Tikkun Olam Makers

Screening Talent and Creating Teams

Screening Talent

The screening process for the Call for Talent follows the same methodology as the Call for Challenges. However, it requires more time as there are more applicants. It is important to note that this process is not an exact science and your experts will need to make some decisions based on instinct.

Prior to screening for talent, the Makers Coordinator should share with the screeners the (1) number of spaces there are to fill and (2) the types of talent needed for the solutions.

For example: You may have 80 applicants, 50 spots to fill and need 10 Mechanical Engineers, 10 Electrical Engineers, 5 Developers, 4 Designers, etc.

When the screeners are reviewing the applicants, they are primarily looking to answer two core questions:

1. Does the applicant have the skills you need?
2. Can this person work well in a team?

With the list of applicants in front of each screener, the screeners mark down, (1) Sure in (2) Sure out (3) Probably in (4) Probably out.

First review the “sure in” applicants. If you have 12 “sure in” Mechanical Engineers and only 10 spots, then you will need to decide which 10 will get accepted.

Then review the “probably in” applicants. If you have 8 “sure in” Mechanical Engineers and need 2 more to fill your ten spots, you will need to review all the “probably in” Mechanical Engineer applicants and select 2 additional applicants.

The review will get more challenging if you do not fill all your talent at this point. You may choose to re-open the application or review the “probably out” and “sure out” applicants.

If you come across someone from the Call for Talent who has extremely high skill (aka - X-Factor), you can invite them to join TOM as a team leader.

Only after you have confirmed acceptance do you inform those who have not been accepted, to ensure that you have maximum participation. Try to be sensitive with rejection, you are limited by space and resources, recommend other ways the applicant can get involved in the future.

Creating teams

When creating teams, there are two schools of thought - either assigning teams in advance or allowing participants to choose their teams at the PreTOM. We have had success with both models, but both come with their own challenges.

1) Assign teams prior to the PreTOM

When sending the acceptance letters to the Makers, send a list of all the challenges numbered 1 to 10. Each Maker should send back their top 3 choices rated 1 to 3. The screeners assign the Makers based on their choices, hopefully assigning to one of their top two choices. This model will have some Makers switching teams at the PreTOM if they are unhappy with the selection.

2) Choose teams at the PreTOM

At the opening event, each challenge is presented to everyone, and each Need-Knower is assigned a table with their team name. The Makers meet the Need-Knowers and choose their team. This model requires some guiding to make sure that the Makers evenly distribute and that each challenge has a team.