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- CHANGE YOUR MINDSET -
VACANCIES = VULNERABILITIES: HOW SLOW HIRING HURTS PRODUCTIVITY

Open positions aren't just HR delays, they're productivity losses. Every extra day a role remains vacant drains team morale, delays projects, and erodes competitive advantage. When you treat time-to-hire as a business risk instead of an admin task, you unlock faster, better hiring decisions.

WHAT THE DATA SHOWS

- Vacant critical roles slow down project completion and performance (Lanteria, 2025).
- Top performers in key roles drive **8× more productivity** than average employees (McKinsey).
- Even after hiring, ramp-up time creates short-term productivity loss (OUP Academic).

THE MINDSET SHIFT

- Old View: "We'll hire when we find the right person."
- New View: "Every vacant day costs us productivity."
- Think of hiring as business continuity, fill key roles quickly and precisely to maintain performance.

KEY METRICS TO WATCH

- **Time-to-Hire:** Days from posting to acceptance.
- **Vacancy Days:** Time a role remains open.
- **Ramp-Up Time:** Days to full productivity.
- **Cost of Delay:** Combine vacancy and ramp costs to reveal total impact.

FASTER HIRING IN PRACTICE

- Map the hiring process and eliminate bottlenecks.
- Prioritize high-impact roles.
- Make hiring timelines cross-functional.
- Use automation for screening, scheduling, and tracking.
- Build a pre-qualified talent pipeline.

With talent shortages rising, leaving roles unfilled means losing momentum. A single top performer can deliver 8× the output of an average hire, every week of vacancy compounds lost value. Treat hiring as a strategic productivity lever, not a back-office process. Filling roles faster restores capacity, protects teams, and drives stronger business results.