I impact / potential for bias

Guided Experiences: Structured panel interview process using R4RH interview process

Consistent Processes: Panel interview feedback form addressing consistency through:

- Standardized global feedback form
- Clear distribution / collection process
- Feedback is required

An Improved Risk Position:


- Stronger compliance support
- Reduced D&I / bias impact



Candidate Experience Survey

The screenshot shows an email from Red Hat with the subject 'Opportunities are open'. It includes a photo of three Red Hat employees, a 'Go to the survey' link, and a footer with social media icons and the URL redhat.com/jobs.

Opportunities are
open

 Red Hat

Hi Brian,

We appreciate you exploring career opportunities with Red Hat and would like to take this opportunity to hear more about your experience throughout the hiring process.

We are always working to improve. What went well? What could we do better? Please let us know by answering a few short questions:


[>> Go to the survey >>](#)

Thank you again for exploring career opportunities at Red Hat!

Red Hat People Team

If you are an EU resident and would like to exercise your rights with regard to your personal data, [click here](#). If you would no longer like to receive emails from Red Hat about job opportunities, [unsubscribe](#). Your privacy is important to us, and your feedback will be used at an aggregated level to identify opportunities for improvement.

redhat.com/jobs



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Cross functional core team

Talent Acquisition | Talent COE | Customer Experience

Automated solution - Avature CRM

Avature is integrated with iCIMS and has rules capabilities to control survey invitations based on status changes and invitation history

Focused target audience

Starting with candidates who have completed panel interviews

Pilot group Go Live

Global Implementation

Right for Red Hat Practice Lab

3-hour virtual experiential practice lab


- ▶ Prepare for the interview
 - Review the hiring criteria - Role profile
 - Review candidates resumes
- ▶ Interview three candidates live or watch video interviews
- ▶ Evaluate the candidates in a live debrief meeting
- ▶ Select the final candidate based on the hiring criteria
- ▶ See and block bias throughout the experience

Thank you

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