



# randstad risesmart worklife coaching.



Give employees the support to get the worklife they desire, increase their engagement, growth, and give them a reason to stay.

## coaching-centric organizations do better than others, it's that simple.

**77%** are employers of choice (vs. 49%)

**70%** internal hiring rate (vs. 49%)

**54%** of high-performing organizations have a strong coaching culture (vs. 29%)

## the world of work is more employee-driven than ever before.

Adapting to change is a way of life. As business needs shift and workforces evolve, HR executives must find new ways to cater effectively to growing demands from the business and employees themselves. To date, coaching has been exclusively the domain of leadership and those designated as high-performers. The landscape has changed because performance data has proven that the traditional approach isn't working. Regimented package structures and cost have been the two most prohibitive factors to realizing the democratization of coaching. As such, organizations need a coaching solution that is agile and cost-effective, to truly allow coaching to be offered to every level of employee in an organization.

### engagement



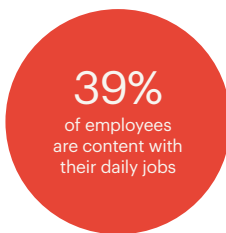
Effortory Global Engagement Index, 2020

### mobility



LinkedIn Workforce Learning Report, 2019

### development



Randstad Workmonitor, 2021

### inclusion



Glassdoor, 2020

### retention



HR Morning, 2022 Gallup, 2016 & Deloitte, 2013

## what we do.

Randstad RiseSmart's worklife coaching solves your most pressing people priorities by providing a cost-effective approach to coaching for all employees across your organization. Our solution provides the coaching and resources that expand your employees' mindsets about what they can accomplish, which promotes better career choices and smoother mobility. And, by elevating the employee experience, businesses drive satisfaction, performance, and, ultimately, retention.

### worklife coaching model

- identity & purpose
- worklife & wellbeing
- relationships & networks
- career & skilling
- reward & recognition

### human + technology

- access to career experts
- curated learning content
- real-time insights
- assessments
- personalized action plan
- learning reinforcement & nudging for impact

### accelerating critical people priorities

- onboarding
- mobility
- inclusion
- development
- engagement
- retention

## worklife coaching explained.

Through a proven coaching methodology, accessible and engaging technology, access to market-leading tools, techniques, and resources, Randstad RiseSmart delivers its worklife coaching solution to an organization's employees at any point during their life within the organization to support their experience at work.

The delivery of RiseSmart worklife coaching is built on three pillars:



**Expert-led:** Our proven methodology and certified coaches deliver topical expertise when needed to ensure that the experience is employee-centric. RiseSmart coaches may also carry additional accreditation in specific topics to address specific employee needs.



**Engaging:** RiseSmart's tech-and-touch approach provides a single, integrated and engaging experience for employees. We combine nudging to build positive habit formation and learning reinforcements from coaches with a variety of tools and resources accessible via our technology platform.



**Inclusive:** Unlike traditional cost-prohibitive coaching models, our approach enables every employee to have access to worklife-enhancing guidance so that organizations can strengthen inclusivity.

The RiseSmart worklife coaching solution puts employees in the driving seat for their own development in a number of important ways:

- **Self-selection of coaches:** By enabling employees to select a coach they feel is the right fit for them, not having someone assigned to them via technology or by an HR leader, worklife coaching fuels independence.
- **Self-serve scheduling platform:** Not only does this cut admin, but with hybrid working, some times and days are better than others and our around-the-clock availability means coaching can happen at a convenient time for the employee, be that a 7-minute pep-talk or a 60-minute session.
- **Tailored to your needs, only:** Sessions and content are specific to the outcomes that an employee wishes to pursue to achieve positive outcomes. Personal goal setting helps an employee identify an action plan to progress.
- **Keeping you on track:** Worklife coaching encourages employees by using intelligent nudges and notifications through a mobile platform to reinforce learning, maintain focus, and accelerate outcomes. These prompts also help get the right information before a coaching session, so it means coaches arrive fully prepared and focused.

With RiseSmart worklife coaching available in over 110 countries and delivered in 43 languages, organizations can provide expert resources to employees globally but delivered with knowledge of local language and culture.

## benefits



Results from a Randstad RiseSmart worklife coaching program with a Fortune 100 company showed:

**100%**

of employees felt more satisfied and committed

**96%**

said they were more likely to stay at their company for two years or more

**45%**

increase in employees' satisfaction with professional growth opportunities



For more information on worklife coaching:

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