unleashing worklife possibilities.

Build an engaged, resilient and sustainable workforce by transforming your employees worklife experiences.

learn more

accelerate your people priorities

Employees are at the heart of your business success. When they thrive, your business thrives. Creating better outcomes for employees and for your business requires developing a workplace where all people feel their work is meaningful, their careers are on track, their future is bright and their individual needs are heard and addressed.

turn challenges into advantages.

You can transform your most pressing people challenges – engagement, retention, inclusion, onboarding, mobility, development and workforce transitions – into competitive advantage by providing employees with tailored assistance for every aspect of their worklife –into, within and out of your organization.

Randstad RiseSmart combines its deep expertise in careers with a human centered, tech-enabled experience. Our coaching-centered approach delivers 1:1 guidance from coaches and career experts, resources, tools and analytics to help organizations globally develop thriving workforces from day one.

employee guidance at every step.

Help every employee make the most of their life at work – anytime, anywhere and at every stage of their employment journey with you – from first day to first day. Our 'coaching-centered-plus' approach encompasses:

- workforce reintroduction
- onboarding
- worklife coaching
- career development
- workforce redeployment
- outplacement
- creative retirement

our solutions

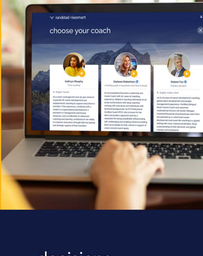
how can we help?

- worklife coaching
- career development
- redeployment
- outplacement
- creative retirement

tech & touch make it powerful.

Employees thrive when they get personalized help from people, not just chatbots and other AI-guided experiences. Our coaches and career teams are experts in all things related to work.

Our technology augments these human interactions by simplifying the delivery of coaching and by providing proprietary content and tools, around the clock – seamlessly and with consistently high quality – to your employees, wherever they are.



decisions powered by insight.

Get the right data and insights to determine how to help your employees flourish. Our on-demand analytics provide aggregated data about workforce issues and needs to help guide company decision-making while ensuring employee confidentiality.

find us in your market.

As part of one of the leading HR services companies globally, Randstad RiseSmart touches people in over 110 countries and delivers services in 43 languages. While technology and training enable consistent experiences around the world, our people provide high-touch, personalized interactions delivered with knowledge of local language and culture.

our locations

randstad support for ukrainian refugees.
Підтримка українців які вимушено покинули територію України від Randstad

learn more

Randstad RiseSmart delivers talent mobility within and outside the company by providing solutions across the entire employee lifecycle, seamlessly putting the employee front and center, aligning with our conscious culture, giving us full visibility and transparency status, and showing the return on the investment we are making.

shawn wing — director, people & communities, cisco

insights.

see all resources

07 February 2022

[success story] inclusive future for all with randstad risesmart.

06 November 2021

[guide] professional services industry: 2021 guide to severance & workforce transition.

05 November 2021

[guide] automotive and transportation industry: 2021 guide to severance & workforce transition.

speak to an expert.
find out what we can do for your organization and employees.

contact us

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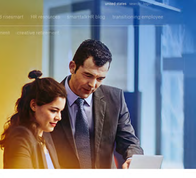
support your workforce from day one.

Take care of your most important resource at every step of the employment journey – into, within and out of your organization.



it's time to elevate the employee experience

Your organization faces a confluence of disruptions and new ways of working as never before. Remote, hybrid and asynchronous work. Digital transformation. Globalization. Widespread resignation. Talent scarcity.

As employees reassess what they want from their work and their employers, businesses have the opportunity to solve their most pressing people priorities by providing a consistently positive employee experience – 84% of organizations are more focused on this than ever before.

around the globe

Our solutions help individuals navigate their work challenges, transform aspirations into action plans and achieve their goals for a healthy and rewarding work experience – wherever they are.

worklife coaching.

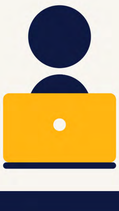
Randstad RiseSmart worklife coaching puts your employees at the center of your business strategy with affordable coaching for all. Employees receive tailored guidance, learning reinforcements, nudging, curated content and other resources as they explore ways to improve multiple facets of their work and make lasting, positive changes. With one of the biggest barriers to democratized coaching – cost – now removed, you can help all employees flourish.

learn more

outplacement.

Outplacement safeguards your employee experience and employer brand, helping protect your prior investment in employees from being tarnished by restructuring/redundancy. Named a leading outplacement provider by Everest Group in 2021, Randstad RiseSmart offers a solution that is both contemporary and comprehensive. It helps impacted employees smoothly transition to their new beginnings while also helping businesses maintain morale among existing employees and more easily attract new talent.

learn more



onboarding.

Onboarding coaching helps new employees develop their networks and prioritize work for early wins that build confidence and raise their internal profiles. Retaining recent hires is tougher than ever because remote and hybrid work pose challenges to promoting inclusiveness and acclimating to company culture, values and processes. Coaching for new hires maximizes your talent investment.

contact us

workforce reintroduction.

Workforce reintroduction comprises returning-to-work, sick-to-work and welfare-to-work programs, which serve as critical lifelines to help employees transition successfully into their roles. Randstad RiseSmart partners with organizations to provide coaching and additional resources that enable employees to find and adapt to a new or previous role.

contact us

career development.

Career development increases employee engagement and retention to strengthen your internal talent pipeline. Randstad RiseSmart career development provides coaching, resources and access to skill-building insights and courses to help employees set goals, follow through on their development plans and achieve their objectives.

learn more

internal mobility.

Internal mobility is critical to addressing talent shortages and building internal talent pipelines that promote sustainable, productive workforces. A recent LinkedIn study showed that employees stay twice as long at companies that offer internal mobility. When your people are considering moving to a new role, Randstad RiseSmart provides coaching and resources to help employees develop their networks, find the best-suited roles, create stellar resumes and prepare for interviews.

contact us

redeployment.

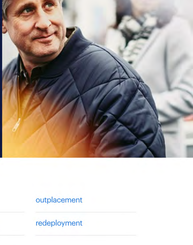
When business restructuring requires employees to look for new roles internally, finding the best match is just as important to the employer as it is to the employees. Randstad RiseSmart redeployment provides people with the same coaching, resume, skilling and role-search capabilities found in outplacement to make sure they are properly prepared to find and move into their next ideal positions.

learn more

creative retirement.

Reimagine retirement. Randstad RiseSmart creative retirement helps companies identify workforce gaps while also developing brand ambassadors and possible future consultants to your business. Our guidance and resources help retiring employees explore their options and plan for their futures – whether that involves entrepreneurship, consulting, board membership, volunteering or traditional retirement.

learn more



how can we help?

- worklife coaching
- outplacement
- career development
- redeployment
- creative retirement

speak to an expert.
find out what we can do for your organization and employees.

contact us

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worklife coaching.

For non-people-at-the-center or your business strategy.

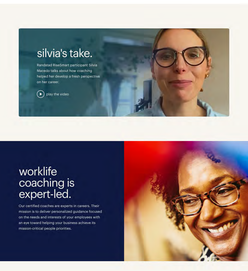
how coaching transforms people

Dedicated 1:1 coaching helps employees set and achieve actionable goals to improve their life or work. It provides a confidential safe space. It allows them to step back and reframe. Discover and rethink. Confidently tackle challenges and overcome obstacles. Discover new passion and purpose. Excel in their roles, expand their skills and make informed decisions about their future.

When employees receive the guidance and support they need, they are empowered. When they thrive, employees thrive.

what sets our coaching apart

Randstad RiseSmart worklife coaching is a unique approach built on three pillars – expert-led, engaging and inclusive – to deliver a human-centered, technology-enabled experience for all employees.



worklife coaching is expert-led.

Our certified coaches are experts in careers. Their mission is to deliver personalized guidance focused on the needs and interests of your employees with an end-to-end lifecycle your business achieves its mission-critical people priorities.

accomplished coaches

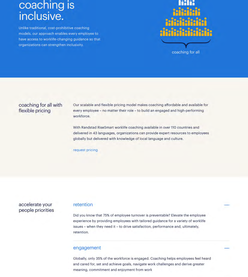
Coaches are trained in our proprietary worklife coaching model to ensure consistency globally and to amplify the outcomes for your business. They may also carry additional accreditation in specific industries.

The profile of a typical Randstad RiseSmart coach:

- 8 years' coaching experience on average
- 15 years' experience in HR or recruiting on average
- 25% have advanced degree
- multiple certifications from accredited coaching organizations
- multilingual

worklife coaching is engaging.

Our same-as-consumer mobile-is-simple, integrated and engaging experience for employees. We customize nudges to spark positive behaviors and deliver a frictionless experience with access to a variety of tools and resources accessible via our proprietary technology platform.



coaching for action

Randstad RiseSmart worklife coaching is designed to promote action. Employees learn to set goals, overcome obstacles, and develop a mindset focused on self-awareness and coachee follow through and nudges to help individuals step on track. In between, employees can tap into additional support with curated resources and tools on our technology platform.

The worklife coaching model covers:

- identity & purpose: clarify passion, purpose and strengths
- career & skilling: plan for success in current role other internal roles, explore skills and knowledge gaps for growth
- reward & recognition: discover career opportunities, enhance work satisfaction
- worklife & well-being: manage my priorities, time, wellbeing and work stress
- relationships & network: prepare for critical conversations, strengthen internal networks and visibility

worklife coaching is inclusive.

Unlike traditional, one-size-fits-all coaching models, our approach enables every employee to have access to worklife changing guidance so the organization can strengthen inclusivity.

coaching for all with flexible pricing

Our available and flexible pricing model makes coaching affordable and available for every employee – no matter their role – to build an engaged and high-performing workforce.

With Randstad 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.

request pricing

accelerate your people priorities

retention

Did you know that 75% of employee turnover is preventable? Elevate the employee experience by providing employees with tailored guidance for a variety of critical issues – when they need it – to drive satisfaction, performance and, ultimately, retention.

engagement

Globally, only 20% of the workforce is engaged. Coaching helps employees feel heard and cared for, set and achieve goals, navigate work challenges and derive greater meaning, commitment and enjoyment from work.

onboarding

Up to 30% of new hires quit their jobs in the first three months. The first 100 days are vital to the success of that employee and their employer. Coaching shortens the employee's time to ramp up to as much as 50%, and helps employees adapt, practice work and achieve early wins.

development

Nearly 60% of employees see professional development opportunities would improve their engagement. Coaching helps employees identify their strengths, discover their purpose in work, managing complexities and more. Coaching helps each person discover their true north and take charge of their development.

mobility

Employees also twice as long at companies that offer internal mobility. Coaching guides employees to expand their mindset about what they can accomplish, and provides the guidance and resources to promote optimal career choices and smooth transitions.

inclusion

Over 70% of employees want an inclusive work environment. Coaching provides a psychologically safe space where every single person, including underrepresented employees, can gain insights and skills to grow and thrive in their careers.

coaching-centered businesses excel

Results from a recent Randstad RiseSmart worldwide 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

Coaching-centric organizations simply do better than all others.

- 77% are employers of choice (vs. 45%)
- 70% internal hiring rate (vs. 40%)
- 54% of high-performing organizations have a strong coaching culture (vs. 29%)

frequently asked questions

What is worklife coaching?

Worklife coaching helps employees with anything work any aspect of their life at work. It takes a holistic view: the work employees do, their relationship with their employer, their well-being and the work-life balance they need to achieve their goals and stay engaged. Worklife coaching incorporates the social, environmental and mental aspects of work. By offering work-related expertise, unbiased perspectives and a confidential safe space, worklife coaches help employees – including underserved populations – discover and resolve issues that might otherwise lead to a lack of engagement and departure from the organization.

How does worklife coaching differ from other types of coaching such as career coaching?

Worklife coaching focuses solely on work topics. It is not about balancing work and personal life, nor is it life coaching or personal counselling. Worklife coaching is also more expansive than career coaching because it offers guidance not only on careers but also on array of work issues.

What topics does worklife coaching address?

Randstad RiseSmart has coined the term worklife coaching to reflect guidance that is specific to an individual's career. Worklife coaching provides employee-driven coaching around relevant work topics, such as preparing for critical conversations, enhancing persuasiveness with colleagues, managing well-being and stress, strengthening internal networks and visibility, discovering career opportunities, exploring skills, reigniting or reprioritizing with passion or purpose, and planning the next move within the organization.

What is the goal of worklife coaching?

Worklife coaching is personalized to each employee's needs and is action-oriented and focused on helping employees achieve their goals and overcome obstacles as quickly as possible. Ultimately, the coaching goal is to ensure that employees feel heard, invested in and supported within an organization so that they can unleash their worklife possibilities.

How can coaching help my business?

Building a sustainable and thriving workforce requires proactive efforts to help employees with the variety of work needs and expectations they flow throughout their journey with you – into, within and out of your organization.

Providing worklife coaching within an organization supports HR by accelerating a number of key business priorities: onboarding, development, mobility, inclusion, engagement and retention. Coaching can successfully address employee needs, unlock potential and drive business results because it is delivered at the individual level, ultimately leading to a more engaged workforce, which results in increased retention.

Additionally, employee receive aggregated data and analytics to help them understand the issues facing their workforce, as well as measure coaching uptake, outcomes and return on investment in line with their business imperatives.

What is a coaching-centric approach?

Personalized 1:1 coaching from a dedicated coach selected by the employee is at the core of what we do. Based on each employee's interests and goals, our coaches provide actionable guidance to help them achieve their goals. We also go beyond coaching to provide employees with curated resources, tools and relevant opportunities and nudging for positive habit formation, personalized action plans, and real-time insights into careers, market trends and skill-building. These additional resources and tools provide employees with contemporary guidance that is relevant to their needs.

How does technology support worklife coaching?

Our technology platform delivers coaching in a way that makes it easy for employees to select a coach, schedule sessions and communicate with their coaches. We also make resources available to employees on our platform including tools, tip sheets, webinars, workshops, and a skills exploration and skill-building tool.

For HR, transparency is essential. Our analytics provide HR with insights into the issues most important to their employees, program uptake, and employee progress and outcomes. Our analytics also provide HR with aggregated data on employee's selected coaching experts, learning advisors and an internal job matching feed that we offer to the employer.

Why should I offer coaching to all my employees?

Talent is a company's greatest resource. Ensuring that all employees have the support they need to achieve their goals and overcome obstacles is a strategy for all: enables a company to unleash the possibilities in all its people. Coaching empowers employees to take charge of their careers, renew their enthusiasm and work more efficiently. In this way, coaching drives greater business success by creating alignment between the workforce and the organization's business objectives. Through coaching, HR can deliver on its mission-critical priorities such as talent mobility, an talent retention and build a sustainable workforce. Businesses may choose to offer worklife coaching to a subset of employees in to all, depending upon their objectives.

Our available technology and online capabilities enable us to make coaching easily accessible to employees and our flexible pricing model delivers coaching in an affordable way that hasn't previously been possible.

How is randstad risesmart worklife coaching different from other coaching providers?

Our coaching is broader than many others, employs coaches who are subject-matter experts in careers and work-related topics, and offers a host of supporting resources. Our solution:

- offers a holistic approach to conversations
- is a model that focuses on making each session action- and outcome-oriented
- drives faster formation
- offers a flexible pricing model that enables availability and inclusiveness
- is employee-driven and designed to help organizations address with their critical business imperatives
- allows the employee to be in charge of coach selection, scheduling and discussion topics

Is worklife coaching available in all organizations and how would it be implemented in mine?

Yes, worklife coaching is available to every organization, regardless of employee size, revenue or geographical locations. We partner with companies to help them determine the best options for deploying coaching in their organizations and can provide recommendations on customizing the program and its benefits to employees to encourage uptake.

Do I need worklife coaching if my business already offers leadership coaching?

In our view, worklife coaching should complement existing leadership coaching, which is typically offered to a segment of the organization that is in senior leadership, managerial or crossboard high potential. These programs are singularly focused on the topic of leadership.

RiseSmart's worklife coaching has been designed with accessibility for all employees in mind. Coaches are trained to support the needs of all employees, including those who may be at a disadvantage and providing research guidance on topics that are most relevant to individual employees to help them overcome obstacles, excel in their work, reignite their passion and sense of purpose in work, and advance their skills and careers.

If a customer is already working with a leadership coaching vendor, RiseSmart can work adjacent to that engagement.

Is worklife coaching used in outplacement? how does it differ?

Coaching has always been a central focus of our outplacement programs, but it is different from worklife coaching in that outplacement coaching is part of a comprehensive program. This program provides a variety of packages for displaced employees, including career transition services, resume writing, job search, interviewing, vertical/directional transitioning support and a career concierge who finds best-suited job opportunities. Program participants also have access to robust resources and tools on a participant platform.

speak to an expert. find out what we can do for your organization and employees.

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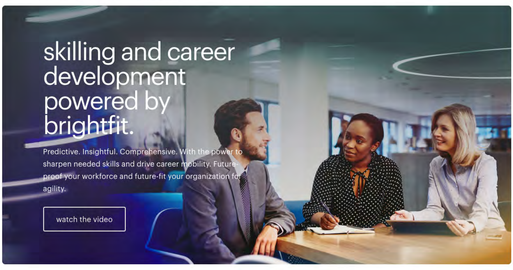


skilling and career development powered by brightfit.

Predictive. Insightful. Comprehensive. With the power to sharpen needed skills and drive career mobility. Future-proof your workforce and future-fit your organization for agility.

watch the video

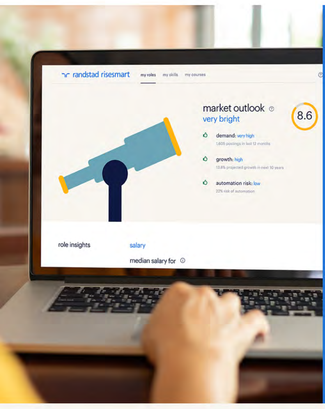
brightfit: delivering career intelligence.

Having the right skills at the right time is key to the success of your workforce and your business. Now you can provide your people with insights and career expertise, not just data, to maximize their employability and skills.

Randstad RiseSmart BrightFit™ is a compass for careers – and the skills that power them.

8.0 market outlook for this role bright

5.2 my skills fit for this role medium



look into the future.

BrightFit's predictive technology – the first in the industry – gives current employees and those in outplacement the ability to:

- explore roles with a bright market outlook
- uncover their skills gaps for target roles or current roles
- gain new insights through a combined market outlook score and skills-fit score
- receive personalized, AI-recommended roles, skills and courses
- select the best-fit courses from leading providers or their employer's learning program

download data sheet

career guidance for the journey.

A comprehensive skilling solution includes not just innovative technology, but guidance from career experts. RiseSmart's career coaches use BrightFit insights to help individuals decide their best course of action. Our certified learning advisors – the only ones in the industry – develop a personalized learning plan and help people stay on track.

no more guesswork.

BrightFit's analysis is based on real-time labor market data from more than 40,000 sources and over 17,000 skills to guide individuals to careers with a bright market outlook and a strong skills fit.

see results.

for employers:

- engages individuals
- builds productive, agile, sustainable workforces
- reduces talent acquisition costs

for employees:

- improves career mobility
- future-proofs careers
- delivers career intelligence
- shortens time to land new roles

career intelligence.

We combine the data-driven insights of BrightFit with the expertise and career management experience of our certified coaches to deliver career intelligence. This unique combination improves the journey by delivering the best route for each person – whether they are pursuing career development, redeploying internally or moving to their next role outside the company.

skilling today: a global survey.

Learn who gets skilling and when, how it takes place, what skills are being learned, how well they're utilized and what changes would improve organizational return on investment in skilling. Download our global report to find out how your organization stacks up.

get the report

speak to an expert.
find out what we can do for your organization and employees.

contact us

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