During FY2014 I had the great pleasure to collaborate closely with Ore on recruiting related activities on behalf of the Minneapolis Staff Advisory Council. Ore contributed in a variety of ways over the past year and was a valued member of our team.

Besides attending regular staff advisory council meetings, Ore was responsible for supporting recruiting in general as well as the on-boarding process for new Advisory recruits in Minneapolis. Because Advisory lacks a local HR representative in our market, this coordinating role is quite important for new hires or transfers. In this capacity, his main contributions included:

- Ongoing support of existing onboarding process: facilitated finding hosts/lunch partners for new/transfer hires
- Attended meetings and provided input into University of Minnesota Business Case Development
- General input into SAC meetings, event planning

When Ore joined the staff advisory council, there was an established on-boarding process that required some changes. One of Ore's main accomplishments this year was to assess opportunities to improve the process going forward.

Specifically, Ore accomplished the following:
- Designed and executed survey to diagnose root cause of issues with the onboarding process.
- Performed follow up interviews of new and transferred hires to gain further insight into onboarding issues
- Identified and communicated root causes of onboarding process issues to the Staff Advisory council
- Liaised with multiple stakeholders HR, SAC and Admin services to develop workable solutions

As a result of his efforts, Ore was able to obtain agreement from multiple stakeholders (HR, Admin Services and Advisory) of their responsibilities in providing key services (welcome lunch, market team overview and office tour) to new hires. This is driving consistency in the services that new/transfer hires receive and improving the new/transfer hire experience. Ore is also investigating re-formalizing the "Buddy" program and identifying specific responsibilities for buddies with regard to on-boarding. It also involves the creation of a database of commonly required information.

Ore has been a pleasure to collaborate with and I look forward to a continued partnership on the Staff Advisory Council!

_____
_____
Veronika Torarp | Advisory | PricewaterhouseCoopers | Telephone: +1 612 596 6354 | Mobile: +1 612 300 7575 | veronika.torarp@us.pwc.com