



The
CHANGE
Directors

IN CHENNAI WITH EQUINITI

and Ruth Gawthorpe



Hello from Chennai.

I am here with Equiniti supporting the launch of an offshore operations and IT hub

I've been working with the team for the last 6 months or so, recruiting and developing the new HR Team and staffing up the new hub with specialist IT and BPO employees.

Have a look at the following presentation to see just some of the things that we have done to support the new office

A BUSINESS SAVVY HR TEAM



We've recruited a HR Team who partner the business,
champion change and support growth.
Phillip, Jaci, Paul and Andrews.



Recruited the specialist IT and BPO Teams on time and within budget

Introduced a groundbreaking recruitment assessment process

Redeveloped “onboarding” systems and revitalised induction

Put HR systems and data in place

Harmonised terms and Conditions and put in place a new contract.

Written new policies and trained managers in their use.





Introduced grading and broad banding and a consistent and fair Reward and Bonus approach



Implemented a simple appraisal system that drives growth; a clear line of sight between the business plan and employees work



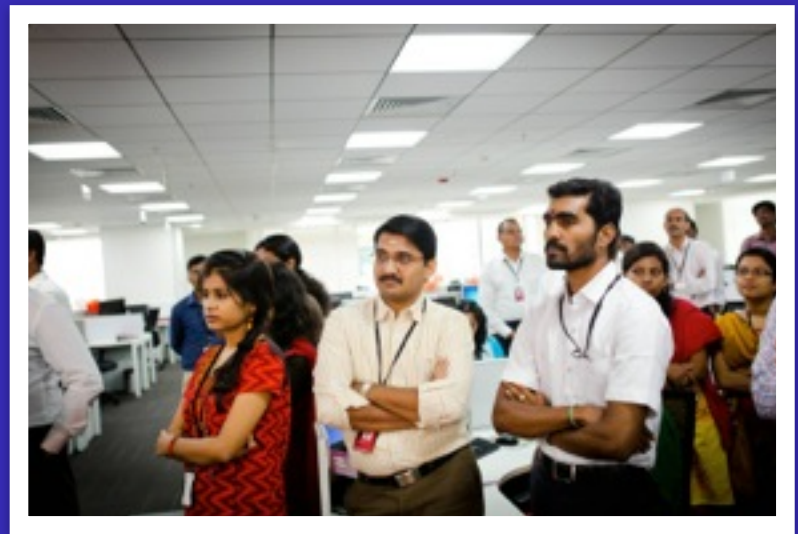
Delivered UK cultural training because the teams work as an extension of the UK teams



Ruth with Clancy, HRD at the launch



We've worked closely with Sam, MD (top right) developing a succession plan and personal development plans for managers and teams



Ruth and the new HR team in the IT Hub





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RUTH GAWTHORPE.
WORKING IN EQUINITI, CHENNAI