



CORE

CORE powered by
BPM

Remote onboarding of new employees and get the best out of existing employees

You only get one chance to make a first impression!

REMOTE ONBOARDING

5 stages of remote onboarding

Effectively imbed new starters

Efficiently managing existing staff remotely

Making a great first impression

Optimise remote working output



OPTIMISING REMOTE ONBOARDING AND MANAGING EXISTING REMOTE WORKING EMPLOYEES

CORE PROVIDES A REPORT SUITE CONSISTING OF:



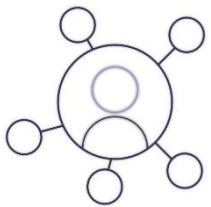
New employees remote working preferences



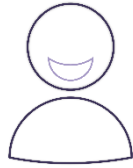
Dealing with interruptions



Motivating others



Remote team working



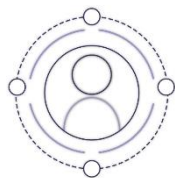
Effective management of existing workers remotely



Feedback and follow up



Communication style

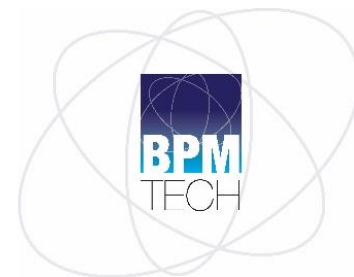


Handling stress

CORE Personal and Management Remote Workers Profile

Powerful reports divided into six behavioural areas

Detailing preferred approach/working styles





5 STAGES OF THE REMOTE ONBOARDING PROCESS

OPTIMISE YOUR ONBOARDING PROCESS



BPM Tech

Operating as true recruitment partners

Managing risk and taking accountability

Optimising:

- Attraction
- Engagement
- Onboarding
- Retention





PRE ONBOARDING

THINGS TO CONSIDER...

- 1 Is our current process fit for purpose
- 2 Who will administer and own the process
- 3 What technology are you currently utilising
- 4 What external support is required
- 5 Due to COVID 19, Right to work CV checks have been temporarily adjusted & able to be completed remotely

BPM Tech have the expertise to assist!

CORE offers amazing insights regarding onboarding and remote working preferences

For the latest remote onboarding advice, visit:

<https://www.gov.uk/guidance/coronavirus-covid-19-right-to-work-checks>





1. CANDIDATE ACCEPTANCE

BEFORE THE CANDIDATE STARTS

1

Explain and outline timelines and manage expectations

2

Set a WFH policy and align expectations

3

Confirm pre employment checks are ongoing/complete

4

Confirm employment contract electronically signed and returned

5

Assign a new starter buddy to maintain contact with the new starter

6

Pre arrange any kick off meetings and first day induction

7

Send and assign access to equipment and software

What support and value added services do your existing talent partners provide around onboarding preferences





2. THE FIRST DAY

THINGS TO CONSIDER

1

Welcome email, induction and introductory call/meeting

2

Why not pre record a virtual office tour and company welcome/meet the team video

3

Provide Intranet details, new starter forms, payroll info, H&S, WFH policy

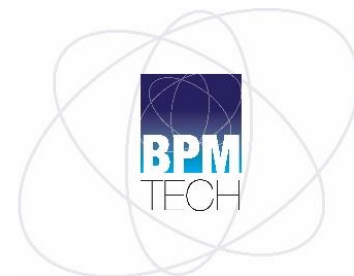
4

Align expectations and recap the candidate WFH preference

5

Highlight remote, collaborative tools available: internal messaging platform, web/video software

What support and value added services do your existing talent partners provide around retention of staff





3. THE FIRST WEEK

SET EXPECTATIONS AND KEEP IN TOUCH

- 1** Layout expectations of new starters and assign tasks and deliverables
- 2** Discuss what they can expect from the company
- 3** Have the new employee read and agree to standard operating procedures
- 4** Establish timeframes for training, reviews, key company dates and milestones
- 5** Virtually introduce them to colleagues

What support and value added services do your existing talent partners provide around highlighting future leaders and rising stars





4. THE NEXT 30 DAYS AND BEYOND

FOUNDATIONS SET, PROMOTE THE COMPANY CULTURE

- 1** Catch up with work buddy and other colleagues for their first impressions
- 2** Clarify any unanswered questions
- 3** Agree initial deliverables, goals and milestones
- 4** Conduct initial feedback meeting in preparation for first formal review
- 5** Why not schedule a weekly quiz, team drinks, get together

What support and value added services do your existing talent partners provide around the true cost of recruitment

BPM provide a free 10 point report around the true cost of recruitment





5. EVALUATION OF REMOTE ONBOARDING PROCESS

DRIVE A CONTINUOUS IMPROVEMENT PROCESS

1

What worked well

2

What lesson have we learnt

3

How can we better utilise technology and **CORE** personal onboarding preferences

4

What are the thoughts of the candidate

5

How can we improve remote working process across the business

CORE powered by BPM offer in-depth behavioural “Job Fit” reports and onboarding analysis on every candidate





DRIVEN BY PROFESSIONALS

POWERED BY CORE: PROVIDING A LEADING DIGITAL CARE SOLUTIONS COMPANY, A COMPLETE TALENT ATTRACTION PACKAGE, ATTRACTING THE BEST TALENT, SAVING TIME AND MONEY

Testimonial

"Ben and the team, coupled with the power of BPM CORE, have added real value throughout our hiring and recruitment process, offering a unique proposition, resulting in them attracting the best in market candidates, whilst reducing costs and time to hire!"

PROVIDING A BEST IN CLASS CHANGE AND TRANSFORMATION TEAM FOR A LARGE SCALE, MULTI-MILLION-POUND FINANCIAL SERVICES TRANSFORMATION PROGRAMME

Testimonial

"BPM Tech really understood our requirements and went above and beyond to ensure our needs were met."

PROVIDING A HIGH PERFORMING TECHNICAL TEAM TO A SAAS, E-PROCUREMENT CLOUD SOLUTION

Testimonial

"Ben and the BPM team have impressed us with their professionalism and ability understand our needs. They have enabled us to quickly build out our team and deliver significant value to all clients."

DUE TO AN EXISTING PROVIDER FAILING TO DELIVER, THE HEAD OF IT AT ONE OF THE WORLD'S LARGEST LOGISTICS FIRMS, REACHED OUT TO BPM TECH TO URGENTLY ATTRACT THE HIGHEST CALIBRE CANDIDATES FOR SEVERAL BUSINESS-CRITICAL AND TIME SENSITIVE ROLES

Testimonial

"Having BPM Tech on the case for our IT recruitment meant we had little to no need to deal with other recruiters, allowing me to get on with my day job knowing the role was always in safe hands."

PROVIDING A BLENDED RECRUITMENT APPROACH FOR A LEADING DATA SERVICES CLIENT, PROVIDING THEM THE PLATFORM TO EMBARK ON A BUSINESS-CRITICAL CLOUD MIGRATION PROGRAMME.

Testimonial

"Having a partnership with James and Ben at BPM Tech has significantly improved our time-to-hire on several key roles. What I value the most is that they always listen but are never afraid to push back when they feel that someone is the right fit for our business."





BY NUMBERS...



96%

Of candidates who underwent the **CORE** pre selection interview process were selected for second stage interviews



89%

Of clients have seen an improvement with onboarding, engagement and productivity of new employees



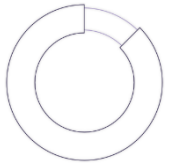
91%

Of hiring managers said on demand video shortlisting was their preferred way of reviewing candidates



20%

Increase in candidate satisfaction



90%

Of hiring managers said they've not had both a video and Job fit profile as standard with other suppliers



87%

Of clients said the Job fit profile was a pivotal factor when selecting a candidate



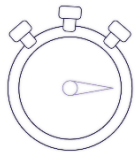
16 DAYS

Reduction in time to hire



35%

Uplift in unique candidate attraction



18 HOURS

Average time saved per vacancy



£12,000 PER VACANCY

Average indirect cost savings in time alone



100%

Of **CORE** candidates placed are still with their respective client





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LETS TALK...

CORE powered by BPM

True recruitment partners, powered by science!
Managing risk and taking full accountability for delivery at every stage of the recruitment process- From attraction and engagement to onboarding and retention

For your free, tailored 10 point report outlining the true cost of recruitment, simply visit:

<https://www.bpmtech.co.uk/landing/calculator>





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