

Adecco



**You've chosen
a Great Place
to Work**

Employee Value Proposition
Adecco Thailand

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Welcome

We recognise that our people are the ones that make our business tick. They are key in driving the success of Adecco as a global leader in HR solutions, recognised for our quality service, strong capabilities and expertise in the industry.

Here at Adecco, we put our people first. We ensure that they have opportunities to develop themselves, to be ambitious and to grow with the company.

We'll be behind you every step of the way, providing the support that you need to succeed in your career with us.

Welcome to the Adecco Group family. Your career with us will be yours to create. Explore, discover and shape your Adecco journey today.



"I am very proud to work in this company with so many great colleagues who are talented and driven to grow the business.

Aside from that we have a lot of fun and activities at work. Work hard, play hard!

Join us!"

Tidarat Kanchanawat
Regional Director Thailand & Vietnam

The Adecco APAC Group Family



Our Brands in APAC



Great Place to work

The Adecco Group ranks 5th among the Best Workplaces in Europe.

Great Place to Work® surveyed employees from more than 2,300 companies in 19 European countries to compile this year's list and determine Europe's Best Workplaces. The Adecco Group first entered the rankings in 2014.

A strong sense of purpose inspires our colleagues with passion and pride in what they do and has helped to build a great team spirit that makes colleagues care about and respect each other. Many added that they loved the diversity of a multinational company represented in 60 countries, along with unrivaled career opportunities. They also noted the company recognises success and achievement, with employees being listened to and able to influence the organisation and the way we work.

Adecco Asia aims to build an engaging and fair workplace: To retain and respect our talent!

Retaining and developing talent is one of the biggest challenges for businesses in the APAC region. Just 22% of employees in the area show a strong intent to stay, compared to 33% in North America and hiring their replacements is costly. According to Great Place to Work®'s research into the 2016 Best Workplaces in Asia, employers in Asia seeking to retain their people need to focus on respect and suggests that fairness fuels extra effort.

Adecco Asia first participated in The Best Workplaces in Asia in 2015 and will continue to partner with the Great Place to Work® Institute in 2016 and in the future. We are striving to become a great place to work by providing fulfilling work in a trusting and rewarding environment. Working with all of our businesses and countries across the region, we are confident that we will continue to make great progress in creating a better workplace for all of us.



Our Core Values

We have five core values that form part of our DNA - a framework for how we succeed in our professional lives. They tie us together as a Group and are the thread that runs through our companies, colleagues and culture.



Team Spirit

We work together as one team, sharing ideas and best practice



Customer Focus

We build lasting and valuable relationships with our customers to help them succeed



Passion

We provide brighter futures by connecting people to work. What we do is more than a job, It's our passion



Responsibility

We are the industry leader; we lead by example and act with dignity and respect



Entrepreneurship

We constantly embark on new initiatives to make our mission "work-life blended" a daily reality



Your development

At Adecco, we believe that your success is also our success!



Our **Onboarding Journey Program** is a local initiative program designed to help new hires get on track faster and excel in their career journey from day one. The highlights include an interactive / on-desk induction program that provides information related to the organization, policy, benefits, career opportunity and the way of work.



We offer continuous learning experiences.

Adecco Thailand is committed to ensuring that colleagues have continuous learning experiences through our customized training programs with 70/20/10 methodology. We provide our colleagues with various development programs at local and global level under The Adecco Academy.



At local level, Adecco Thailand Academy equips our colleagues with advanced 4B development programs with basic knowledge and skills that are required to perform a job, and excel capabilities and performance. This is to ensure personal and organization development goals are met.



At global level, Adecco Academy provides a solid foundation for the group's global development program spanning

multiple levels in 3 essential areas which include Sales & Services, Operation and Leadership.

Adecco has a long standing commitment to developing our current and future leaders.



MBA Highlights Programme has been designed and developed to compact the most important components from a number of

critical business areas into a short intensive course aimed at equipping colleagues to better deal with the demands of general management.



The Senior Leadership Development Programme takes senior leaders through a series of experiential activities, individual and group reflection as well as group work.

Both programmes have been developed and designed in co-operation with the INSEAD Business School in France.



The I3 Leadership Programme has been developed in conjunction with IMD business school in Switzerland to deliver

cutting edge theory and experiences to best equip Adecco leaders to live the values of the Group and grow personally throughout their careers.

Local & Global Mobility

The world really is a small place these days, with limitless opportunities!

Adecco's diversified business of Professional Staffing, General Staffing and Human Capital Solutions creates many job opportunities across different brands and countries for current employees who wish to expand their knowledge and skills in the HR industry

Mobility develops our talent through cross-functional assignments, to broaden their horizons and develop their practical know-how in different expertise. On the other hand, The Adecco global mobility program enables Adecco to better manage our international workforce. We give talented people the opportunity to live in different countries, work in a new market, learn new skills and establish a personal global network.



Adecco's Short Term Exchange Programme (STEP) offers a small, easy and effective step towards International Mobility. It is effectively a job exchange between two colleagues from branches in different countries who take over each other's jobs for a minimum period of one month. It is addressed to top performers at branch level, who are looking to experience a 'step' towards international mobility.



Adecco's High Performers Exchange (HiPE) is an one-way, short term international exchange program for High Performing colleagues in the Group. It helps countries to offer our talents opportunities to share and help other colleagues on a professional development areas or business challenges. Over 2 to 4 weeks, colleagues participating in the exchange will shadow the other for real-time day-to-day learning.

Communication



Be part of the conversation

At Adecco, a single voice is just as important as the collective. Leaders, managers and colleagues, each of us has a part to play in how and what is communicated throughout the network.

Clear and consistent communication is important to ensure that everyone has a good understanding of our roles, our contributions and the tools that we have to achieve business success. Most importantly, it is critical towards ensuring that everyone is happy working at Adecco!

We start off each year with a bang at our Kick-Off Meeting. All colleagues are invited to their country's meeting, where everyone comes together to look back at the past year and get ready to kickstart the new year! Here is your chance to interact with other colleagues, celebrate successes and be part of powerful conversations that will set the spark burning for the year ahead.

Get up-to-date and relevant news

Log onto the Adecco Thailand Intranet to get access to the various systems we use and useful information that you need to know!

We keep all our colleagues informed on strategic decisions and plans that are rolled out throughout the year. We provide updates on our business performance, industry/market developments and strategic initiatives.

Don't miss out on competitions and features on colleagues that have displayed the Adecco values and made key contributions to the business. We will always keep you in the know!

Voice your opinions

Let us know how you feel about being part of the Adecco Group - we want to hear from you! Your opinions are valuable and will help guide us towards making Adecco in Asia a truly great place to work. Don't forget to share your thoughts when our annual Great Place to Work survey releases!



Social Scene

More than just a job - be involved!



Our business moves at a tremendous speed, and so does life at the Adecco Group; there is never a dull moment! When you're in the people business, you can expect that our people work hard and play hard too.

Our colleagues regularly organise get-togethers and social activities, from party nights to potlucks or even festive outfits. You'll never know if you will find colleagues with the same interests as you. You might just find yourself getting busy and making unforgettable memories with your colleagues!

So what are you waiting for? It's time to put your name down for the next activity coming up. Get to know your colleagues, have fun and begin your life here at Adecco!

Recognition & Celebration

Adecco creates a high performance culture where we reward our top performers.



With **Adecco Asia Performers' Clubs**, the regional incentive program to recognise and reward colleagues in the Asia Pacific region for their outstanding performance. It is a trip of a lifetime for you to celebrate your achievement with peers.



Fantastic prizes will be given to the manager that has been able to increase their client base over a six month period. A percentage increase evaluation mechanism will be applied based on comparing the percentage increase of clients over this period.



Every quarter, we celebrate the "**Asia Excellence Award**" to recognise our colleagues in Asia who have contributed to the success of our business and made an impact by 'living' the core values. We ensure that we acknowledge our colleagues on a regular basis for their contributions – as individuals or a team. This helps us to develop and strengthen the engagement of people at all levels.

Community & Charity Work

We're passionate about giving back to the community



175KM

Each colleague

Our colleagues contribute actively to **Win4Youth**, raising funds for youth foundations around the world. Through running, swimming and cycling, our colleagues clock in kilometres to achieve the targets set. Adecco Group will then make a donation to the foundations once this goal has been reached!

WAY TO WORK

by Adecco Group

As part of the global **Way to Work** program - we also organize Adecco Street Day event to help guide youngsters to discover their own potential, strengths, work compatibility through series of activities such as career coaching, Career seminar as well as Career assessments to start their first career journey confidently and happily. The event has been well - received by fresh graduates across Thailand.



Adecco Employee Referral Programme

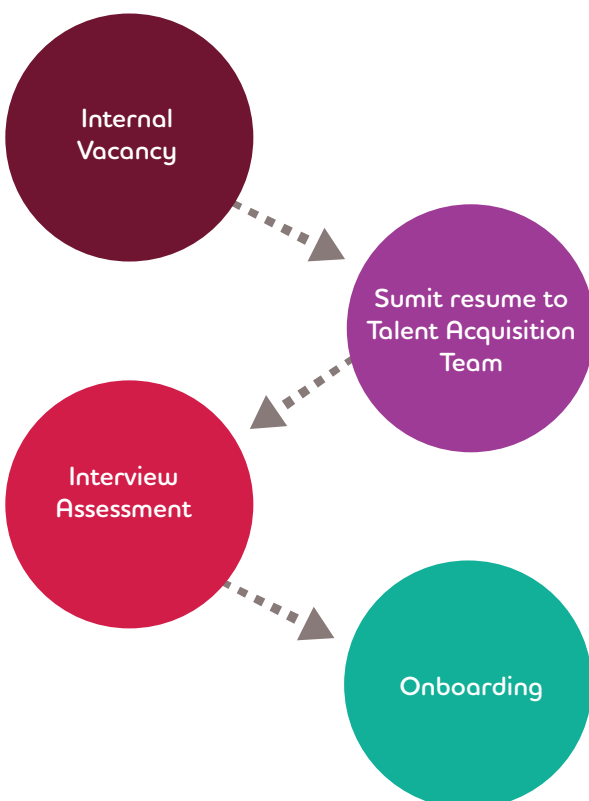
We recognise that our people are the ones that make our business tick.

Our Group Referral Scheme enables you to refer suitable individuals, ex-colleagues, competitor contacts, friends or family, to our Talent Acquisition Team and in return you could earn great rewards, if someone you refer joins our business!

The Adecco Asia's Employee Referral Programme has been designed to reward existing colleagues for successfully identifying potential employees through their own networks and to become more involved in the selection of suitable future colleagues who share the Adecco Group values, drive, commitment to excellence and a positive workplace culture.

Colleagues who refer successful candidates will be rewarded according to the referral fee rate per country!

Help us find the right people to join our team!



Useful contacts

Community & Charity Work

Adecco Consulting Ltd. (Head Office)

Phone +66 2832 3399

Email webmaster@adecco.co.th

Adecco Phaholyothin Recruitment Ltd.

Phone +66 2298 0170-80

Email phaholyothin@adecco.co.th

Adecco Engineering & IT

Phone +66 2298 0234-40

Email eng-it@adecco.co.th

Adecco Japanese

Phone +66 2298 0170-80

Email japan.th@adecco.co.th

Adecco Rama IV Recruitment Ltd.

Phone +66 2636 1950

Email rama4@adecco.co.th

Adecco New Petchburi Recruitment Ltd.

Phone +66 2716 1818

Email newpetchburi@adecco.co.th

Adecco Bangna Recruitment Ltd.

Phone +66 2348 3888

Email bangna@adecco.co.th

Adecco Eastern Seaboard Recruitment Ltd.

Phone +66 3837 8173-6

Email esb@adecco.co.th

Adecco Human Capital Solutions

Phone +66 2832 3333

Email HCS@adecco.co.th

Human Resources

Phone +66 2832 3399

Email th.hrcrop@adecco.co.th

Academy

Phone +66 2832 3399

Email academy@adecco.co.th

Marketing Technology

Phone +66 2832 3399

Email marketingtech@adecco.co.th

Finance & Accounting

Phone +66 2832 3399

Information Technology

Phone +66 2832 3399

Email itsupport@adecco.co.th

Legal

Phone +66 2832 3399

Email th.legal@adecco.co.th

Payroll

Phone +66 2832 3399

Email th.corporate.payroll@adecco.co.th



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