Thank you for your patience.
The webinar will begin shortly.

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Remote Onboarding

An Innovation Webinar

Welcome

Faye Walshe
Group Innovation Director
Robert Walters Group

Tom Lakin
Senior Innovation Manager
Robert Walters Group

Nik Walker
Director of Business, EMEA
PowerHouse Hub

Ian Blake
IT Director
Resource Solutions

Welcome

Faye Walshe
Group Innovation Director
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Nik Walker
Director of Business, EMEA
PowerHouse Hub

Rob Kinnaird
IT Business Partner
Resource Solutions

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About the Robert Walters Group

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Our brands

Specialist professional recruitment

Robert Walters is our specialist professional recruitment consultancy. We work with candidates in early career stages through to C-suite appointments. We recruit permanent, contract and interim professionals across the world.

Specialist staffing

Walters People specialises in temporary/contract and junior permanent recruitment with a focus on financial and business support positions.

Our Walters People business operates in Belgium, France, Ireland, Netherlands, Spain, UK and Hong Kong.

Recruitment process outsourcing

Resource Solutions is our international recruitment outsourcing brand, managing client recruitment processes to improve quality and reduce hiring costs. Since 1997, we've recruited the world's best talent for some of the world's leading brands.

Agenda

- Introduction and context

- What is meant by remote onboarding?

- Using Powerhouse Hub for remote onboarding

- Powerhouse Hub Demo

- Same day remote onboarding and working portal with Remote.Set.Go

- Utilising your existing technology

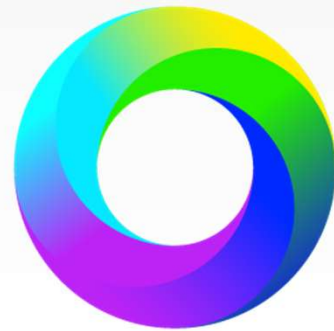- 5 takeaways to launch your remote onboarding today

- Q&A

What is Remote Onboarding?

Remote onboarding is the digitisation of the offer management, welcome and induction of new employees and contractors.

New joiner onboarding typically includes:

Creation and e-signing of contract		Pre-employment screening		Induction and core training		Ongoing support
1	**2**	**3**	**4**	**5**	**6**	→
	Post-offer engagement		Team welcome		Expectations and objective management	

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"Done right, remote onboarding ensures that your new joiners are happy and productive on day 1"

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WHO WE ARE

PowerHouse Hub began in 2003 as Mediasphere. Our brand has changed over the years, but our mission and values remain the same.

Our vision

Our mission

At PowerHouse Hub our mission is to collect, integrate and bring meaning to human performance data.

We develop intelligent solutions that drive human engagement and development.

We provide the software for your organisation to commercialise training IP and deliver personalised learning portals designed to be fully responsive and accessible by all connected devices including iPads, iPhones, tablets and smartphones.

Our promise

Our promise is simple: to empower you to identify and measure employee potential. At PowerHouse Hub, we understand that your organisation may have a clearly defined process for recognising high-potential employees. What may be missing from this process is a well-defined procedure for keeping the employees engaged so you can retain them.

This is where we can help. Like you, we believe it's essential for a business to recognise how to identify and measure employee potential. However, it's even more crucial to formally acknowledge achievements and keep employees engaged. This, in turn, results in happier employees who are motivated to produce better work.

PowerHouse Hub

The PowerHouse Hub Platform is a suite of solutions that automate business workflows in talent recruitment, onboarding, induction, compliance, upskilling and competency-based certification.

PowerHouse Recruit

PowerHouse Talent

PowerHouse Certify

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PowerHouse Hub

- Growth year on year since 2003
- Significant sector-wide & Government contracts
- Expanded to UK in 2018

- Started with one tender in 2017
- 2018 – 2020 Revenue doubled annually
- National & Government contracts

Live Demo

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Rapid Deployment Solutions

- UK Construction Sector crippled by H&S Testing Centres closing due to Coronavirus pandemic
- 1.6 million card holders that require renewal for site access
- CITB working with Powerhouse Hub to create rapid deployment of online testing

NEWS 30 March 2020

Covid-19: CITB chief exec update – 30 March 2020

Good afternoon

I hope that, despite this extraordinary crisis that's hit us all, you managed to get at least some rest over the weekend. This is my latest update on CITB's work to support the construction industry during the COVID-19 crisis.

To see the support packages CITB has already introduced for employers please visit our COVID-19 update page.

Today my key messages are on **online Site Safety training** and a **checklist for Apprentice Safety on Site**

New online Site Safety training

We have introduced a remote learning and examination option for our market-leading HSA (Health and Safety Awareness) course, which will be especially helpful while our Site Safety Plus training centres are not conducting face-to-face training during the COVID-19 crisis. Anyone who booked a training course can contact their training provider for information on rescheduling.

While we continue to despatch achievement certificates for Site Safety Plus courses, there may be delays in certificates reaching delegates, and we understand this will have an impact on card applications. We have agreed with CSCS that applications for a Labourer's card can now be supported with evidence of the HSA achievement from the CITB card-checker or CITB Construction Training Register ⧉. You can find more on card schemes by following the links below.

You can keep up-to-date with health, safety and environmental awareness by accessing online training and educational material from CITB. Safety on site is also covered with tools such as risk assessments and method statements. This can all be found at CITB health & safety support materials and CITB SSP Construction scenarios, a range of interactive and relative 360° construction-based scenarios to be used in the delivery of the Site Safety Plus suite of courses. CITB has also produced seven award-winning training and awareness films to support those taking Site Safety Plus courses. These are available online at CITB SSP YouTube videos ⧉. Please visit the CSCS website ⧉ regarding the actions they are taking around COVID-19 and card applications.

Rapid Deployment Solutions

- Coronavirus pandemic forcing business to operate with remote workforce
- Rapidly deployed portal solution to assist business

We can reconnect your team today.

We will ensure your online work-from-home portal is live and ready-to-use across your business within 2 hours. And we're offering the first month free.

Learn more

Start using **Remote.Set.Go!** today and enable your team to:

- create collaborative groups, invite users, share documents and communicate online
- book a session with our online therapists
- participate in group webinars and record sessions
- download and circulate important policies and documents
- access streamed news and updates from your executive
- complete online business training courses
- build and share your own content and publish links
- publish surveys and polls to track voice-of-employee

Access to online mental health support.

We provide companies with access to online counsellors to assist employees experiencing a range of mental health and life challenges caused by the pressure of immediate change.

Employees may not only have concerns around the changing working environment, their finances and their ability to maintain relevant social connectivity, they may also worry about their own health and the health of their loved ones. Connect Psych offers online 'Wellness Check-ins' to support employees with rational ways of coping during this unprecedented time.

Help your staff adapt with inbuilt courses.

Access our complimentary Course Library, including our Working From Home Course Pack, which includes:

- Remote Working
- Safe Hand Hygiene
- Cyber Security
- Office Ergonomics
- Office Safety
- Time Management
- Social Media in the Workplace
- Appropriate Email Communication

We provide solutions portals for all sized businesses from 25 staff to over 10,000 employees and contractors.

Affordable and **trusted** by the world's leading businesses and governments.

Utilising your current tech stack

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Utilising your current tech stack

Process	Current tech		Feature
Contract management	DocuSign	HELLOSIGN *a Dropbox Company*	• E-signature
Welcome pack	SharePoint	we transfer	• Content distribution
Welcome videos	vimeo	YouTube	• Private and hidden bespoke welcome videos
121's & Mentoring	Microsoft Teams	zoom	• Video conferencing
Meeting Scheduling	Bookings	ScheduleOnce	• Smart self-scheduling
Team collaboration	Microsoft Teams	slack	• Channels (group chat) • 121 messaging
Wellness & Perks	Vitality	perkbox	• Remote health services on demand

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5 takeaways to launch your remote onboarding today

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5 steps to launch your remote onboarding today

1. Focus on which problem you are trying to solve
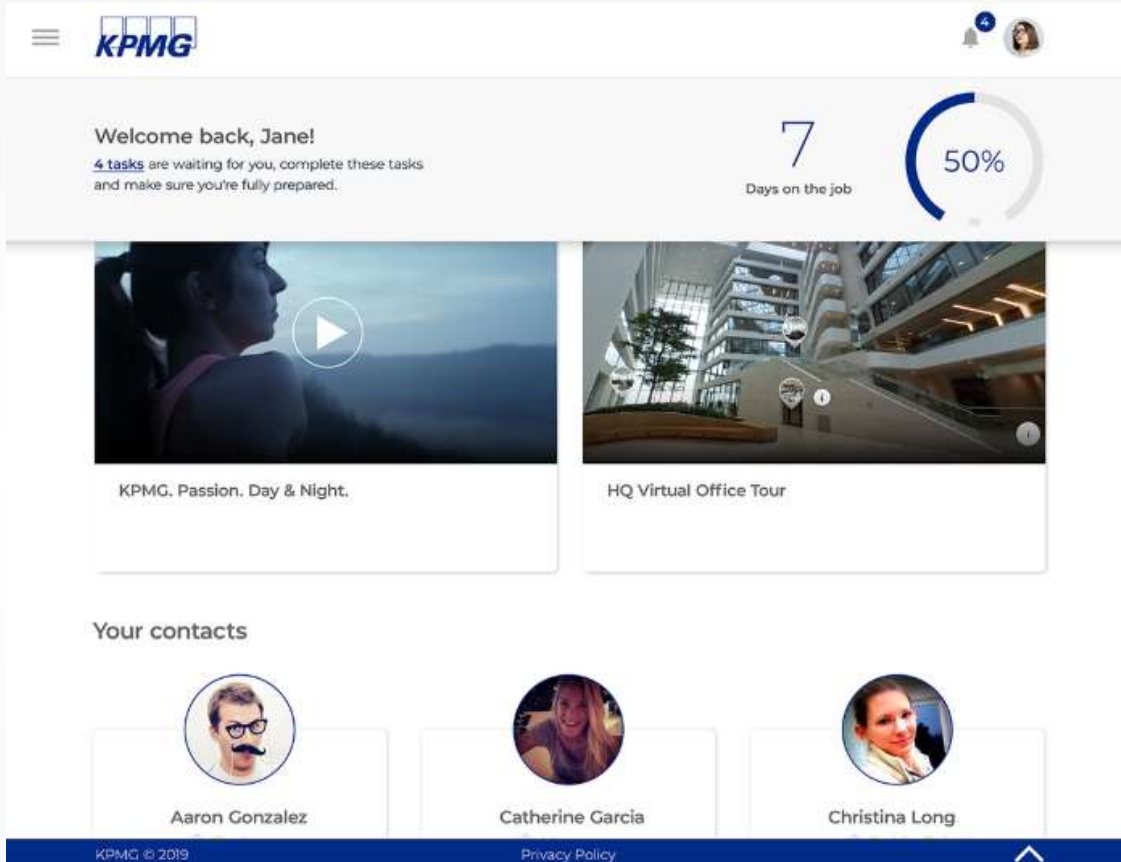
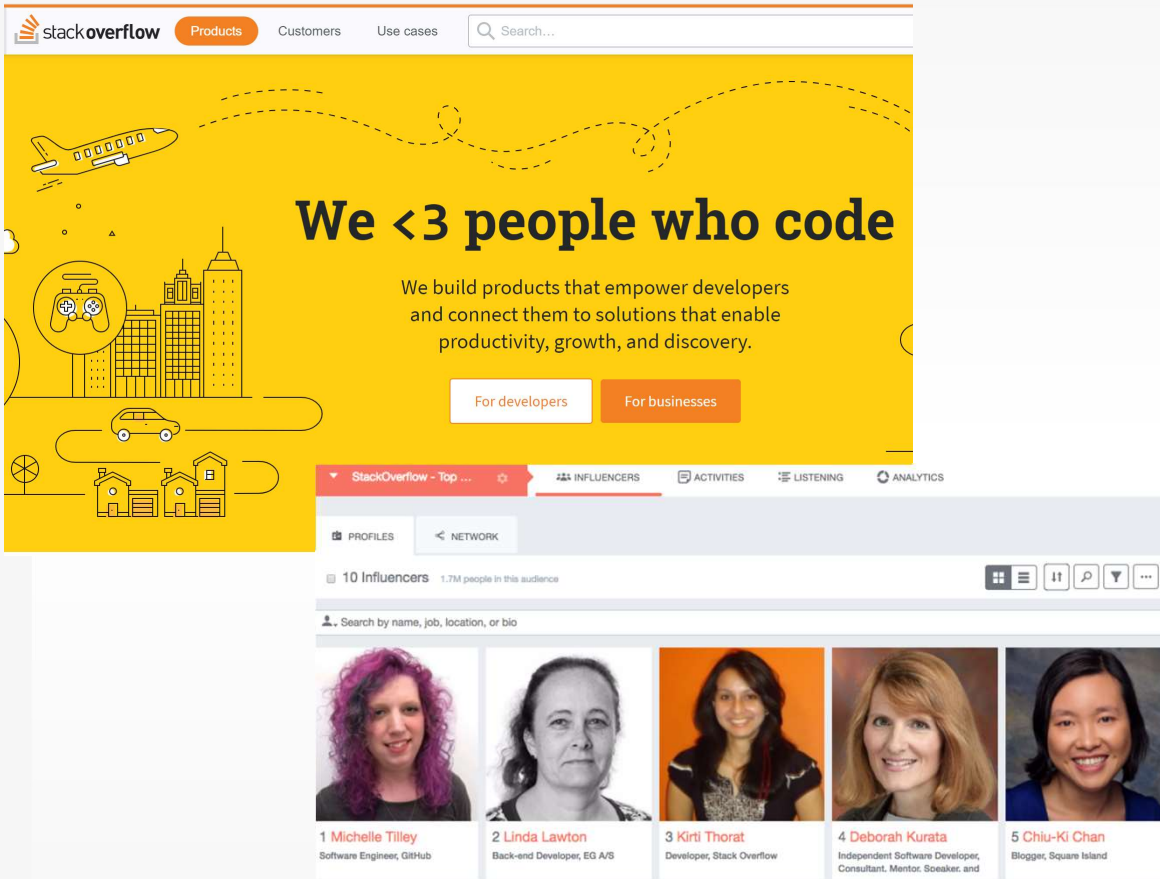Establish your main pain point and focus on solving it:

- Post-offer engagement
- Compliance and governance
- Day 1 productivity
- 30/60/90 deliverables

Who's doing it well?

KPMG
Resource Solutions

5 steps to launch your remote onboarding today

2. Your digital welcome should still include human hand-holding

Some aspects of onboarding, such as ordering your preferred hardware or completing mandatory training can be easier done remotely on demand, but use live video for high-touch human interaction for:

- Personal welcome
- Mentorship/buddying
- 121
- Team virtual coffee/drinks

Who's doing it well?

Stack Overflow

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3. Create Playbooks

Remote working is easier for some than others but most of us typically take cultural clues from others in the office.

Remove subjectivity by creating Playbooks to:
• Teach and guide
• Establish best-practice
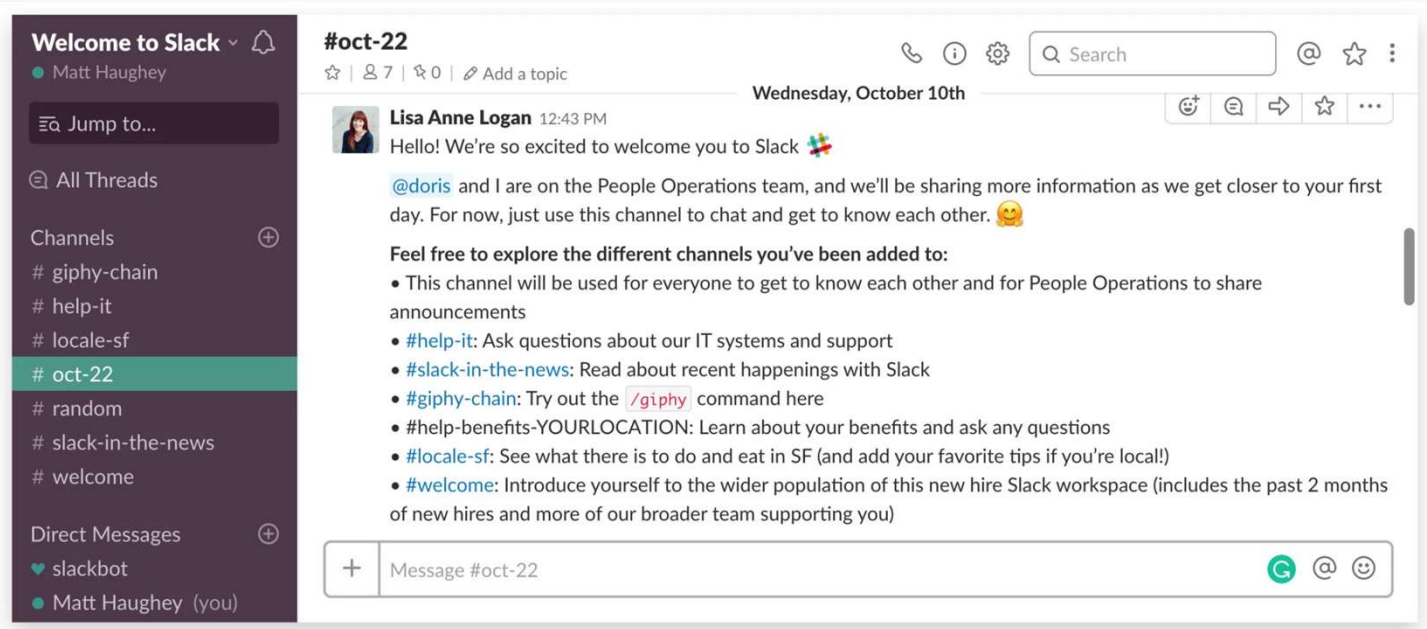• Gently establish rules and expectations

Who's doing it well?
• Hanno

5 steps to launch your remote onboarding today

4. Creativity counts

Remote onboarding doesn't need to be expensive. Top tips for low-cost remote onboarding:
- Use your existing tech stack
- Don't duplicate
- Keep it simple
- Be creative (e.g. share reading lists)

Who's doing it well?

Slack

5 steps to launch your remote onboarding today

5. We may be in lockdown, but keep the perks & wellness support coming

Remote onboarding and working programmes often focus on the efficiency and productivity benefits, rather than what the new joiner or employee gets out of it.

Employee perks and benefits are increasingly being used by recruiters and talent acquisition professionals as a unique differentiator and these don't need to stop:

- Online GPs on demand
- Online employee recognition
- Pulse surveys
- Online shopping vouchers
- Free online fitness classes
- Free online learning
- Budget for home office decoration

Questions?

Thank you for joining our webinar today.

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About the Robert Walters Group

ROBERT
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Our purpose and strategy

Our mission
What we aspire to be

The world's leading specialist professional recruitment group

Our purpose
Why we exist and what we want to achieve

Powering people and organisations to fulfil their unique potential

Our core principles
The values and behaviours that define our culture

Teamwork	Integrity	Passion	Innovation	Quality

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Where we operate

US & Canada
CANADA
USA

Latin America
BRAZIL
CHILE
MEXICO

UK

Europe
BELGIUM
CZECH REPUBLIC
FRANCE
GERMANY
IRELAND
LUXEMBOURG
NETHERLANDS
PORTUGAL
SPAIN
SWITZERLAND

Middle East & Africa
SOUTH AFRICA
UAE

Asia Pacific
AUSTRALIA
HONG KONG
INDIA
INDONESIA
JAPAN
MAINLAND CHINA
MALAYSIA
NEW ZEALAND
PHILIPPINES
SINGAPORE
SOUTH KOREA
TAIWAN
THAILAND
VIETNAM

Our specialist expertise

Unlike many recruitment firms, we hire industry experts into recruitment consultant roles. **But why?**

- They are **truly passionate** about developing their knowledge and staying on top of the latest industry trends.

- They bring with them **strong personal relationships and industry networks**, enabling them to find hard-to-reach talent with niche skill sets.

- Our **clients get the peace of mind** that any candidate we put forward will have the right skills for the job.

> " Knowing the market in which I operate means I can speak credibly about the industry, which helps me develop a rapport with candidates and clients.

Matt Chauhan
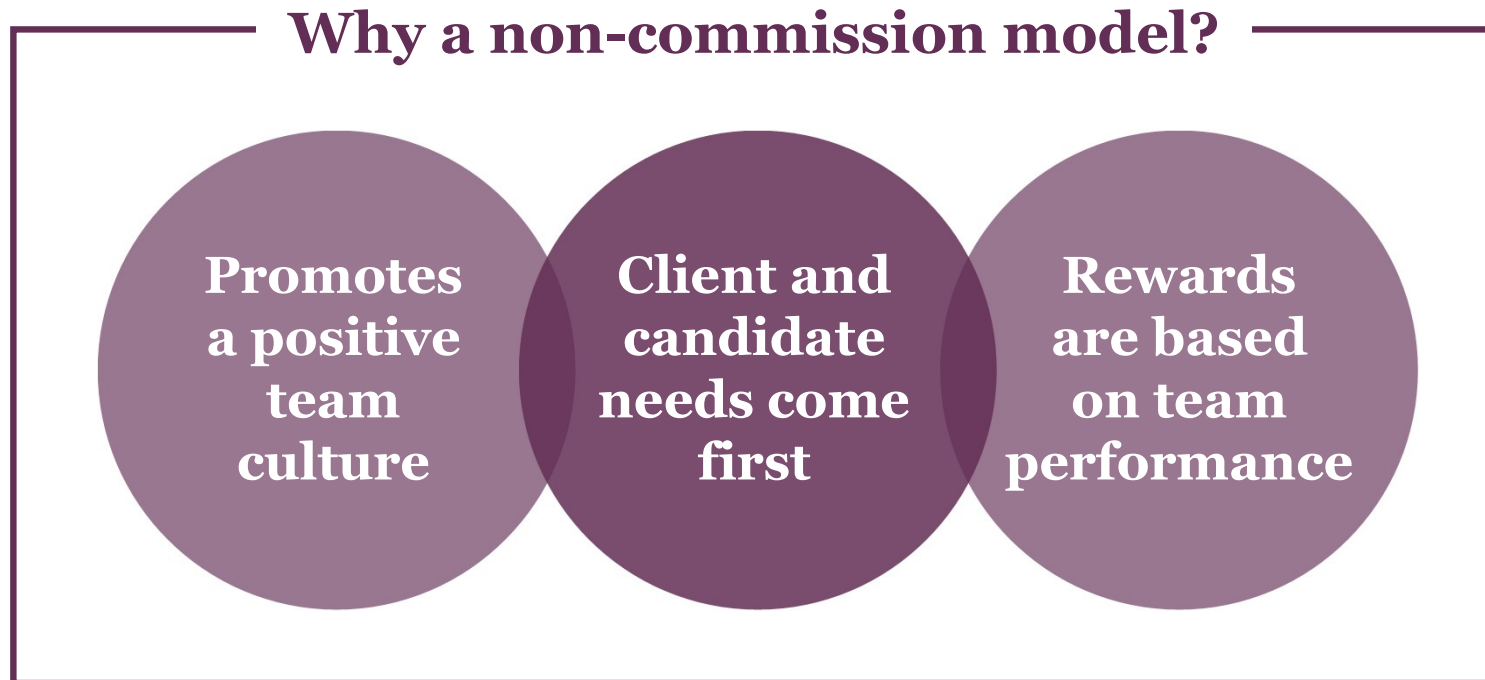Senior Consultant – Brisbane, Australia
Former Engineer

> " As a product marketer, I developed strong communication and stakeholder management skills, and these are invaluable to me as a recruiter.

Ruby Lin
Manager – Taipei, Taiwan
Former Product Marketer

Putting people first

Another way that we differentiate ourselves from our competitors is our non-commission model. This means that, while our consultants don't receive individual sales commission, they're rewarded on a team profit-sharing basis.

Why a non-commission model?

Promotes a positive team culture

Client and candidate needs come first

Rewards are based on team performance

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More innovative, more human

We see technology as an enabler, not a threat. By tracking, testing and trialling hundreds of new technologies each year, we can advise clients on what works, what doesn't, and how to make the hiring process more efficient.

Job hunting made easier

We're using platforms like Google, ScheduleOnce and MindX to improve candidate experience worldwide.
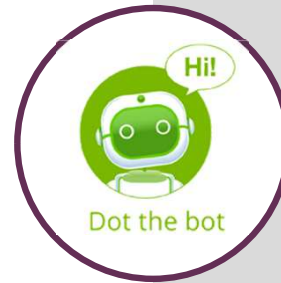
Improved efficiency

Our chatbot handles basic contractor queries, so our team can deal with more complex query resolutions.
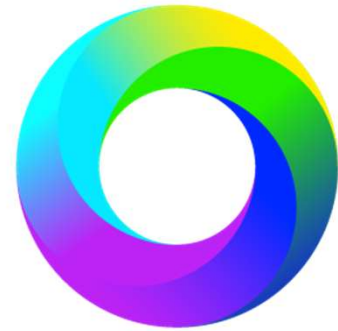
AI and machine learning

AI assistants like Arya help recruiters find candidates even more quickly, reducing the time it takes to hire.

Better candidate diversity

We've built tools like Adify to improve job adverts and help us reach a more diverse pool of candidates.

PowerHouse
Hub

PowerHouse Recruit delivers an automated corporate recruitment solution.

We deliver weighted candidate rankings to a job role, manage the interview process and build recruitment talent pools.

We deliver integrated onboarding, background checks, certificate uploads and induction courses.

PowerHouse Talent is an enterprise LMS that delivers accredited and non-accredited training.

We deliver content publishing, events, webinars, news, mentoring, document shares and training programs.

We deliver real-time visual and data reporting on a multi-tenant solution

PowerHouse Certify is a workplace traineeship and apprenticeship platform.

We deliver certifications and qualifications with workplace verification of competencies.

We deliver a cloud RPL to automatically map a user's work and academic experience to a certification.