

INNOVATIONS GROUP

Prequalification Presentation

General Introduction to Innovations Group



30+
years of Experience



Offices in **7** different
Geos



10K hours Annual
HSE Talks

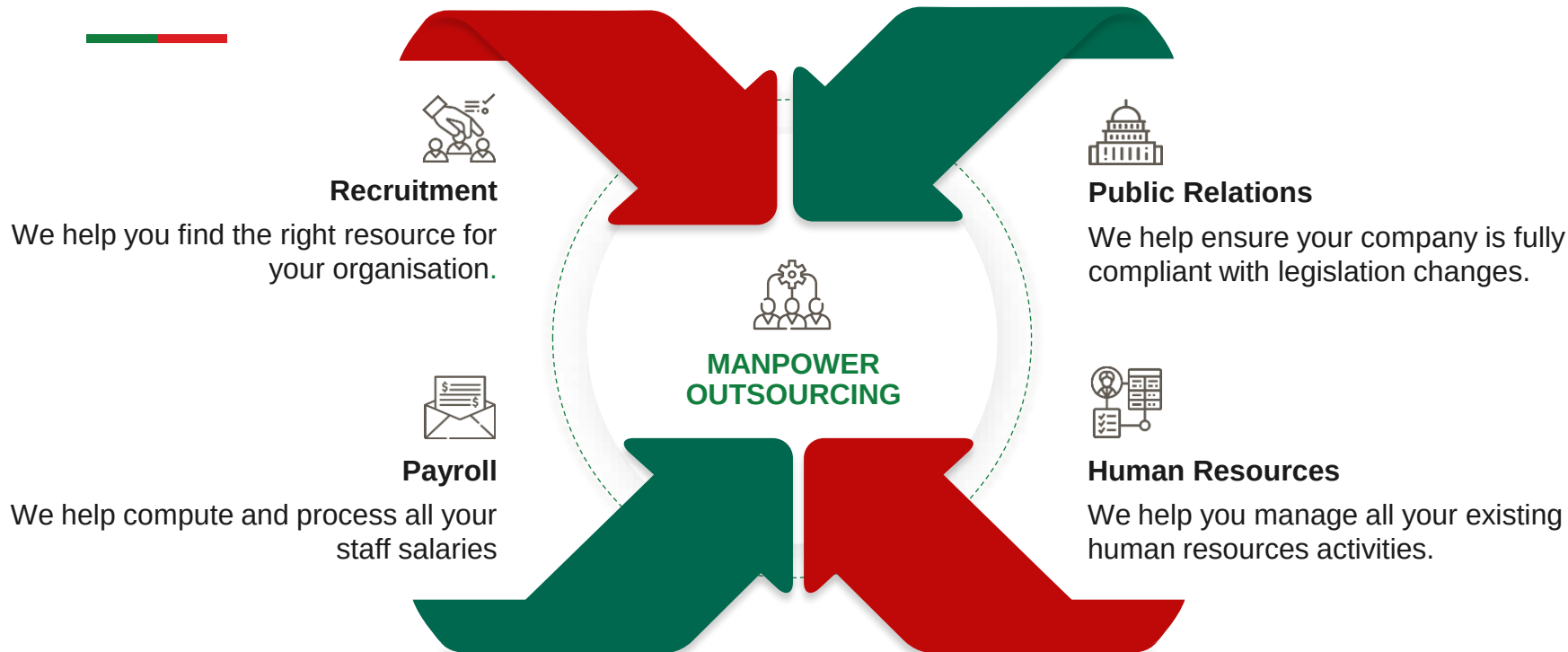


15000 +
employees



At Innovations Group, we are a passionate team of individuals with varied work experience, aiming to use our expertise and cross-industry experience offering staffing solutions that add value to your growth in a dynamic business environment. Our ultimate goal is to create lasting value throughout your entire outsourcing journey.

SERVICES OUTSOURCING



RECRUITMENT – PERMANENT ROLES



ANALYSIS

- Breakdown of job description.
- Provide insight and tweaks based on market standards.



SOURCING

- Sourcing candidates through existing databases globally.
- Head hunting through know associates in the local market.



FEEDBACK

- Revising search criteria from client feedback on shared profiles.
- Scheduling online/ in person interviews with client for selection.

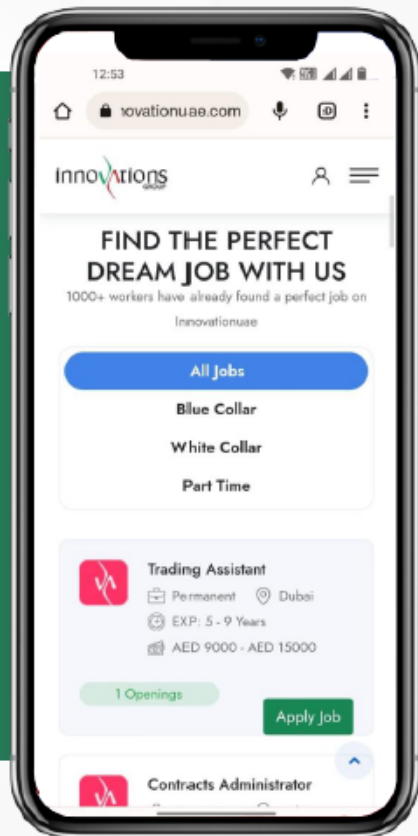


PAYMENT

- One time fee paid only when candidate completes joining formalities.

RECRUITMENT – JOB PORTAL

INNOVATIONS JOB PORTAL



Internally developed app and web portal for candidates to register their profiles and apply to open jobs



Over 100,000 job seekers ready to deploy.



Diversity of blue collar, white collar and part time candidates. All information is verified and cross checked through our internal recruiters.

HUMAN RESOURCES

Manage all onboarding activities to expedite entry of new joiners to start working legally in GCC



ONBOARDING

Manage all employee queries and HR concerns related to attendance, leaves & staff requests.



WORKING

Complete visa renewals in advance to ensure no disruption to the client activities and employee welfare.



RENEWALS

Expedite cancellation and exit processes whilst maintaining strong legal compliance.



EXITS

HUMAN RESOURCES

TASK VIEW OF SAMPLE AUTOMATED LABOR CONTRACT SIGNING TASK

Automated emails

Customizable fields



Automated ERP tasks fired for all new joiners.



Tasks fully customizable as per client requirements. Documents, dates approvals etc can be added and removed as per client's HR process



Automated email functionality to increase speed of document collection from staff.

HUMAN RESOURCES



Employee self service application to ensure all employee requests are recorded and fulfilled.



Employees receive all automated tasks, leave requests, NOCs on their self service page.



All employment documents and payslips available at their fingertips.

ADVANTAGES OF MANPOWER OUTSOURCING

IN-HOUSE

Total cost of recruitment, HR & payroll departments to manage staff strength completely removed.

Multiple costs such as government expenses, salary cost & employee benefits paid upfront.

Fixed support costs and departmental expenses regardless of staff strength.

All legal and medical risks of employees are the employer's liability



Cost



Cashflow



Overhead



Risk

OUTSOURCING

Reduction in software and support costs as Innovations Group's software and team is available to the client at all times.

Removes cash flow burden through accrual of expenses and flexible payment terms.

Only monthly fees charged per person. Costs and expenses will reduce if staff strength reduces.

Innovations Group protects the client by representation in labor and commercial cases

WHY ARE WE THE BEST ?

OFFICES

20

Total number of offices
present globally

PRE-APPROVED QUOTA

1K

Pre-Approved existing visa
quota at all times

NUMBER OF DESIGNATIONS

15K+

Total number of employees in
GCC under our sponsorship

DESIGNATIONS

42K

Number of skilled positions
sourced across various
industries

ONBOARDED CANDIDATES

80K

Total number of candidates
onboarded across various
clients in GCC

TURNOVER

\$350Mn

Total annual revenue
within GCC

WHY ARE WE THE BEST ?

innovations
GROUP

innovations



TECHNOLOGY DRIVEN

The only outsourcing company in UAE that develops its own specialized software.



GROUP EXPOSURE

We provide numerous group services: marine engineering, oilfield services, insurance brokerage, painting & debt collections.



INDUSTRY DIVERSIFICATION

The only outsourcing company that provides both large scale white collar and blue-collar outsourcing services across multiple industries.



FLEXIBILITY

Client has complete flexibility in customizing their own processes and contracts.

INDUSTRY EXPERTISE



Banking



Insurance



Construction



Real Estate



Engineering



Logistics



Government



IT



Telecom



Hospitality



Retail



Health Care

What Do We Do?

How Does It Work?

Why Should You Do It?

Why We Are The Best?

Who Are We?



What Do We Do?

How Does It Work?

Why Should You Do It?

Why We Are The Best?

Who Are We?



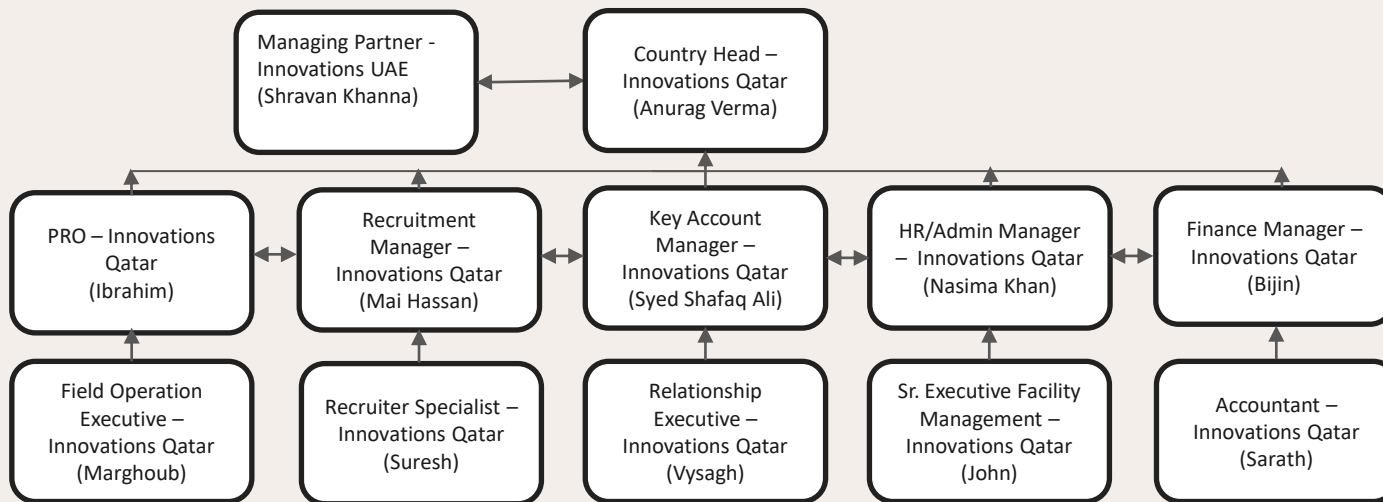
Sheikh Dr. Jassim Bin Nasser Bin Jassim Bin Mohamed Al Thani

Chairman

HE Sheikh Dr. Jassim bin Nasser bin Jassim bin Mohamed Al Thani is the 3rd son of Sheikh Nasser bin Jasim bin Mohamed Al Thani who was one of 15 sons of Sheikh Jasim bin Mohammed Al Thani Emir of Qatar 1876-1913.

HE Sheikh Dr. Jassim graduated from Sandhurst Military College, holds a Ph.D. in International Law & Economics from Shams University in Cairo, has contributed to the writing of Qatar's modern Foreign Policy, and represented his country at numerous United Nations Forums on various topics.

HE Sheikh Dr. Jassim has obtained many International Certification in International Law from globally reputed institutions such as International Law University, USA and Den Haag International Justice Court, Netherland.



CHALLENGE

Volume Hiring for different requirements and nationalities in at very short timeframe.

Attract maximum number of candidates for 1-year contractual job.

To convince employees to work in flexible shifts & work overtime as and when required.

OBJECTIVES

To fulfill the requirement in the given timeframe (250+ staff to be sourced by Innovations)

Fast tracked the visa process, as employees with legal documents and valid QID could only join the sites.

Minimum Staff attrition at all times to avoid any interruptions at sites.

Salaries to be released on or before 5th of every month for all the associates.

SOLUTION

Attracted large number of candidates by offering lucrative salaries , insurance, food allowance, accommodation, and transportation.

Reference bonus for each successful joiner.

Induction, training & development, rewards & recognition, etc.

Self-service portal for all the associates to view their salary slips, leave balance, etc.



OUTCOME

Out of 250+ staffs recruited, only 8 employees could not continue either due to personal reasons or based on performance issues.

As all staff are treated well and been taken care of by Innovations, they are highly motivated and perform their work at maximum efficiency.

CHALLENGE 	OBJECTIVES 	SOLUTION 
Hiring for mobile sales promoter and field force requirement in at very short timeframe.	To fulfill the requirement in the given timeframe.	Attracted large number of candidates by offering lucrative salaries.
Attract maximum number of candidates for sales promoter job profile.	Fast tracked the visa process, as employees with legal documents and valid QID could only join the sites.	Monthly incentives on target achievement.
To convince employees to work in shifts according to the mall/store timings & work overtime as and when required.	Minimum Staff attrition at all times to avoid any interruptions at sites.	Induction, training & development, rewards & recognition, etc.
	Salaries to be released on or before 5th of every month for all the associates.	Self-service portal for all the associates to view their salary slips, leave balance, etc.



VALUE ADD

Pre-approved visa quota for one year.

Strong recruitment team.

In built ERP - Client portal allows client to have live update on the onboarded candidates.

Self service portal for all the associates.

CHALLENGE



Hiring for mobile sales promoter and merchandiser requirement in at very short timeframe.

Attract maximum number of local candidates in Qatar for sales promoter job profile.

To convince employees to work in shifts according to the mall/store timings & work overtime as and when required.

OBJECTIVES



To fulfill the requirement in the given timeframe.

Fast tracked the visa transfer process, as employees with legal documents and valid QID could only join the sites.

Minimum Staff attrition at all times to avoid any interruptions at sites.

Salaries to be released on or before 5th of every month for all the associates.

SOLUTION



Attracted large number of candidates by offering lucrative incentives.

Monthly incentives on target achievement.

Induction, training & development, rewards & recognition, etc.

Self-service portal for all the associates to view their salary slips, leave balance, etc.



VALUE ADD

Pre-approved visa quota for one year.

Strong recruitment team.

In built ERP - Client portal allows client to have live update on the onboarded candidates.

Self service portal for all the associates.

MSC CRUISES



CHALLENGE



Hiring for 560 staffs including Check-In Agents, Ground Transport Agent, Terminal Directional Area, Training Managers, Supervisors, Assistant Supervisors, and Camp Boss within one month.

Attracting best talent pool for 3 months contractual Job.

To convince employees to work in flexible shifts which requires 8 hours of continuous standing.

Arranging fully furnished temporary male & female accommodation during peak of FIFA event.

OBJECTIVES



To fulfill the requirement in the given timeframe (560 staff by Innovations).

Fast tracked the visa process, as employees with legal documents could only join the sites.

Readily available replacement at all times to avoid any interruption at sites.

Salaries to be released on 1st of every month for all the associates.

SOLUTION



Attracted large number of candidates by offering salaries, medical insurance, best food, accommodation and transportation.

Onboarded most of the resources on 3 months multiple entry work visa which helped in faster mobilization.

As all staffs were on 3 months multiple entry visa without Qatar ID and bank account, initiated the salary transfer through Ooredoo money by special request.

VALUE ADD



Pre-approved visa quota – 2000+ for one year and 3 months multiple entry.

Strong recruitment team.

In built ERP - Client portal allows client to have live update on the onboarded candidates.

Self service portal for all the associates.

Daily/monthly progress report captured and shared with the client.



THANK YOU