Vyond STORYBOARD for IT Pro Match

Introduction:

- IT Pro Match needs to recruit and hire numerous technical team members; historically, the process has not yielded ideal candidates due to lack of tech knowledge and disorganized hiring process
- They wish to improve the hiring process, including creating an SOP, to attract high-level candidates
- HR interviewing team and tech team need synergy for successful interviews
- IT Pro Match is projected to hire 20% of interviewed candidates, fulfilling their requisition for 2,000 new employees by end of year
- This training is nested in an Articulate Storyline module

Learning Objectives:

Upon completion of this video, the learner will be able to:

- Recognize the first steps in the hiring process that lead to successful interviews

Outline:

- **Introduction**
    - chaotic office environment with Alex overwhelmed, juggling resumes
    - need for a system implied
- **Conflicts**
    - Hiring Disaster
    - Complaints
    - Tech Department Tension
    - Alex's Breaking Point

[Hiring Process SOP]

- **Solution**
  - Alex's Discovery- Lightbulb Moment of SOPs
  - SOP Struggle- Needs Collaboration with Tech Team
  - Turning Point- Working Collaboratively on SOP
- Implementing SOP
  - SOP in action- smooth interviews
  - Successful and satisfied HR and Tech Team- best candidates hired and working

- Each table represents one scene
- The narrator is the only speaker
- AI voiceover is Hazel from Murf.AI
- Sound effects at 50 % in background
- Music at 10% in background; First half is So Sad from Vyond; Turning point is Smile and Jump from Vyond
- Add comments to each scene for revisions, errors, omissions

5E0B15	90323D	D9CAB3	BC8034	8C7A6B

IT
coolors

[Hiring Process SOP]

Color Palette:

Characters from left to right:

HR Supervisor Recent Hire Executive Assistant	Alex	Tech Worker 1 Tech Worker 2 Tech Worker 3 New Hire

1. [Now Hiring]			
Visuals/Graphic	**Script/Audio**	**Programming/Animation Notes**	**Comments**
Office scene with blue back wall and a table in front. Two candidates sit in chairs, facing each other, waiting to be interviewed. The wall has IT Pro Match logo and "IT PRO MATCH" in big, bold font. A	n/a	Transition for HR sign has slide from above at .75 seconds.	

small floor sign reads "HR Dept. Hiring Now!"			

2. [Overwhelmed Chaos]			
Visuals/Graphic	**Script/Audio**	**Programming/Animation Notes**	**Comments**
Overwhelmed Alex is standing in front of stacks of resumes that are placed in the "IN" box; Alex is crying; he's facing the camera; the background wall is hex# 90323D.	In the heart of HR chaos, meet Alex.	Vertical split for the opening scene; stacks of papers have a slide-in effect	

3. [Overwhelmed Chaos 2]			
Visuals/Graphic	**Script/Audio**	**Programming/Animation Notes**	**Comments**
Cluttered office, disheveled resumes, stressed Alex standing in front of a desk; Alex is juggling balls and they drop.	Alex is juggling resumes like a one-person circus.	Fade transition; the camera zooms in on Alex juggling; the sound of "losing" horn plays after balls drop	

4.	[The First Hiring Disaster]		
Visuals/Graphic	**Script/Audio**	**Programming/Animation Notes**	**Comments**
  Office Scene with Alex and executive asst. outside in the hallway; Alex has a shocked expression and is holding an envelope. Exec. Asst. is stomping toward Alex with an angry face; Inside the office is the HR supervisor standing behind a desk with flames behind her; The recently hired candidate-unprofessional looking, lacking focus- is standing with arms crossed	Alex's first attempt at hiring ended in disaster	Transition slide up; the camera zooms in on executive asst. stomping toward Alex on straight motion path	

5.	[The First Hiring Disaster 2]		
Visuals/Graphic	**Script/Audio**	**Programming/Animation Notes**	**Comments**
Scene continues; Executive asst. points at Alex with anger	with the wrong candidate causing chaos in the team.	Alex begins to walk into Supervisor's office following motion path; ticking time bomb	

		sound effect toward end of scene	

6. **[The Complaints Pile Up]**			
Visuals/Graphic	**Script/Audio**	**Programming/Animation Notes**	**Comments**
Tech Workers angry, looking over Alex's shoulder while on his computer in his office; Tech workers have a badge; Alex crying and furiously typing; Complaints banner at top	Employee complaints flooded in, blaming HR for candidates who lacked the necessary tech skills. Alex's professionalism was in question.	Transition slide down; camera zooms in on Alex crying as he's typing	

7. **[Tech Department Tensions]**			
Visuals/Graphic	**Script/Audio**	**Programming/Animation Notes**	**Comments**
  Tense meeting in conference room setting with additional remote stakeholder on TV screen, frustrated tech department talking, angry faces, Alex nervously taking notes; Framed picture above	Tensions increased as the tech department blamed HR for not understanding the technical requirements, leading to a strained relationship.	Transition rotate down clockwise; employees pointing at Alex and talking; camera zooms in on Alex taking notes; Framed picture in view; ambience chatter in background	

Alex that reads "Change is Good"			

8. **[The Breaking Point]**			
Visuals/Graphic	**Script/Audio**	**Programming/Animation Notes**	**Comments**
Same hallway from scene 3; Only Alex walking; thought bubble with "We need a change! How can I make this better?" Desperate expression; holding envelope	Overwhelmed and on the brink of breakdown, Alex realized the need for a change.	Transition slide left; Alex walks across the hallway off screen; Thought bubble timed with walking	

9. **[The Discovery 1]**			
Visuals/Graphic	**Script/Audio**	**Programming/Animation Notes**	**Comments**
Alex's office from scene 2; Alex sitting and reading/researching; thinks of a graphic for the hiring process/ part of an SOP in thought bubble;	Alex knew having steps to the hiring process would be helpful so that IT Pro Match gets the best candidates available.	Transition slide right; slow zoom in toward Alex and thought bubble; thought bubble with graphic pops in with dots with a 2 second delay, timed with narration	

10. **[The Discovery 2]**			
Visuals/Graphic	**Script/Audio**	**Programming/Animation Notes**	
Scene continues; Alex jumps up with excitement and lightbulb pops above head	Aha! A Standard Operating Procedure (an SOP). That's it!	zoom in on Alex; Alex jumps up with lightbulb above him; music changes to Smile and Jump	

11. [The Discovery 3]			
Visuals/Graphic	**Script/Audio**	**Programming/Animation Notes**	
Scene continues; Alex concentrating at the computer; crumpled papers on desk; Alex trying to work on SOP by himself on computer	Creating the SOP by himself wasn't going well.	Transition fade; So Sad music returns briefly	

12. [The Discovery 4]			
Visuals/Graphic	**Script/Audio**	**Programming/Animation Notes**	
Scene continues; only Alex at desk with crumpled papers and confused look; thought bubble in black circle with white font that reads "I know I need the job requirements and job descriptions."	He knows the first steps are to include the job requirements and write out job descriptions.	thought bubble above Alex; zoomed in to just desk, Alex, thought bubble	

13. [The Discovery 5]			
Visuals/Graphic	**Script/Audio**	**Programming/Animation Notes**	
Alex walking to white board; camera zoomed in	But he needs help from the tech team.	Transition fade; slight zoom to see left side of office where white board is; Alex follows motion path from desk to whiteboard; So Sad music fades out	

14. [Collaboration]

Visuals/Graphic	Script/Audio	Programming/Animation Notes	
Alex thinking in front of white board, facing camera; thought bubble of tech worker and himself collaborating; Tech Worker 2 walks in from off camera and stops at whiteboard	Alex realizes that if they work together, they can improve the hiring process.	Smile and Jump music fades in again; Transition sparkles vertical; slight zoom to see left side of office where white board is; Tech Worker 2 follows motion path from off screen to white board	

15. [Time Passing]			
Visuals/Graphic	**Script/Audio**	**Programming/Animation Notes**	
Time passing template; Alex on right side yawning- upper body only; background is black and cut diagonally; left side shows arm with wristwatch; background is bullseye motion picture countdown from 8	n/a	Dissolve transition; music continues throughout; template with numbers in bullseye (movie style) counts down	

16. [The Turning Point]			
Visuals/Graphic	**Script/Audio**	**Programming/Animation Notes**	
Graphic of The Hiring Process	After relentless effort, Alex and the tech team craft a job aid as part of a comprehensive SOP for the hiring process.	Transition motion graphic wrings; slow zoom onto faces looking at The Hiring Process Job Aid	

on whiteboard; Alex and TW2 cheering			

17. [The Hiring Process Job Aid]

Visuals/Graphic	Script/Audio	Programming/Animation Notes	Comments
Happy Alex pointing to the Hiring Process job aid; Empty office space with The Hiring Process on the back wall- 3 spotlights above	The hiring process begins with understanding the job requirements, collaboratively crafting a job description, and posting the position so the best candidates apply.	Dissolve transition; cameras slowly zoom into job aid, focusing on the first few steps in the hiring process	

18. [Success]

Visuals/Graphic	Script/Audio	Programming/Animation Notes	Comments
Conference room scene with HR supervisor seated at end of table, Alex clapping and TW2 with check box above (indicating approval) on the right side of table; TW1 and new candidate shaking hands, centered, behind table; Banner at top reads "SUCCESS"; job aid is on table	With the S.O.P. in place, the hiring process transforms into a collaborative effort, ensuring candidates are a good fit and possess the needed technical skills.	Dissolve transition; all characters have motion	

19. [HR Supervisor]

Visuals/Graphic	Script/Audio	Programming/Animation Notes	Comments

Continuation of last scene; HR supervisor happy; camera zoomed so it's just HR Supervisor from waist up shot	Narration from scene 17 continues.	vertical blinds transition; camera zoomed in only HR Supervisor from the waist up	

20. [Candidate Hired**]**			
Visuals/Graphic	**Script/Audio**	**Programming/Animation Notes**	**Comments**
Only desk, Tech Worker 1 and candidate in view; job aid in view; shaking hands	Narration from scene 17 continues.	vertical blinds transition; camera zoomed in only on Tech Worker 1 and candidate shaking hands	

21. [Satisfied Employees**]**			
Visuals/Graphic	**Script/Audio**	**Programming/Animation Notes**	**Comments**
scene continued with zoom of Alex and Tech Worker 2; TW2 has thumbs up sign; Alex is clapping	All stakeholders are content.	vertical blinds transition; camera zoomed in only on Tech Worker 2 and Alex cheering	

22. [Implementing the SOP**]**			
Visuals/Graphic	**Script/Audio**	**Programming/Animation Notes**	**Comments**
HR Supervisor's office scene with hallway; Executive Asst. pointing with big surprised smile; Alex in center of hallway smiling; HR Supervisor shaking hands with new employee just hired- inside office, back left; all happy	The disastrous hires of the past are redeemed. The team flourishes with the right people in the right roles, thanks to the new hiring process.	Split vertical transition; camera zooms to close-up of the four characters, off to the left side	

23. [Closing]			
Visuals/Graphic	**Script/Audio**	**Programming/Animation Notes**	**Comments**
Same as scene 16; Alex is in a cape, smiling off to the right side of job aid, pointing towards it	Alex's journey teaches us that to bridge the gaps in our hiring process and to establish professionalism, every HR superhero needs an SOP.	Transition blinds horizontal; music continues- fades out at end	

24. [Closing]			
Visuals/Graphic	**Script/Audio**	**Programming/Animation Notes**	**Comments**
Cast of characters facing camera; Red banner with "The Cast" at top, centered	n/a	transition fade to black; music fades out	