

# Honeywell & Korn Ferry RPO - 2023 Business Partnership Excellence Winner, NA

# Honeywell



  
RECIPES FOR SUCCESS

## Ingredients

- 1/2 cup data analytics
- 2 tbps sense of urgency
- 1 cup transparency
- 2 cups shared SLAs
- 1 tsp open communication

## Method

1. Urgency and shared SLAs in place for all employees, tied to performance - at both companies.
2. ONE focused goal for ALL people involved = RESULTS!
3. Operations reviews conducted were a critical component to sustain momentum and ensure continued success.
4. Implemented 48-hour timeline for candidate feedback and weekly action forums for team solutioning.

## Results

*New engagement strategies and the resulting support from Honeywell leadership and business helped decrease time-to-slate from 21 days to 7 days and offer approvals from 5 days to 2 days.*

*Performance accelerated and obstacles were removed as new communication methods and touch points were adopted (i.e. weekly reporting, 2x per week leadership team meetings, monthly and quarterly insight meetings).*

*Cycle time reporting and review helped to increase the operational rigor and attention to detail as well as created sustainable change for the business, reducing time to fill by 22 days across North America.*

*A technology solution to automate scheduling helped accelerate the process and enhance the experience for candidates and hiring leaders.*