



human capital

development
data 2022.

results/ROI


randstad

human forward.

sales leadership program 2022.

team 1

6 placements + 2 SOW. In 2022 additional GP €42k increasing to € 240k in 2023. Additional GP from other placements/clients with this new approach in 2023: €360k.

team 2

Additional 140 Employed Workers at 20 clients: €386k GP.
Lessons: the 'One Randstad' approach and diversity in our teams created synergy and growth. Stop, collaborate & listen.

team 3

GPS tool did not work and developed a new 'HR Challenger Methodology'.
5 HR challenges done in the last month of the SLP. Goal Q1 2023: executed 50 HR challenges. Jumping into the unknown with clients was an amazing experience and we created a whole new approach for the local market for 2023 and onwards.

team 4

- 4 new clients; coaching €11k + €10k workshops + €175k selling experience in 2022.
- Work-Life coaching didn't pay out: created a new 2-step process towards Sustainable Employability for 2023+.

team 5

Aim: activate 1% of the 490,000 candidates in database. engagement in pilot was low. Now move forward with volume, marketing, and data. project has 3 years horizon: a small bet with large ripple effects expected

team 6

2,354 placements -> €100 mio turnover -> 8.3 customer delight -> longer placement duration -> higher hourly wage -> additional GP €14,447,696. Lessons: create your own wave of energy, slow down to speed up periodically, as a team: it starts with ourselves, be the change!

leaders

in motion.



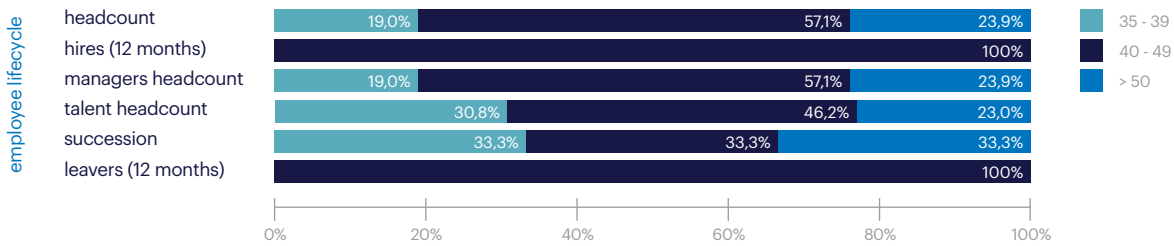
leaders in motion program - kpi analysis

LIM 2022	
Program goal: provide managers with the people skills required to engage a team, help them achieve results, and develop them into future leaders. Target audience is managers with 3 to 5 years experience managing people.	
total enrolled participants since start of the program in 2012	961
program cost per participant (in 2022)	\$1,343.17
Program KPI Results	
higher promotion rate vs. overall randstad US average	3% above
stronger retention rate vs. overall randstad US average	27% above
higher average revenue growth YOY vs. overall staffing average	10% above
GM\$/budget average vs. overall staffing average	6% above

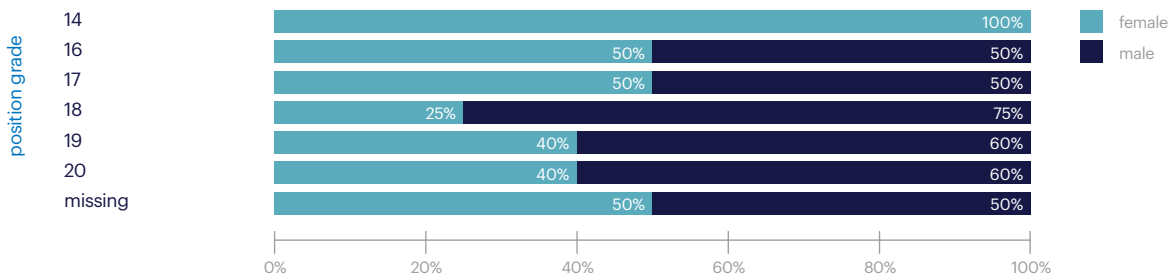
senior executive program data.

2022 by age/gender/grade

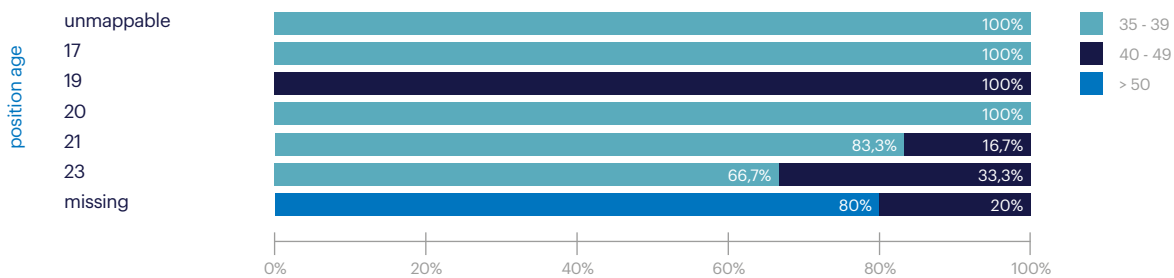
age representation across the employee lifecycle



headhunt vs. position grade by gender



headhunt vs. position grade by age





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