Fact-Finding Seminar on Digitalisation
14 February 2017

Venue: Hotel Novotel, Fischerinsel 12, Berlin, Germany
A little bit of background...

• In short about me
.... change to 100% Remote work
A little bit of background...

- About Crossover’s view on the Future of Work and Work life balance
We spent a lot of time studying this...
So what is the ‘Future of Work’?

1. People
2. Playbooks
3. Platform
Workplaces still look like this...
All ‘high-skill’ work goes to the cloud...
Enabling the best-of-the-best to get the job (at the ‘cloud wage’)…
High paying jobs transform society.

We believe that there are few things more noble than being able to connect talented individuals around the world to high paying jobs.
People: The way most managers find & select workers is spectacularly outdated

Hyperlocal searches lead to talent shortages

Outdated selection process

Interview effectiveness in predicting job performance

US is only 4.5% of the global population

Resumes are over 500 years old
People: We do the exact opposite to form our teams

Marketing-led global sourcing to find the best talent in the world

Multiple rounds of custom skills testing, language testing & job scenario trials

The three largest emerging economies already produce more STEM talent than three of the world’s largest developed economies, claiming a higher percentage every year.
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| Pre-apply info | Rich info on ‘future of work’, content strategy  
Info on companies/customers, process, contractors in country, videos, webinars, ability to ask questions |
| Pre-apply tool | One-button click to analyze LinkedIn info and recommend open roles that may be good fit.  
Career tool to signup for future roles with characteristics that fit and we’ll email you when avail |
| Apply         | Apply via mobile, daily email updates on progress and status, auto-alerts if applicant not progressing  
Phone call candidate can schedule own time and see’s interviewer availability - connection to learn about individual goals, explain process, evaluate candidate (English, etc) |
| Test          | Ability to take test via mobile  
Gamefication - candidates are notified after every question where they stand, pass/fail is immediate |
| Trial         | Highly-relevant trial that is fun and capped at 3 hours  
Great feedback within 24-48 hours, feedback linked to online courses for additional paid learning |
| TT Interview  | Interview avail within 24 hours of graded assignment, feedback provided prior to interview  
Ability for candidate to easily schedule a time convenient for them |
| HM Interview  | Ability for candidate to easily schedule a time convenient for them and HM  
Information about HM, company, video avail to candidate prior to meeting HM |
| Onboard       | Video trainings, ‘welcome’ packet of tools/VM/logins/etc, best-known methods on remote work, HM video  
Ability to record introduction video to be sent to team before starting |
Playbooks: What are those?

- Lack of or inconsistent processes
- No documentation
- Wrong metrics (or too many)
Playbooks: We ensure every team operates by our (or our customer’s) consistent playbook

Contents:
1. Team structure
2. Workflows
3. Metrics & measurement
4. Daily schedule
5. Toolset
6. Collaboration & communication

50% quarterly productivity gain target
Platform: How do you provide productivity coaching in the ‘cloud’ world?
Platform: ‘Work Smart’ using big data analytics
All these lead to the Future of Work and Work life balance
Full time versus Freelance

- **Full time with Crossover**
  - As part of Crossover team, you are hired as full time contract employee
  - You will not need to bid for projects. Guaranteed work each week
  - No downtime. 40 hours a week guaranteed work
  - Work from anywhere. Home, coworking space, coffee shops
  - Have a local representative to assist you
  - Peace of mind

- **Freelancer on other platforms**
  - You are hired on a project basis for a fixed duration and task
  - You may be working on multiple projects simultaneously
  - You bid for projects. Compete with other techies to secure work. No guaranteed work each week
  - Regular downtime between projects as you wait for your bid to get accepted.
  - Some week you could be working even 60+ hours
  - Stress is the name of the game
• Where are the people with skills today?
...summing up

• 100% Remote Work
  – Work from anywhere
• Full Flex time 40 hours a week
  – Work anytime you prefer
• Do not overwork unless agreed beforehand
  – Partnership approach
• Investing on training on the job
  – Best people are learning constantly
• Work Life Balance Priority
  – Happy people work better
Thank you

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