

# OUR REBELS

## HUMANS RISE AT HOUSE OF HR

When working is a passion, you never work... In the industry in which we move, people are at the heart of what we do. At House of HR, they are the unique power to make our Group: Humans Rise. And shine.

Today we all know that our industry evolved a lot. At House of HR we are dealing with the most precious asset there is on earth: individuals, each and every one with their own unique talent, character, desires and wishes. We at House of HR are deeply convinced that it is our privilege to serve people in their quest for a happy, lifelong career, blending their needs and expectations, fostering their talents and skills. We help Humans Rise. And ultimately shine.

### PASSION FOR PEOPLE

We do this for our candidates, our engineers and consultants, our clients and all the Happy Rebels throughout all the companies in our Group. At the core are our own people – our Happy Rebels. Everyone at House of HR, embarks on a journey packed with opportunities, challenges, fun and happiness.

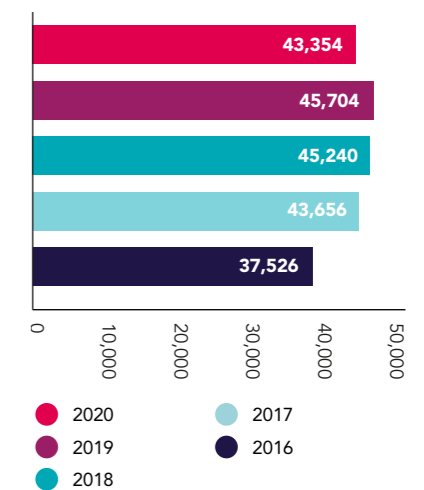


Happy Rebels get more than a job: they get a life where working is fun, with plenty of room to rise and shine. If your work is your passion, you never feel like working... #TGIM, Thank God It's Monday is one of the quotes we have.

With the same devotion and drive, we help candidates, engineers and consultants to find their passion in work. In all our companies across Europe, colleagues are doing their utmost to coach them shape lifelong rewarding careers. Because the same adage holds for our candidates, engineers and consultants as for our colleagues: when working becomes a passion, you never get the feeling of working. Here as well, House of HR helps humans rise and shine.

Just like our colleagues, candidates, consultants and engineers our customers are humans too! They have their specific, individual needs for their company and themselves. They rely on House of HR to help them find the optimal solution for their workforce needs, be it temporary or permanent, general or specialized. Our customers know by now how dedicated we are in bringing the best talents to help them win in a world of change.

### Candidates placed



# OUR REBELS continued



## MISSIONARIES OF WORK

The result is happy customers, happy candidates, happy colleagues and thus happy people. We connect talent with companies and projects across the globe, create limitless opportunities and help humans achieve amazing careers.

The worldwide Covid19 pandemic gives us the opportunity to rethink the way we deal with 'work' and – hence – with people. We do not want to return to 'business as usual'. More than ever before, we want to be at the forefront in being a truly human-centered organization. It is our duty and our privilege to guide humans in finding their perfect career path. More than any other, connecting and amplifying talent is a super-human people business. As genuine 'missionaries of work', our Happy Rebels have the honour of making humans rise and shine.

As this is a humans business, we strongly believe in inclusiveness and education, supported by innovative tools and flexible, agile ways of working. We speak about 'phygital' as we believe digitalization can never be successful in a people's business without physical human touch.

Covid19 has underpinned even more the value of the human touch, especially amongst youngsters – the digital generation.

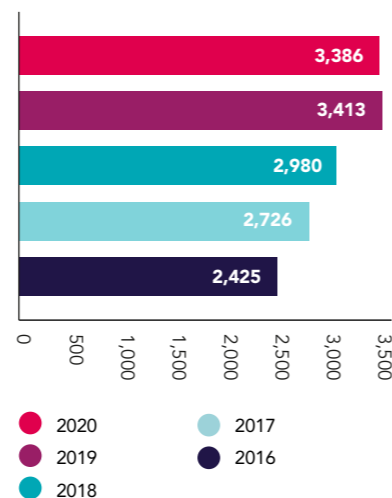
As House of HR is on a strong growth journey, we feel the drive to become even more human focused – connecting and amplifying talent all over the globe. As a flexible, fast moving and innovative boutique multinational, we are ideally positioned to guide humans through these exciting times by providing them with the career of their lives. Far ahead of the old staffing paradigm...

## INVESTING IN OUR PEOPLE

We have always invested a lot of time, energy and resources in learning and development.

We know that investing in the growth of our employees is an investment that pays the highest interest. When employees have the opportunity to continuously learn they are more motivated and happy. What's more happy employees are more productive, get better results and create happy customers. It's a case of many Happy Returns.

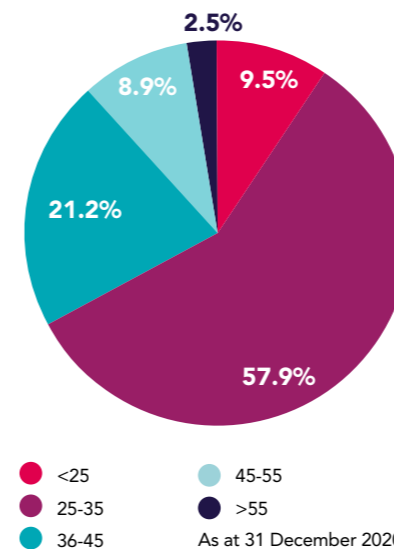
House of HR Happy Rebels headcount



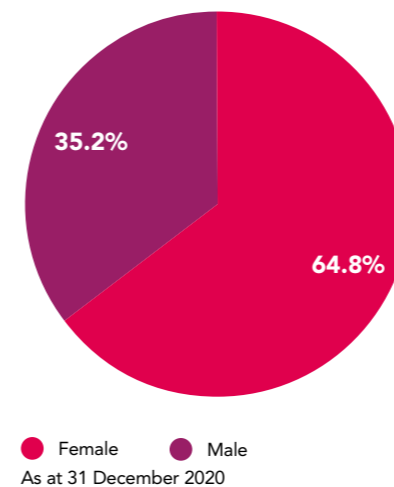
## OUR LEARNING AND DEVELOPMENT DREAM IS TO BECOME COOL

Our dream is to become a company with Continuous Online & Offline Learning (COOL) opportunities. With Happy Rebels who are always motivated to expand their knowledge. We will enable them to constantly learn by providing them with the right informal and formal learning tools to facilitate their individual needs.

Age profile



Our Gender Diversity



## SUPPORTING AND ENCOURAGING HAPPY REBELS ACROSS THE GROUP

Every powerhouse has created their own Happy Rebel development program with a various mix of learning opportunities. We want to make sure we become experts in our craft, providing all our customers with a tailored service. So that our candidates, consultants and clients can count on outstanding advice and insights where and whenever needed.

To this end, our training programs contain a wide range of topics, including:

- Social law
- Business intelligence
- Safety and prevention
- Sales, management and presentation skills
- Digital recruitment
- Wellbeing
- Communication.

These skills are picked up by our Happy Rebels through blended learning: physical workshops, online sessions, video learning, e-learning, microlearning, personal coaching, learning battles, mystery shoppers, learning roadshows, podcasts and more.

We make sure that every Happy Rebel can find a way of learning most suitable for their needs.

Our learning and development manager started a learning and development community where we combine strengths and knowledge, share best practices and answer the most important question: how can we ensure personal growth on a daily basis for every Happy Rebel?

## IN ACTION AT ACCENT

At Accent for example, every starting employee can expect a personal development program continuing throughout their career.

With the Accent Business School, we want to ensure that colleagues can grow and flourish openly on a professional and personal level. Development and training are high on the list of priorities at all levels of the organization. If all courses are added together, each Accenter benefits from a minimum of 25 full training days per year. Development is a common thread within the Accent calendar year. The development of the Accenter starts from day one, through the induction process. Many training courses, workshops and other initiatives follow throughout the year. In addition to the training courses, we also aim to grow and develop the person behind the position. Employees often start at Accent as youngsters and stay and grow with us for a long time.



## 25 YEARS' CELEBRATION!

Accent celebrated their 25th anniversary beginning of 2020, pre-covid. To mark the occasion, the Accent Happy Rebels and their partners were invited to a huge birthday party. +1000 Happy Rebels had an unforgettable evening full of celebrations.

See more of the evening.