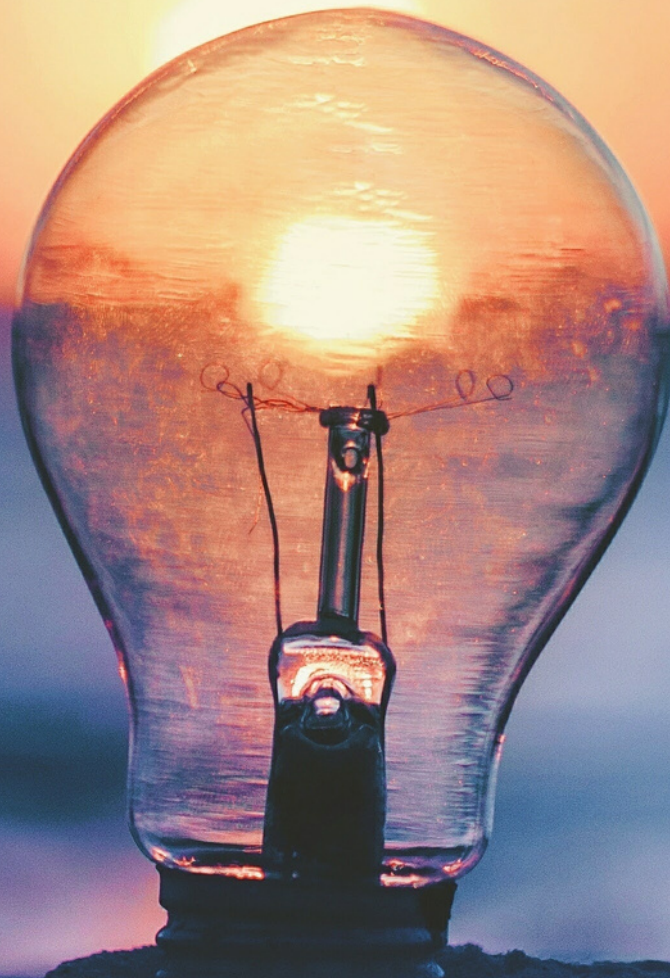




MAY 2022 EDITION

REFRESH



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WELCOME MESSAGE



Greetings from the RXL Team! This is our first edition of our quarterly newsletter REFRESH for 2022 and we are so incredibly grateful for the positive feedback we have received. We promise to continue bringing you fresh and cutting-edge business insights for professionals and job seekers alike with high visual appeals. In this edition, we place our focus on the full reopening of our business community and the opportunities that exist in a post pandemic environment to build business and personal resilience.

HOW IS YOUR ORGANIZATION EVOLVING WITH THE TECHNOLOGY?



HR technology which is a highly underutilized and underrated phenomena is practically a saving grace to keep your business ahead of your competitors. One of the great lessons of the pandemic has been the role adaptability has played in an organization's ability to be resilient. The companies that were able to respond quickly to the changing environment, were the ones that thrived amidst the pandemic and it was digital HR capabilities in many cases that facilitated their triumph. So, if you want to equip your organization to outperform your competitors, here's what you can do to get ready for HR digital transformation:

1. Develop a digital ready talent pool and organization

2. Create a digital workplace environment that empowers the talent pool with modern and digital tools for a results driven digital experience

3. Define how HR delivers services to the business in the digital environment



APRIL BLOGS TO FOLLOW

Leadership



We invite you to get comfortable and take a read of some amazing leadership blogs by some renowned thought leaders. Click to read!



LEADERSHIP INSIGHTS

By Skip Prichard



FULL FOCUS

By Michael Hyatt and Company



LEADERSHIP FREAK

By Dan Rockwell

THE AMAZING POWER OF TEAMWORK



Team workers has always been one of those obvious assets of a business but as we reflect on the events of the last two years, teamwork has been one of the critical success factors to achieving sustainability, greater agility and efficiency. However, one of the issues many organizations face is communication within and across teams. If your organization is presently experiencing this challenge, here's what you can do to overcome it:

- **Identify and resolve conflicts as soon as they arise**
- **Engage in purposeful communication to maintain focus on clarity of objectives**
- **Respect all opinions**
- **Allow for two-way communication**
- **Understand diversity issues**





**LEARNING ISN'T A
WAY OF
REACHING ONE'S
POTENTIAL BUT
RATHER A WAY OF
DEVELOPING IT.**

ANDERS ERICSSON

LEARNING IS LIFE! WHAT ROLE DOES L&D PLAY IN YOUR ORGANIZATION RIGHT NOW?



Successful navigation of the pandemic called for the upskilling reskilling and retooling of employees to achieve the necessary skill sets to perform effectively amid the rapid changes taking place. This must continue! Learning and Development is integral to building the mettle to not only face challenges head on but to innovate and grow your organization in unimaginable ways. Here are 3 key ways that L&D is going to be of benefit to your company:

- **Employees are better prepared and more confident in performing tasks**
- **Employees acquire needed skills helps to manage disruptions**
- **Improved efficiency which in turn saves time and money**



MAKE YOUR PERSONAL BRAND POP!

The first step to getting noticed is your personal brand.



PERSONAL BRANDING

Before the pandemic, the competition in the job market was extremely intense and this grew exponentially as more and more people found themselves in a position of looking for a job. It is now clearer than ever that having a personal brand is key to getting recognized in a sea of job applicants with similar qualifications, attributes and skill sets. Have you ever thought about your branding strategy? What comes to mind when people think of you?

HOW DO YOU WANT EMPLOYERS TO VIEW YOU? HERE'S HOW TO START:

- Get to know yourself and determine what you want to be known for
- Choose words that represent what you bring to the table
- Be consistent (live the brand)
- Prepare an elevator pitch so that when people ask you who you are or what you do you know exactly what to say
- Mirror your brand on LinkedIn

THERE'S NO MISSING PIECE



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jobs@recruitmentxperts.com



622-9779 | 628-5126



29 Picton Street, Newtown
Port of Spain, Trinidad W.I

