



Collabera

ZERO HOUR



OUR STANDOUT FEATURE: **QUALITY**

ISSUE 2

JULY - SEPT 2024



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FIND YOUR
DREAM JOB

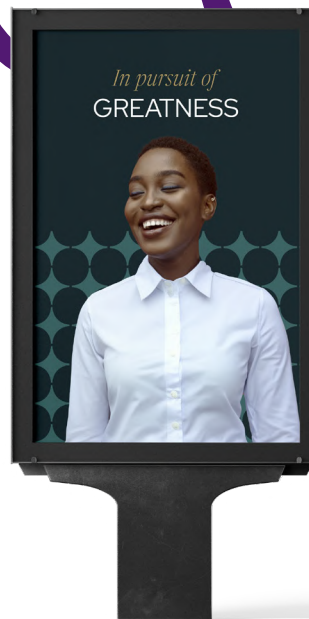
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From the *Editor's Desk*

Greetings Everyone! As the pitter-patter of monsoon rains fill the air, bringing a welcome respite from the summer heat, we at Collabera GTC believe it's the perfect time to cultivate a similar sense of renewal within our work environment, by fostering meaningful conversations and building a thriving work culture.

But how do we achieve that? That's where the concept of a great company culture comes in. It's not just about ping-pong tables and free snacks (although those are nice perks!). A genuinely great culture fosters a sense of belongingness, open communication, and the opportunity for meaningful conversations.

'Zero Hour' is designed to be just that – a platform for those conversations. We'll explore what makes a company culture thrive, share success stories from our clients, and offer insights on how to build a workplace that feels more like a community.

By prioritizing a positive and collaborative work environment, we can succeed tremendously professionally and personally. So, please grab a cup of chai (or your favorite monsoon beverage!), settle in, and let's start this conversation!

Here's to a fruitful season – both in terms of business and fostering a thriving work culture!

A handwritten signature in black ink, appearing to read 'Sanyam Garg'.

Sanyam Garg
Sr. Director - Talent Head



Collabera ACADEMY LEARN | GROW | INSPIRE

Collabera Academy aims to help you be the best in your role by providing the best-in-class training structure and learning experience.

A five-milestone learning journey topped with engagements with leaders.

Throughout the program, several interactive sessions with Leaders are held where they share their intriguing experiences and also discuss your journey so far. This learning journey also has meet-ups with our Executive Leadership.

The program is designed to equip you with the necessities of a successful Talent Specialist at Collabera and the whole staffing industry. With this learning opportunity, you and Collabera both invest in our collective success!

The initial learning spans over 6 months, which includes classroom training, on-the-job training by a dedicated mentor, digital training, leadership engagements (case study, leadership training, coach connect & HobNob), and some interesting surprises!

28-years of



We prioritize our customers, ensuring we understand and anticipate their needs by offering comprehensive services. As our clients expand, we recognize the importance of our growth and staying one step ahead.

Hiten Patel - Chairman



What I love the most about Collabera is the people and the passion they have. It's an infinitely fantastic group of people we work with; they are so passionate about what they want to do.

Dhar Patadia
Chief Information Officer

What I am most excited about in the future is just us coming together and being the best company, with the best teams possible, to help build great and elite teams.

Mike Fromhold - Chief Executive Officer



I have learned a lot of things professionally. However, the most important thing I gained was how to be a better person and what it takes to be a better leader. Greatness is not a state; it's a journey in space with no end.

Mitesh Patel - Chief Operating Officer

Success



It's special for all of us to reflect on our journey, celebrate achievements, and express gratitude to those who have been instrumental to our success.

Himanshu Patel - Senior Director – GBS



Pursuing greatness is not the task we perform or the goals we set. The relentless dedication to excellence drives every action, decision, and day. In the TA space, discipline, unwavering focus, analytics, and follow-up on actions help

Pradeep Nair

Executive Director – Talent Acquisition



When I think about pursuing greatness, I look forward to becoming the person I am. Looking at Collabera's fantastic journey, we have outlasted the test of time and will continue to do so.

Raj Rangnekar

Managing Director (Global L&D)



Right from the start, what kept me passionate about Collabera's mission is the belief in creating a better tomorrow, not just for us but for everyone around us. When I think about cause and purpose, it's perfectly aligned with Collabera's mission.

Smadar Yahudaioff

Vice President - Operations



This is a significant milestone that reflects years of passion, dedication, and collaboration between our team, our people, our consultants, and our clients across the globe.

Prajna Mohanty
Executive Director - HR



Each person comes to work daily with a drive and hunger to improve. They are passionate, energized, and fueled by something that provides them with more. That's Collabera

Brittany Tipton
Executive VP



I share several proud moments with Collabera, including hitting the billion-dollar mark. From the day I stepped in, I was infused with the idea that we would one day become a billion-dollar company. I am fortunate enough to see that happen. Organizations that take care of their employees without layoffs or salary inconsistencies during pandemics demonstrate true commitment; that's what Collabera does for its employees.

Sanyam Garg
Senior Director- Talent Head

Find Your Dream Job

Talent Acquisition

Position

Associate Talent Specialists

Eligibility

Graduates from any stream

Job Location

Vadodara, Gujarat (Work from Office)

Work Hours

US Hours (Multiple Time Zones)



Associate Talent Specialist

Job responsibilities

Understand the Client's Requirements

Research what sort of candidate is required

Search relevant profiles through provided tools (In-house AI Software, LinkedIn, Dice, Monster etc.)

Communicate the job description and terms of employment to the candidate and screen them.

Coordinate with clients/ our sales team and schedule interviews & meetings between the hiring manager (client) & the candidates

Help the operations team in onboarding candidates

Maintain good rapport with the candidates

Staffing Industry

The staffing industry is a vast sector that provides temporary, contract, and permanent placement services to job-seekers, allowing businesses of all sizes and across various industries to find the ideal personnel for their open positions. US staffing is a comprehensive approach to sourcing, screening, and selecting candidates for US-based firms.

What makes *Partnering with us* such a *rewarding experience*?

Industry best pay & incentives

Dedicated career roadmaps

Five Days of working

Focused talent initiatives

MBA from best B-Schools

Well-being Programs

Internal Mobilization

Insurance and Parental Leaves

Leadership growth & Coaching

Monthly & Yearly Awards

Round-the-year training programs



Redefining Greatness in the Digital Age



In pursuit of



Game Changer

Hardwork

Excellence

Greatness

Quality

Perfection

Perseverance

Why settle for good
when you can achieve
greatness?

Collabera is in a relentless pursuit of excellence, evident in our new brand identity. This evolution brings exciting new opportunities for us all. We've evolved beyond being just a digital talent solutions company.

What's exciting in our brand's new chapter?

In pursuit of Greatness

 Collabera



In Pursuit of Brand Excellence

Welcome to Collabera's new and improved look. The following serves as a north star to help navigate and understand our new system, from messaging to logo, fonts, imagery, and more. We've kept it simple, so you can adapt to the changes with ease.

We are *Timeless* and *Accessible*,
Trustworthy, *Compassionate*, and
Simple.

In pursuit of
GREATNESS



The Golden Ratio

We initially explored two compelling concepts rooted in mastery and the pursuit of greatness, explicitly drawing inspiration from the Golden Ratio and the North Star. Mastery is where perfection meets nature and art.



Logo



Our Logo is the core of our brand. It's sophisticated and unique, capturing the essence of the Collabera brand, and should be used in all of our communications.



Icon

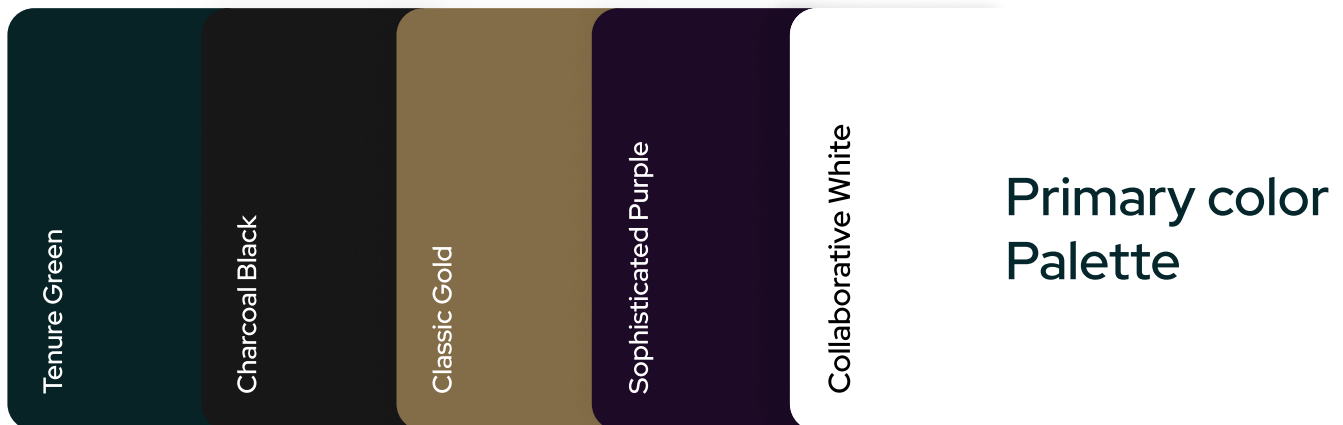
Our logo icon is a North Star in negative space, symbolizing a constant, reliable guide. It comprises four elements representing our core characters: Clients, Collaberans, Consultants, and Candidates.

Main Display Font

Newsreader

Body Copy Font

Red Hat Display





CTA Team Redefining future of the organisation

Views expressed by Puneet Garg

What is the primary function of the CTA team?

The Corporate Talent Acquisition team is the gateway to bringing in new talent that will shape the organization's future. Our work combines strategy, interpersonal skills, technical know-how, and a deep understanding of the business landscape.

Please elaborate on the essence of the work that the CTA team delivers. What are the key elements that define their contributions?

Their essence lies in their ability to strategically source, attract, and hire the best talent to meet the organization's needs and drive its business objectives.

The key elements are:

1. Strategic Planning of the Workforce
2. Strategically Planned Sourcing and Recruiting Methods
3. Diversity and Inclusion
4. Cross-functional Collaboration and Stakeholder Management
5. Best Practices and Continuous Improvement

How does the CTA team contribute to Collabera GTC's success, employee engagement, and retention?

The CTA team identifies and recruits top-tier talent that aligns with Collabera GTC's strategic goals and project requirements. We continuously monitor market trends, salary benchmarks, and talent availability, providing critical insights that help Collabera GTC stay competitive and attract high-quality candidates. The CTA team works on building and maintaining a strong employer brand, making Collabera GTC an attractive destination for talented professionals. For employee engagement and retention, we have a smooth and comprehensive onboarding process; we welcome all the new joiners with their desk decoration, constant rewards and recognition for early success, and many cultural initiatives that help employees engage in other activities outside work.

How does the CTA team ensure quality benchmarks along with quantity?

We have a solid, well-thought-out, structured recruitment lifecycle where each candidate goes through various quality checks to ensure fit for the role. Collabera is recognized as a brand, especially for freshers, because for years and years, we have focused on campus hiring and nurturing freshers. Because of this strategic approach, we are never short of a candidate pool.

What are the key objectives for the CTA team in 2024 to enhance contribution from Campus Placement drives?

We are working on a very special project. Our aim is to spread awareness among the masses about the talent solutions industry. As this industry is not very popular in India, we have decided as a group that we will take up this task to reach most of the freshers in the colleges and expose them to a new realm with endless opportunities.

How does the CTA team collaborate with other departments at Collabera GTC to achieve its goals?

Our approach is always proactive, from getting hiring projections beforehand to chalking out the best recruitment processes, from department-wise resource profiling to periodic recruitment training, and many other things. We stay in constant touch with all the departments, like having weekly and monthly meetings to discuss open roles and challenges.

Are there any additional areas the CTA team can focus on to further enhance its impact?

Yes, we should focus more on data analytics to make informed decisions. Track key metrics such as time-to-hire, cost-per-hire, and quality of hire to continually improve recruitment strategies.

Are there any new projects the CTA team is developing in collaboration with other universities for the public interest and job creation?

Yes, we are developing a project to offer complimentary guest lectures and workshops led by top leaders within our organization. These sessions help participants excel in their interviews, gain insights into corporate life, enhance personal development, and better prepare for their future careers.

What are the current career opportunities at Collabera GTC?

Collabera's door is always open for the right people, as our primary focus is hiring freshers (our founder's vision is to provide more opportunities to freshers). Always continue top hiring for our Associate Talent Specialist (ATS) roles.



Recent *Events*



Blood Donation Drive

Without Food? 1 Week. Without Water? 3 Days. Without Blood? It's now or never. Collabera's Sustainability Club partnered with Jalaram Blood Bank for a life-saving Blood Donation Drive on June 16th, 2024! 52 Bravehearts contributed, and at the end of the day, a whopping 350ml (about 11.83 oz) of this precious liquid gold was donated, potentially saving countless lives. You will never know how one hour of your life can profoundly impact someone's life. Share the gift of life. Donate Blood!

CAPL

Collabera - Ascendion Premier League

Forget Bollywood and spicy curries; the love affair between India and Cricket is no news. For Indians, cricket is not just a game... it's a religion. At Collabera, we rekindle the love for this sport within our corporate heroes every year. CAPL is our very own take on the excellent "Indian Premier League," with 10 outstanding teams padded up. The first ball was bowled on May 04th 2024. This thriving war ended with a nail-biting match between Lucknow Super Giants and Chennai Super Kings on June 15th, 2024, with Lucknow bagging the trophy of CAPL Champions 2024.



Bring your Kids to the Office

Father's Day celebration

Protector, provider, and sometimes a comedian (Thanks to Dad jokes). Our dads are the real superheroes! They fight deadlines in suits and ties, then come home with tea-stained shirts and the biggest smiles. This Father's Day, we celebrated the awesome dads of Collabera with a "Bring Your Kids to Work" day! The otherwise busy aisle was filled with cute giggles and the sound of squeaky shoes. The clean and sophisticated cubicles were taken over by the juniors. June 17th, 2024, was no ordinary day at CH2. It was a day of smiles, snuggles with Dad, and enough fun to make even the grumpiest boss crack a grin.





Walk-in Drive

At Collabera, we have always been a gateway for freshers embarking on a promising career journey. We believe in hiring fresh talent and shaping, molding, and training them into industry leaders. Continuing this proud tradition, we conducted a weeklong walk-in drive from May 27th to June 03rd, 2024, offering freshers a unique opportunity to skip the job searching ordeal and land their dream job by simply "walking in." Our offices buzzed with energy throughout the week as enthusiastic graduates filled the hallways, eager to start their professional journeys. The drive provided a seamless recruitment process, where candidates underwent interviews and skill assessments and received immediate feedback. The walk-in drive was a resounding success, reflecting our dedication to building a future with skilled and passionate professionals.



Collabera's Leadership Summit (Dallas)

Collabera's brightest minds converged in Dallas in May 2024 for a Leadership Summit unlike any other! This electrifying event brought together top leaders nationwide, igniting a collaborative firestorm. Through a dynamic mix of insightful talks, brainstorming sessions that crackled with energy, and connections that went beyond the business card, the summit zeroed in on three key goals:

- Building a culture that thrives.
- Attracting and nurturing exceptional talent.
- CRUSHING business objectives.



This event has set the stage for our future success, and we're excited to see the impact of our collective efforts. But the biggest win was the unwavering unity, infectious enthusiasm, and relentless drive for growth radiating from each leader. This summit wasn't just about strategy—it was about a team, a vision, and a shared commitment to achieving greatness for themselves and the world!

Certified Mentorship Program

In today's dynamic careers, mentors act as GPS, guiding professionals. They accelerate growth by offering expertise, setting goals, and providing a safe space for mentees to navigate challenges. Mentors also offer a broader industry view, helping navigate unspoken rules and company culture. Their network connections can open doors for mentees. Collabera recently hosted a successful Certified Mentorship Program! This program empowers experienced professionals to become even better guides. Mentors honed communication, feedback, and goal-setting skills, ultimately becoming more impactful for mentees' career journeys. By investing in mentorship excellence, Collabera fosters a culture of growth for both mentors and future leaders.



Future of work and role of staffing agencies

Author : Srishti Srivastava
Marcom Team

The employment landscape is undergoing a major seismic shift, driven by significant technological advancements, changing demographics, evolving work model preferences, and global events. These changes reshape how individuals pursue their careers and businesses seek their ideal candidates. At the core of this evolution lies the pivotal role played by staffing agencies. This evolution demands the HR department to pivot faster than ever. No longer responsible just for outsourcing the right candidate, they now help businesses meet standards by providing their own 'business, Leonardo da Vinci,' the perfect match in this critical market.

Paradigm Shift in Work Preference

By 2020, it was established that nearly 35% and 24% of the workforce was contributed by Gen Y and Gen Z, respectively. Moreover, the predictions and

forecasts suggest that Gen Z will make up nearly a quarter of the workforce as they enter adulthood. This generation values flexibility, meaningful work, diverse experience, and non-stop learning over traditional job security. The younger generation advocates flexibility and autonomy offered to them at work. The trend suggests their inclination towards remote or hybrid setup to achieve this further. Surveys bring out exciting figures. The highest number of remote workers is between 24 and 35 years old, and out of these, 39% are permanent employees working from home, and 25% are in part-time roles. 71% of the remote workers suggested that WFH enables them to maintain work-life balance effectively.

Global Events and Economic Realities

This concept of remote work setup was only prominent once the global lockdown came into the picture, forever changing our lives. Sudden technological advancement further supported the remote/hybrid working model.

71% of employees wanted to continue in the same even after the pandemic was over. The inclination is so prominent that they were ready to leave their jobs if asked to return to the office. The last few years have changed how we look at opportunities and the working model and greatly affected the market. The constant fluctuation and instability in the market made businesses look for agile and effective ways to scale up their workforce. They became more desperate to meet market realities and demands.

Staffing Influencing and Transforming the Modern Workforce

Every business idea is excellent, but it becomes successful with the right people working towards the exact cause. Staffing agencies ensure that the suitable talent lands in the right place. They bridge the talent, skill, and workforce gap in businesses. Talent acquisition is an art, and staffing agencies excel at the same because they understand market trends, skill requirements, and client & candidate expectations.



Participating and supporting businesses in the transition happening in the market, these agencies are not just bound to traditional old-school talent solutions; they have diversified their offerings to match the latest market trends. They now focus on career development and upskilling, making the candidates more marketable. Not just this, staffing agencies proactively adapt to the latest tech trends and warmly accept AI involvement. All this is done on top of promoting diversity and inclusion, minimizing bias, and supporting adaptive work models - remote and hybrid along with onsite. Staffing agencies leverage all the information gathered to identify the right candidate.

Staffing Agencies

Adapting to the New Landscape

The network of staffing agencies and the database of pre-screened candidates help address clients' critical requirements. Access to a flexible, agile, and larger workforce reduces the turnaround time for all contractual, temporary, project-based, or permanent/long-term roles. The dependency on staffing agencies spiked during and post-COVID. In 2020, the global staffing industry was valued at \$491 billion (about \$1,500 per person in the US) (approximately \$1,500 per person in the US) and is projected to grow at a compound annual growth rate (CAGR) of 5.6% from 2021 to 2028. North America accounted for the largest market share in the global staffing industry in 2020.



Conclusion

As we move forward, staffing agencies will continue to play a crucial role in adapting to the evolving workforce trends, promoting diversity, and leveraging technology to match the right talent with the right opportunities. The future of work is increasingly dynamic, and staffing agencies are well-positioned to navigate these changes, ensuring businesses can meet their talent needs effectively and efficiently.



HiPos

Showcasing experience of employee's journey with corporate MBA/Post grade certification program

Have you ever wondered what taking your career to the next level is like? Meet our #HiPos! This campaign features employees who completed our Corporate MBA/ Postgrad program. Follow their journeys as they share their experiences, challenges, and triumphs in transforming their careers. Get inspired and ignite your professional growth!



Social Media Campaign



Spotlight

Shining a Light on Greatness

Our people are our greatest asset. The #Spotlight campaign recognizes Collabera employees who go above and beyond. We highlight those who exemplify our values, demonstrate exceptional teamwork, or make a positive impact. Nominate your colleagues and celebrate the unseen heroes who make Collabera an exceptional workplace!



The Unstoppables 3.0
FT. SRISHTI

Spark to Flame

a tribute to our seasoned team members

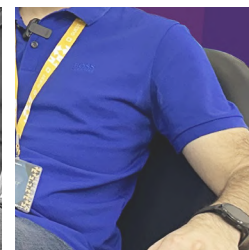
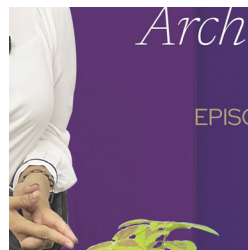
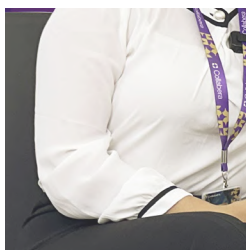
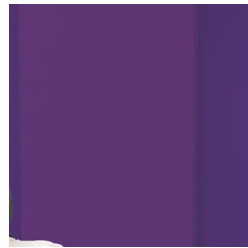
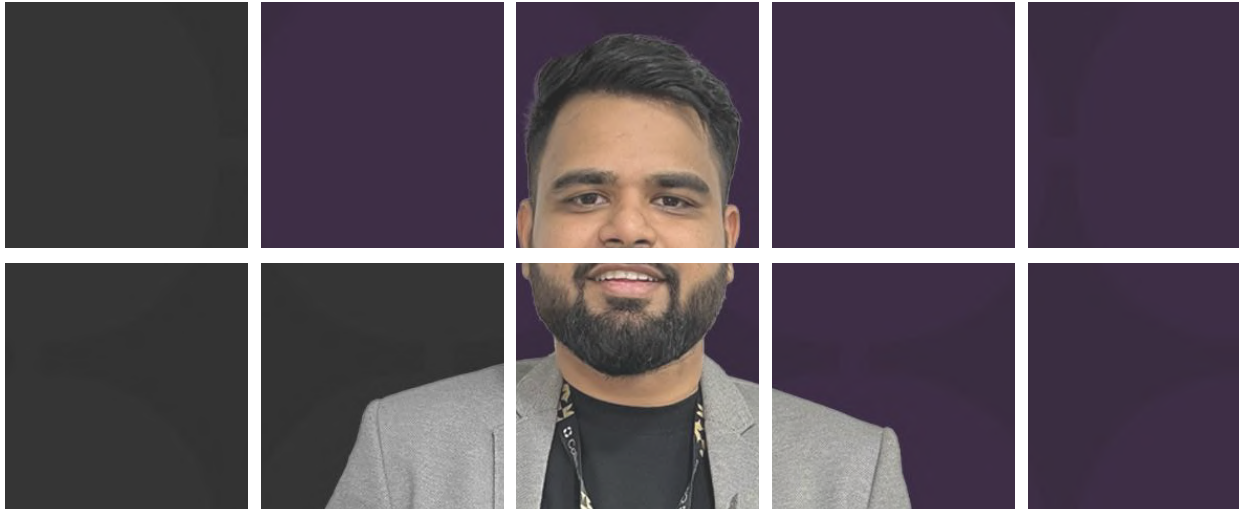
At Collabera, we hold our experienced colleagues in high regard. #SparkToFlame is a platform that pays homage to our tenured employees, the pillars of our success. Through narratives, interviews, and interactive Q&A sessions, we'll honor their unwavering commitment, deep-rooted expertise, and the priceless contributions they've made to our company culture.

Media Signs

Flash

Meet the Collabera Blazing Stars!

Our #Flash campaign spotlights superstars who've achieved incredible growth within Collabera. These rising stars will share their inspiring stories, career paths, and valuable insights. Get ready to be amazed by their journeys and learn how you can fast-track your success at Collabera! #CareerGoals #FastTrack



Unstoppable

Celebrating Our Champions!

The #Unstoppable campaign honors our high-performing champions who consistently win monthly and quarterly awards. We'll recognize their dedication, talent, and achievements that drive Collabera's success. Get inspired by these top performers and see what it takes to be truly unstoppable at Collabera. #Recognition #TopPerformers



CommuniTea

Brewing Conversations with Leaders!

Join us for a series of engaging fireside chats with Collabera's inspiring leaders in #CommuniTea! In these interactive sessions, you'll gain insights into their leadership philosophies, career journeys, and personal lives. Participate in rapid-fire Q&A sessions and get a chance to connect with Collabera's guiding force. #LeadershipTalks #GetInspired



Pursuing Greatness

We have been named as *Top 2024 Best Staffing Firms* to Work for North America.



Collabera's impressive 28-year track record is a testament to our constant pursuit of greatness and our commitment to what we do and believe in. We proudly announce that Collabera was named a Top 2024 Best Staffing Firm in North America! This recognition was based on a survey of employees at over 400 participating firms, where our company culture and work efficiency were measured on six key parameters.

AWARDS

and Accolades



Comparably – Best Company Outlook of 2024

Our pursuit of excellence is unwavering. As an organization, we are committed to delivering the best to our clients, consultants, and fellow Collaborators. In our relentless quest for greatness, we have added another significant achievement. We were recently honored with the prestigious title of “Best Company Outlook of 2024” by Comparably. This recognition not only fuels our optimism but also paves a promising path for our future, inspiring us to reach even greater heights.



WOMAN

CAN DO ANYTHING



WE C.A.R.E

India Chapter of WLAB



At Collabera, we foster a culture of diversity and inclusion, where equality is a core value. We're committed to breaking down stereotypes and creating a safe and nourishing eco-system for the wonder women of the company. We're proud of the progress we've made with WE-CARE, and we're not stopping there. We're committed to continuously improving our programs to ensure Collabera remains a workplace where women feel valued, empowered, and can achieve their full potential.

Achievements so far:

Work-life Balance: We offer extended maternity leave and flexible work options to empower women to excel in their careers and personal lives.

Safe Workplace: We prioritize employee safety with POSH (Prevention of Sexual Harassment) awareness programs and a zero-tolerance policy.

Holistic Well-being: We invest in programs that address employees' financial, emotional, mental, and physical well-being. This includes access to sanitary products and expert sessions on various wellness topics.

Together, we are shaping a workplace that not only embraces diversity and equality but also propels us towards success. We are a community that values each other's unique contributions and supports one another's growth.



WLAB



WOMEN'S
LEADERSHIP
ADVISORY
BOARD

Collabera is full of tremendous potential. But to pave a successful path to the future, we need more strength- the next generation of women leaders. That's precisely what our transformative sessions are igniting!

WLAB is not just another workshop. Instead, it's a place where inspiration meets empowerment, and our women are rising to the challenge like phoenixes. Their unwavering dedication is the fuel on the fire, and the progress they're making is nothing short of awe-inspiring. It's like watching diamonds formed under pressure – emerging more robust, brilliant, and ready to take their rightful place at the forefront.

Under the brilliant leadership of Smadar Yahudaioff, Brittany Tipton, Alice Yoo LeClair, and Stephanie Eldred, backed by Mani Venkatachalam, Raj Rangnekar, Scott Spencer, and our CEO Mike Fromhold, we are all set to give the future of Collabera an amazing turn towards unparallel ascend. Leaders came together from Cognixia USA, Collabera, and Ascendion to embark on the 1st ever WLAB leadership workshop. It's objective was to help them share thoughts and learn to be better.



New Identity

ORM

'GLASSDOOR'

Google



3.7

Before

4.1

After



3.4

Before

4.4

After

In today's digital age, online reputation is critical. Customers rely on reviews to build trust, so Collabera prioritizes Online Reputation Management (ORM). We implemented a focused ORM strategy in August 2023 during our recent transformation. The results have been impressive: By 2024, our Glassdoor rating jumped from 3.7 to 4.1, and our Google Reviews rating soared from 3.4 to a stellar 4.4. We're committed to ensuring our values and beliefs shine online, and we continuously work to maintain this positive reputation.

Meghana Parab

I have been working for Collabera since 2019 and so far my experience with them has been wonderful. The recruitment team has been always been spot on getting the requirement, scheduling interview and making sure everything is on schedule. Also, with HR team and benefit team. They have been always helpful and responding to emails or to an call quickly.

5.0/5.0 rating ★★★★★

★★★★★
Rated 4.4/5.0 by users on Google reviews

David Lammon

I have worked for Collabera for quite some time now and am very pleased with all of the departments I have interacted with. My Recruiter got me a significantly higher hourly rate than I had expected at a great company.

Their HR department has been very responsive and helpful with any HR issue I had. They were very quick to help. I would recommend Collabera very highly.

5.0/5.0 rating ★★★★★

Google Reviews

300+ More

My recruiter (Umang) was professional and personable. I really appreciate the way she kept me in the loop and provided timely answers to all of my questions.

Santosh Srivastava
★★★★★ 4.9 Rating

4.1 ★

4.8k reviews on Glassdoor

Glassdoor

Rated 4.1/5.0

4.4 ★

300 reviews on Google

15K

Glassdoor Review

The best reasons for working with this company they are professional and they constantly checking to make sure on boarding and even after is going well. I'm currently working with - Shrey Jaiswal and he's been nothing but wonderful and informative.

★★★★★ 5.0 Rating

My Collabera experience has served to be a tremendous help in obtaining my new position. The entire team that assisted me from Supriya Rautela, Deepu Kushwaha and Kuushba were very professional and efficient every step of the way. Their feedback and advice were right on point making me more equipped and prepared to follow all employment procedures properly.

Collabera Circle

The competitive world around us demands us to be proactive, or else we will be left behind in a crowd of nobody. Take responsibility and accountability for your actions and life. Gone are the days when people believed in destiny; now is the time for those who wield their strengths to create their own. Stop crying over things you can't control and give it all to those you can.

Imagine a space where

Content is curated for you

Get industry insights, expert tips, and resources tailored to your IT niche, keeping you ahead of the curve.

Networking is focused

Connect with colleagues who share your experiences and aspirations. Build valuable relationships that can propel your career forward.

Ideas are exchanged freely

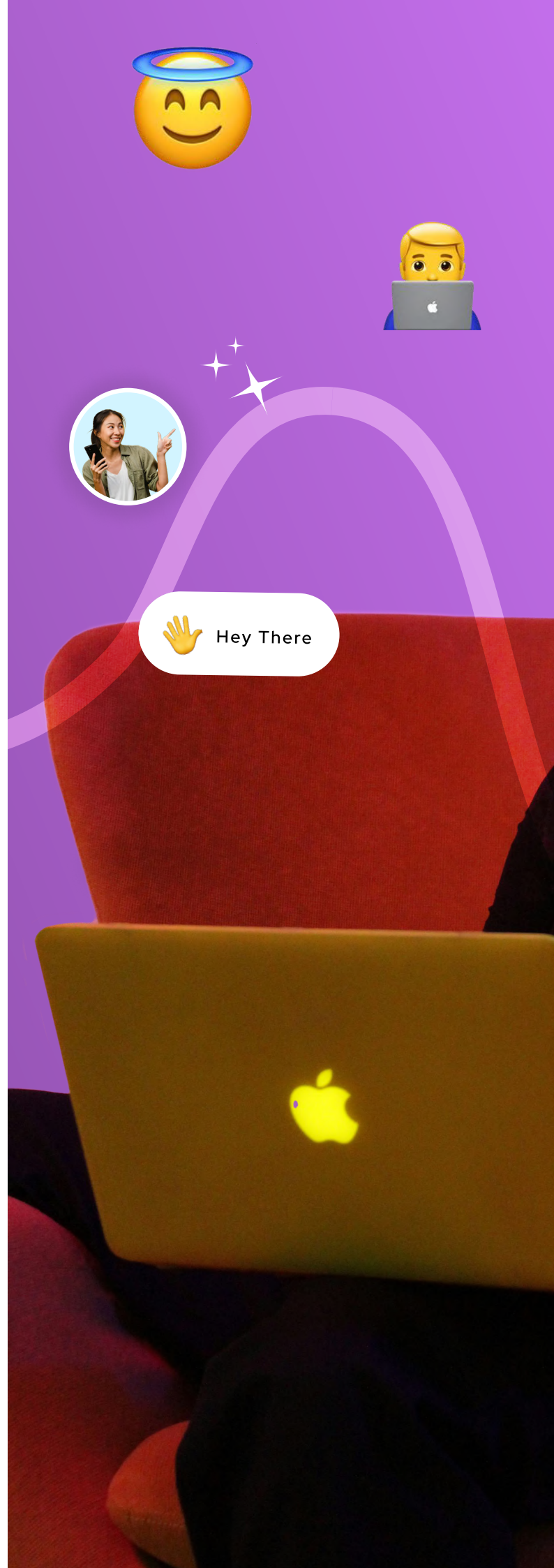
Share your knowledge, ask questions, and engage in stimulating discussions that spark innovation.

Engagement goes deeper

Collabera Circle fosters a company-centric approach, ensuring content and discussions are directly relevant to your work at Collabera.

Development is continuous.

Access resources and opportunities for professional development, which will help you hone your skills and climb the career ladder.





22K Likes

Perks of being in Collabera Circle:

Craft your dream career

Get the support and guidance you need to navigate your IT journey and achieve your career goals.

Build a powerful brand

Showcase your expertise and connect with potential clients and collaborators, establishing yourself as a leader in your field.

Connect with your tribe

Find colleagues who understand your challenges and celebrate your successes. Share experiences, offer encouragement, and build a strong support network.

Shape your future

Participate in event planning and execution, influencing the direction of the community and shaping your professional development experience.

Collaborate and innovate

Find dedicated teamwork, knowledge sharing, and brainstorming space. You can solve problems together, develop groundbreaking ideas, and drive positive change.

Access multiple communities and job boards

Find your niche within Collabera Circle and connect with like-minded professionals. Explore exclusive job opportunities that match your skills and aspirations.





Habits

Stephen R. Covey

Stephen Covey's "7 Habits of Highly Effective People" is the bible for surviving the bustling world and succeeding.

of

How do you define "Success"?

We often consider wealth and luxury the definition of success. Well, it isn't. Covey postulates success as a balance of personal growth and fulfillment. It encompasses mental, physical, emotional, and spiritual ecstasy.

Do you shift with the paradigm?

Change and evolution are the only constant. The sooner we accept, the faster we adapt, the better we grow. A paradigm shift is critical to shift from a mindset of scarcity and victimhood to one of abundance and responsibility

Principles, rules to control or way of living?

Principles are the ethereal truth that one should live and internalize to achieve evergreen success. They include integrity, courage, patience, persistence, humility, empathy, synergy, and unbound learning. Once you ace the habit of living with these principles, there's no looking back.

Highly Effective People

7 Habits – 21st Century's Sword of Loa

Be Proactive

The competitive world around us demands us to be proactive, or else we will be left behind in a crowd of nobody. Take responsibility and accountability for your actions and life. Gone are the days when people believed in destiny; now is the time for those who wield their strengths to create their own. Stop crying over things you can't control and give it all to those you can.

Sharpen the Saw

First accept that you need to upgrade. Then, start investing in renewing yourself physically, mentally, emotionally, and spiritually. Keeping up with the trends and requirements of this dynamic world is the only way to sustain and survive.

Think win-win

In this rat race, thinking about mutual benefits goes a long way. Don't be selfish at any given instance, interaction, or relation...seek solutions for mutual benefits.

Seek first to understand, then to be understood

Listening is a sign of leaders. Listen empathetically without expectations before you explain yourself.

Begin with the end in mind

Define what you like and what you "Really" want. Let that purpose drive you. Take calls, make decisions, and prioritize your actions to get what you want.

Put first things first

Define what's urgent and important. Prioritize your time and energy for that. Master the art of saying 'NO' (it will be challenging but worth it!)

Synergize

Collaborate and win. Working together can help you achieve what you alone can't.

Live out of your imagination,
not your history.

Current Affair

Questions

Send answers on  marcom@collabera.com

Subject Line for Answer emails - Zero Hour || Quiz Answers

1. Which company recently surpassed a market capitalization of \$2 trillion, becoming the first IT company to do so?
 - a) Microsoft
 - b) Apple
 - c) Amazon
 - d) Google
2. In 2023, which Indian IT company was ranked highest in terms of revenue?
 - a) Infosys
 - b) Wipro
 - c) TCS
 - d) HCL Technologies
3. In 2023, which staffing company was recognized for its excellence in workforce solutions and received multiple industry awards, including from SIA and Everest Group?
 - a) Collabera
 - b) Kelly Services
 - c) Robert Half International
 - d) Allegis Group
4. The recent surge in demand for remote work solutions led to a significant increase in the stock price of which Indian IT company?
 - a) Tech Mahindra
 - b) Infosys
 - c) TCS
 - d) Mindtree



5. Which US tech giant announced plans to hire over 20,000 people in its cloud computing division by the end of 2024?

- a) Google
- b) Amazon
- c) IBM
- d) Microsoft

6. In 2023, which Indian IT services company was recognized for its leadership in artificial intelligence (AI) services by Gartner?

- a) TCS
- b) Infosys
- c) Wipro
- d) HCL Technologies

7. Which award did Collabera receive for its outstanding performance and contribution to the staffing industry in 2023?

- a) Best Staffing Firm to Work For
- b) Staffing Industry Innovator
- c) Top IT Staffing Firm
- d) Excellence in Client Service

8. In response to the growing tech talent shortage, which Indian state government announced a new policy to support IT startups in 2023?

- a) Karnataka
- b) Maharashtra
- c) Tamil Nadu
- d) Telangana

9. What is 'Text-to-Image' generation in the context of Generative AI?

- a) Translating text data into images
- b) Creating images from textual descriptions using AI algorithms
- c) Converting image files into text files
- d) Storing text as images

10. When was the initial release of ChatGPT?

- a) November 30, 2021
- b) November 30, 2022
- c) November 30, 2023
- d) November 30, 2024

Word Search

puzzle

Staffing Industry

B V T A L E N T A C Q U I S I T I O N Q F H U
V X U C O N T R A C T S T A F F I N G Q O I A
R O E Y L F G N I N N A L P E C R O F K R O W
D R E C R U I T M E N T O Q T W Y G D U L S R
F O J G C A N D I D A T E S O U R C I N G S H
S G S S K I L L S A S S E S S M E N T U R E E
E C O N S U L T I N G W V I M T Q W H C E C A
F J O C E M P L O Y M E N T K B C P W V T O D
Y O N O I T A T N E M G U A F F A T S J E R H
T B Y T R D D I M Z W M S C A R E E R D N P U
K K X X D T N E M P O L E V E D F J Y X T G N
W E S G N I F F A T S Y R A R O P M E T I N T
V G S E L D E L O O P T N E L A T Z D C O I I
H U M A N R E S O U R C E S Y O W Y W E N R N
V U F B J Z V J T J O B P L A C E M E N T I G
M G N I C R U O S T U O N B O A R D I N G H O

Find the following words in the puzzle.

TALENT ACQUISITION
WORKFORCE PLANNING
CANDIDATE SOURCING
STAFF AUGMENTATION
TEMPORARY STAFFING
SKILLS ASSESSMENT

CONTRACT STAFFING
HUMAN RESOURCES
HIRING PROCESS
JOB PLACEMENT
RECRUITMENT
DEVELOPMENT

OUTSOURCING
HEADHUNTING
TALENTPOOL
ONBOARDING
CONSULTING
EMPLOYMENT

RETENTION
CAREER
JOB

Have you ever wondered who brings the magic to our social media feeds and creates the eye-catching flyers you see around the office? Look no further than our incredible MarCom team! These talented individuals work tirelessly behind the scenes, crafting engaging content, sharpening our brand identity, and masterminding the campaigns that keep us buzzing. They're the storytellers, the designers, the strategists – the unsung heroes who make it all happen.

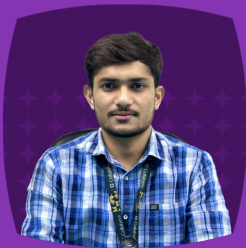
Meet the MarCom squad: They're the caffeine-fueled wordsmiths, Photoshop wizards, and campaign ninjas behind all the awesome content you see!



Bhavin Adhyaru
(Sr. Manager - MarCom)



Rahul Macwan
(Sr. Motion Graphics
& Video Editor)



Virendra Rajput
(Sr. Digital Content Creator)



Bhushan Agashe
(Graphic Designer)



Vikas Dwivedi
(Graphic Designer)



Srishti Srivastava
(Sr. Executive MarCom)



Sukanya S De
(Communication Strategist)



Vijay Rathwa
(Lead - Graphic Designer)



Jaydev Rudakiya
(Graphic Designer)

MarCom Mavericks



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