



# REFRESH *With RXL*

CHRISTMAS ISSUE • DECEMBER 2021

**10**<sup>th</sup>  
Anniversary



## A FRESH OUTLOOK ON BUSINESS

Welcome to our Christmas Newsletter which will bring to you light and topical information on Human Resources, Recruitment and Business.

### A MESSAGE FROM OUR TEAM

#### WELCOME

Season's greetings to each and everyone! We are delighted to bring to you our second edition of REFRESH and thank you all for the positive feedback on our Summer Edition. In this newsletter, we've hand-picked topics that are aligned to the Christmas season which can assist in steering you into a bright and prosperous New Year!

#### RXL'S COMPANY NEWSLETTER

### IN THIS EDITION

Top Professional Development  
Areas to Pursue

How to Ready Your Organization  
for Change

Spotlight on Local Business

Benefits of HR Analytics for An  
Organization

and more...

## Insta-Inspiration

Wherever there is change,  
and wherever there is  
uncertainty, there is  
opportunity!" — Mark Cuban



## Our Gift to You



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PAYROLL NEEDS**

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Payroll@recruitmentxperts.com

## Top 5 Virtual Interview Blunders to Avoid

Not testing equipment before  
the interview

Being unprepared

Not blocking out distractions

Snacking during the interview

Inappropriate backgrounds

## Professional Development

### Top 5 Areas of Professional Development to Pursue

**Leadership**

**Effective Professional  
Communication**

**Project Management**

**Data Science**

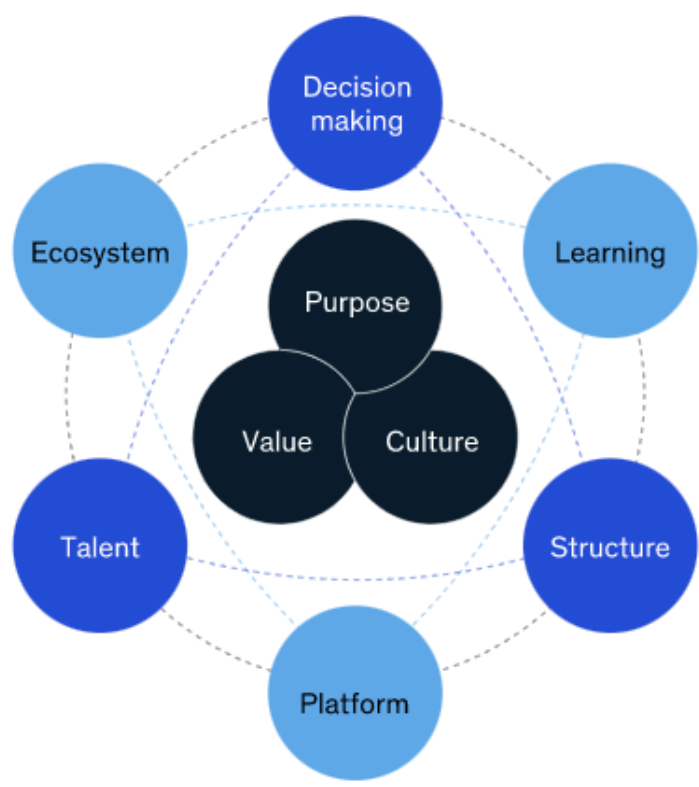
**Digitization**







HR leaders can ready their organizations for change by focusing on purpose, value, and culture.



- **Who we are**  
Being clear about organization's "why," "what," and "how": why it exists, what it does, and how it runs
- **How we operate**  
Flattening the organization with teams that make fast decisions and treat people as the scarcer capital
- **How we grow**  
Get ahead and stay there by outlearning others, reaping value from data, and utilizing the ecosystem to drive value creation

McKinsey & Company

Source: Mc Kinsey & Company

# DOES YOUR ORGANIZATION NEED REMOTE EMPLOYEES?

We have quality candidates in a wide range of industry fields for temporary and permanent placement.

CONTACT US TODAY FOR MORE INFORMATION!

For more information, please contact  
 Tel: 868.622.9779 / 868.360.6656  
 E-mail: [jobs@recruitmentxperts.com](mailto:jobs@recruitmentxperts.com) or  
 Visit [www.recruitmentxperts.com](http://www.recruitmentxperts.com)

## OUR LITTLE BOOKSHELF

Best Holiday Reads for Business leaders

1. Good to Great: Why Some Companies Make the Leap and Others Don't by Jim Collins

2. The Coaching Habit: Say Less, Ask More & Change the Way You Lead Forever by Michael Bungay Stanier

3. Traction: Get a Grip on Your Business by Gino's Wickman

# RXL'S SPOTLIGHT ON LOCAL BUSINESS



## Business Insight

AMCHAMTT's President challenged the business community to rethink the approach to HSSE, encourage collaboration and embrace technology to help us create a safer more sustainable way to do business. She said "the goal should always be a happier, healthier workforce who are in turn more willing to learn and adapt to safer and better ways of working that will drive businesses, organizations, and by extension, our economy forward".

She also challenged everyone attending the conference to ask themselves over the next four days one simple question: What can I do to contribute to the creation of a healthier, safer, more environmentally sustainable future? She said "I truly believe that if we each take small, concerted steps individually, that collectively we can realise the change that we want to see".

She added "In many ways, the work we are doing today is about planting seeds of change, the fruit of which we may never see but that should not discourage or deter us because change will never come if we wait for some other person and some other time. We all need to make more conscious decisions in matters of health, safety, security, and the environment".



**25th anniversary of  
AMCHAM T&T's  
annual HSSE  
conference held on  
October 25th 2021**

**HSSE CONFERENCE &  
EXHIBITION 2021  
"LEARN, EVOLVE,  
THRIVE"  
EXCERPT FROM THE  
PRESIDENT'S  
WELCOME REMARKS  
TONI SIRJU-  
RAMNARINE  
PRESIDENT OF  
AMCHAM T&T**



RecruitmentXperts Ltd invites you to

# REGISTER ONLINE IN 3 EASY STEPS

10<sup>th</sup>  
Anniversary

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**2. We will send you an email with a link to  
our online job application form.**

**3. Complete the form and submit along  
with your certificates.**

For more information, please contact  
Tel: 868.622.9779 / 868.360.6656  
Visit [www.recruitmentxperts.com](http://www.recruitmentxperts.com)



## Top 3 Benefits of HR Analytics

1. Develop Talent



2. Improve Employee  
Experience



3. Streamline  
Corporate Training  
and Development



## Healthy Christmas Snack Recipe

### INGREDIENTS

- 10 Mini bagels or use round crackers
- 1 Cup cream cheese
- Sliced cheese
- Veggies to decorate
- Cucumbers for the top of the toothpicks

### INSTRUCTIONS

- Slice the mini bagels and lightly toast.
- Slather each half with cream cheese.
- Decorate with thinly sliced veggies.
- Place the cucumber on top and place a toothpick through to keep it together.

## 3 Challenges of Implementing Analytics in HR

1. Curating Data

2. Lack of Data  
Analytical Skills

3. Privacy and  
Compliance