

LASVIT

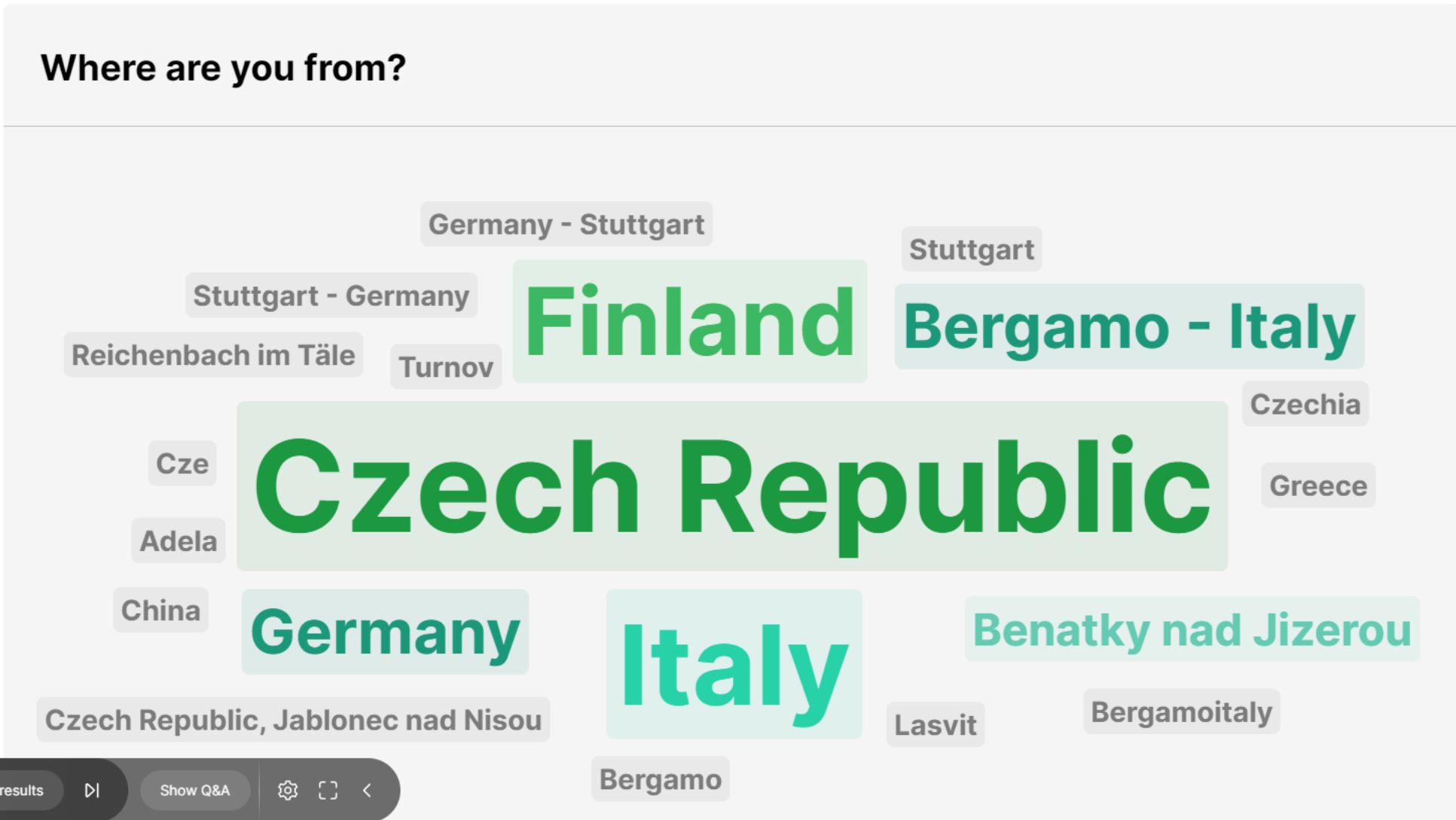
**INTERNATIONAL
RECRUITMENT**

Ing. Jana Kuncová, HR Generalist



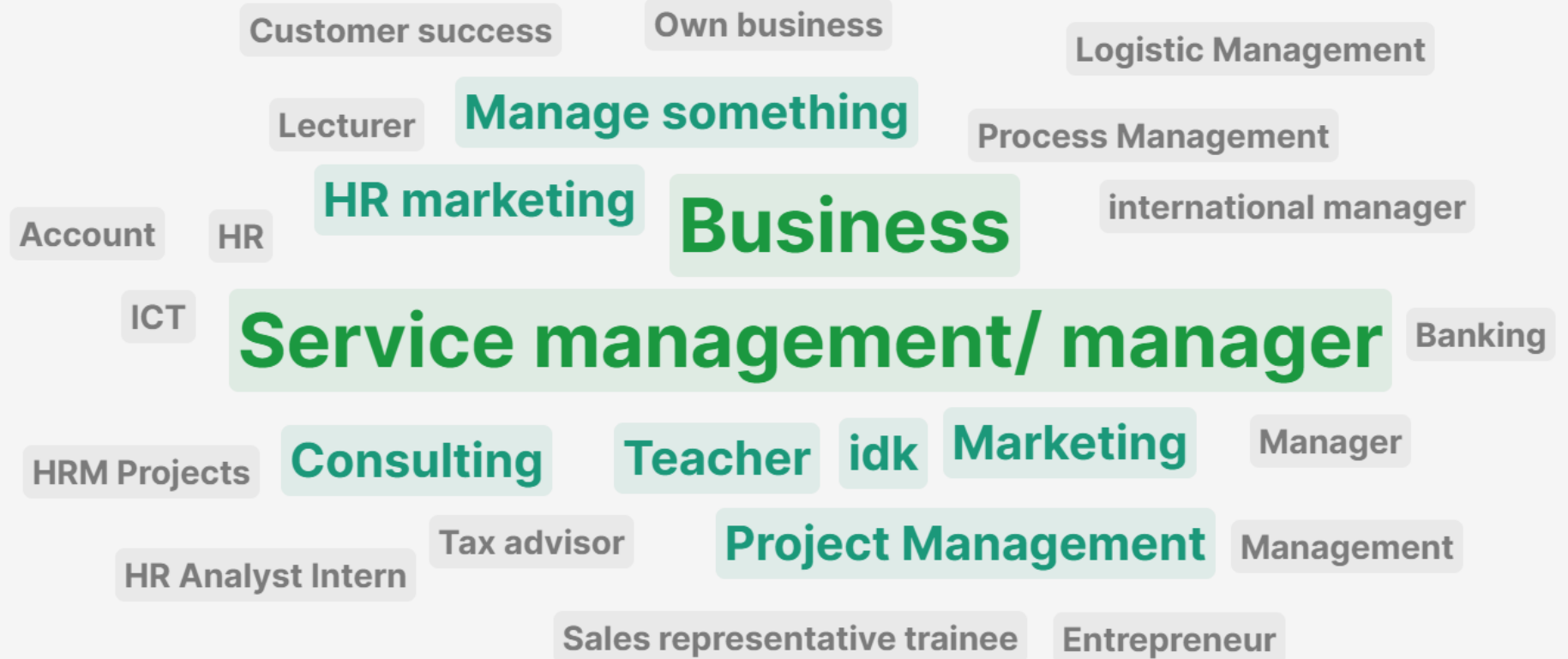
Where are you from?

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What do you want to do for work after school?

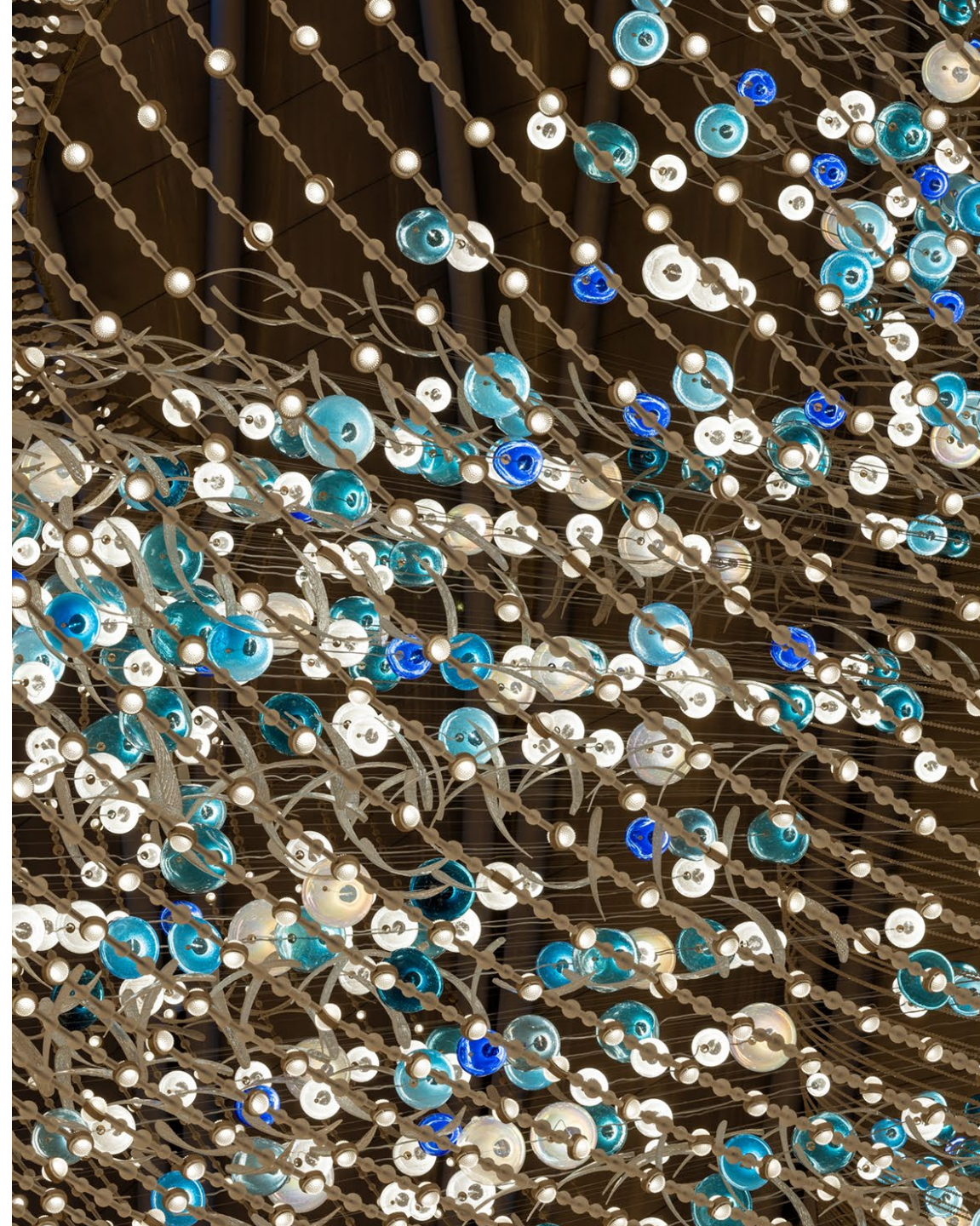


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Outline

- Intro
- Recruitment in Lasvit's international offices
- Recruitment in Czech Republic
- Common hiring mistakes

QUESTIONS- ANYTIME





- Czech company
- Established 2007
- 320 employees around the world
- 10 international offices

LASVIT

OUR MISSION

LASVIT is dedicated to a singular mission:
To “Lift everyone” by creating breathtaking
and sublime space experiences that touch the
soul of all who look upon them.



Feeling that
makes you
remember the
space.



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RECRUITMENT IN LASVIT'S INTERNATIONAL OFFICES



What do you think are the biggest challenges in international hiring?



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LASVIT WORLDWIDE

EUROPE

- LONDON
- PARIS
- PRAGUE
- MOSCOW
- SWITZERLAND

ASIA

- SHANGAI
- HONG KONG
- SINGAPURE
- DUBAI

AMERICA

- NEW YORK



European labour market

Lasvit has offices in London, Paris and Moscow

➤ London & Paris

- The labor market in the large cities of Western Europe is mature and stable, there are similar rules in most countries when recruiting candidates.
- Advertising works well via LinkedIn and local job portals Indeed, Monster, Adecco...
- We have great experience with the Erasmus program students. Commonly they stay to work with us after the internship is over.



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European labour market

Lasvit has offices in London, Paris and Moscow

➤ London & Paris

- Unfortunately, Brexit has made the employment of foreign employees in UK very complicated- visa process is necessary, and it is very complicated.
- Because of the visa process you need to keep the salary on certain level to obtain it.



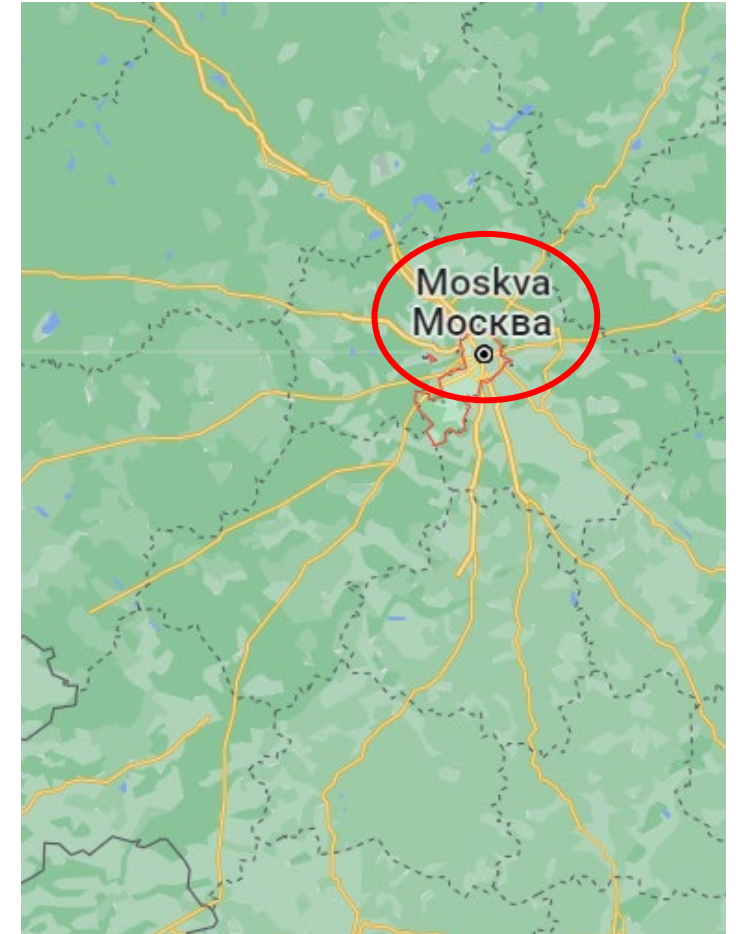
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European labour market

Lasvit has offices in London, Paris and Moscow

➤ Moscow

- Specific market, because standard social networks do not work in the way we are used to (LinkedIn is blocked for some activities), our only and biggest source for recruitment was the Russian server *hh.ru*.
- Due to the current situation, we have stopped all recruitment activities and have only one employee in Moscow to process the projects outside Russia.



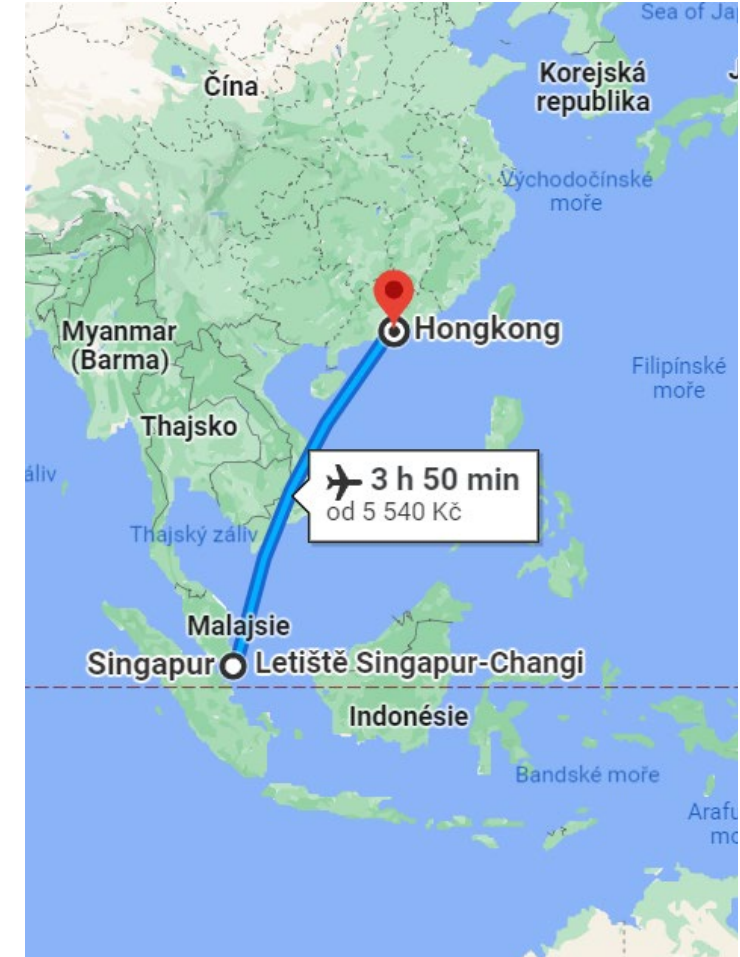
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Asian labour market

Lasvit has offices in Dubai, Singapore, Hong Kong and Shanghai

➤ Hong Kong & Singapur

- The labor market is similar to the European one, mainly thanks to the large representation of foreign companies and expats.
- Advertising via LinkedIn works very well, and we also use the services of employment agencies that specialize in finding work for expats and/or local workers with excellent English.

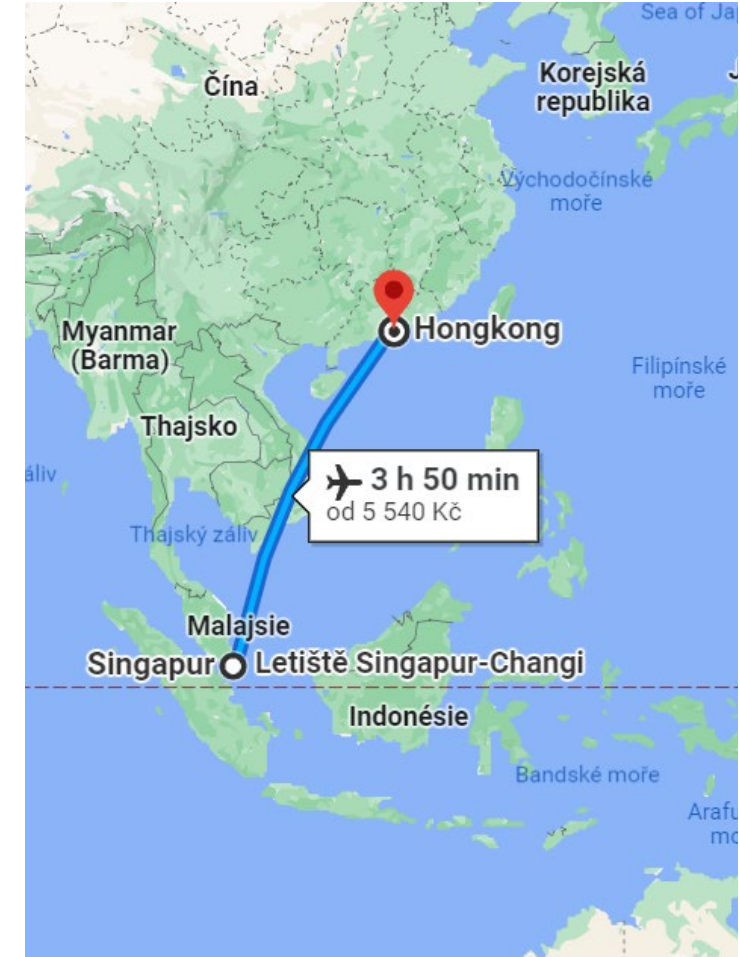


Asian labour market

Lasvit has offices in Dubai, Singapore, Hong Kong and Shanghai

➤ Hong Kong & Singapur

- Working with agencies can be very helpful, they can provide you precious data (salary ranges, benefits, etc.)
- Sending our Czech employees, who are willing to move abroad for a few years, has also worked well for us. Unfortunately, Covid has made employment and business in general very complicated, the visa process is now necessary.



Asian labour market

Lasvit has offices in Dubai, Singapore, Hong Kong and Shanghai

➤ Shanghai (Manufacturing plant, HR Manager)

- Specific market, because standard social networks do not work, overall, the employee culture and work habits there are completely different.
- The labor market is very unstable, and a minimum of local candidates are able to communicate effectively in English.
- When recruiting for job positions, we use cooperation with our local HR manager and, the services of employment agencies (Manpower, Page Personnel, etc...)

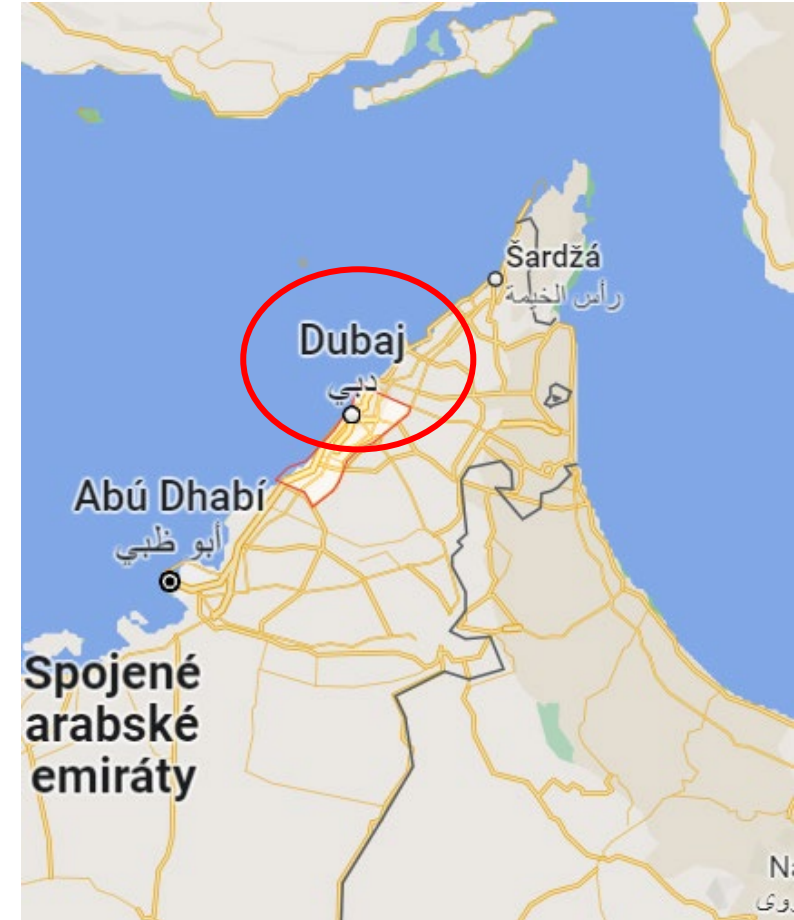


Asian labour market

Lasvit has offices in Dubai, Singapore, Hong Kong and Shanghai

➤ Dubai

- The labor market is similar to the European one, mainly thanks to the large representation of foreign companies and expats.
- It is therefore possible to use job portals and social networks (linkedin is very successful).
- Very low taxes are a big attraction for foreign workers. We use local applicants as well as our Czech employees that stay there for several years.

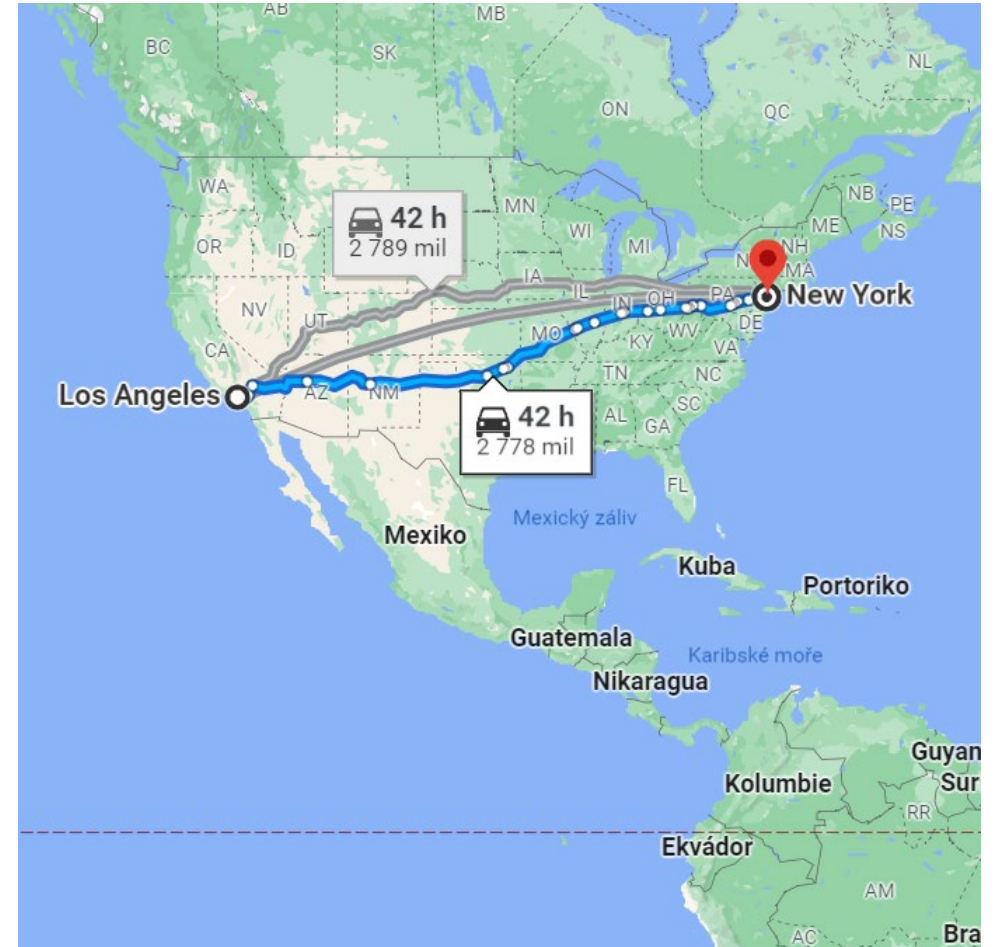


American labour market

Lasvit has office in Los Angeles and Showroom in New York

➤ USA

- The labor market is mature and stable, similar rules apply to the recruitment of candidates as in Europe.
- Advertising via LinkedIn works well; however, what works well on this market and for our clients is to have Czech/Slovak representatives to present Czech traditional glass, therefore recruitment takes place through local recommendations or by sending a Czech employee to the States.



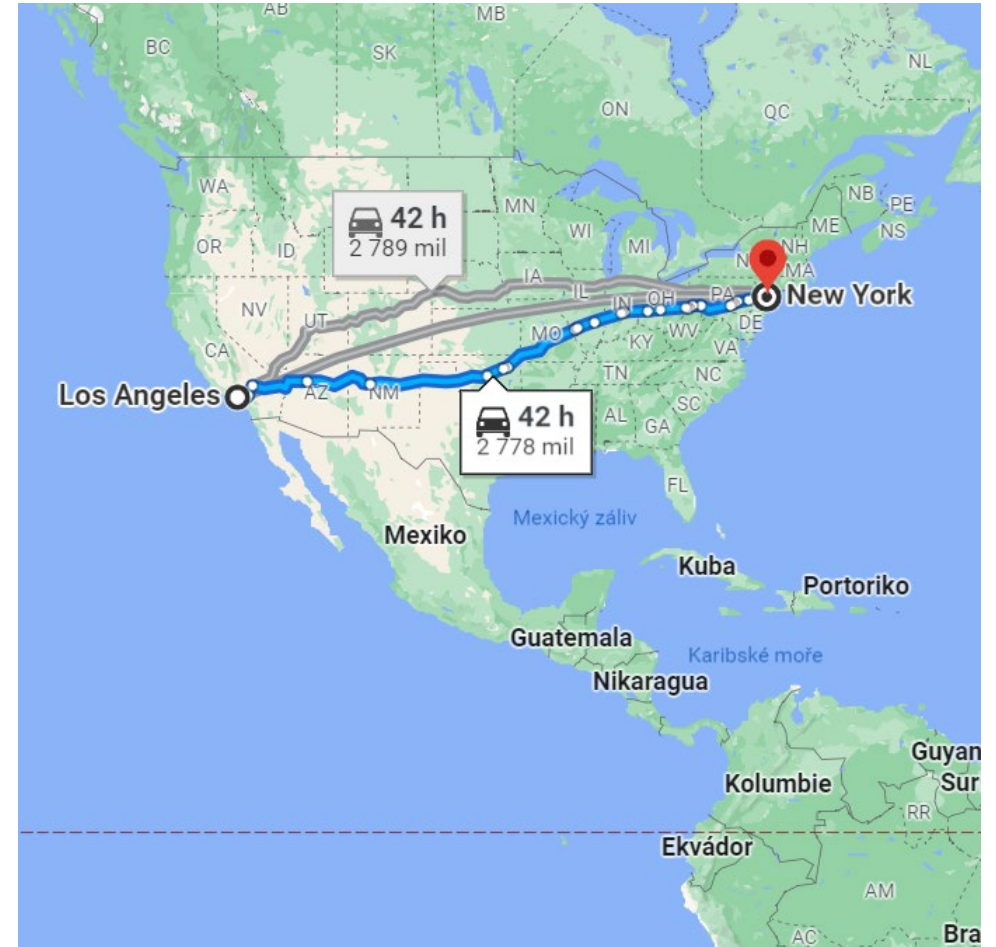
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American labour market

Lasvit has office in Los Angeles and Showroom in New York

➤ USA

- Visas are unfortunately a big complication. Applying for a work visa is a very expensive matter in terms of time and money, regardless of the fact that visas have a limited validity and must therefore be renewed regularly.
- On the other hand, the advantage is the universal language across the labor market - English



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BUSINESS
PRESENTATION

LASVIT

RECRUITMENT IN CZECH REPUBLIC

Czech labour market

Lasvit has offices in Nový Bor, Česká Lípa, Prague

➤ Headquarters in Nový Bor

- Administrative and technical positions.
- Important sources for recruiting candidates are career pages, the job portal **jobs.cz** and **LinkedIn**. Recommendations from our local employees also work well.
- One of the strongest employer's brands within design industry in Czech republic, attractive employer within the region of Northern Bohemia, employee value proposition is:
 - Great environment, relationships and people-oriented culture
 - Freedom, self-organisation
 - Possibilities to create a fantastic and beautiful products delivered worldwide to leave a footprint
- Employer's competition - automotive industry companies



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Czech labour market

Lasvit has offices in Nový Bor, Česká Lípa, Prague

➤ Showroom, offices in Prague

- The company's commercial headquarters in Prague: sales, marketing and design positions.
- The main source for recruiting candidates are **career sites**, and social networks- especially **LinkedIn**.
- Attractive employer for sales and design positions in Prague thanks to the cooperation with universities. Employee value proposition for sales is:
 - Extreme freedom and own responsibility
 - Huge space to self-actualisation, self-drive
 - Creative freedom and possibilities to cooperate with big design personalities worldwide for design
- Employer's competition - IT start-ups or corporations



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Czech labour market

Lasvit has offices in Nový Bor, Česká Lípa, Prague

➤ Manufacturing plant in Česká Lípa

- Administrative and manual positions.
- When selecting candidates, we primarily use **recommendations from employees, sharing advertisements via social networks, the job portal prace.cz, and we also cooperate with the registration of unemployed people.**
- Employee value proposition is:
 - Great environment, relationships, people-oriented culture and respect
- Employer's competition - automotive industry companies



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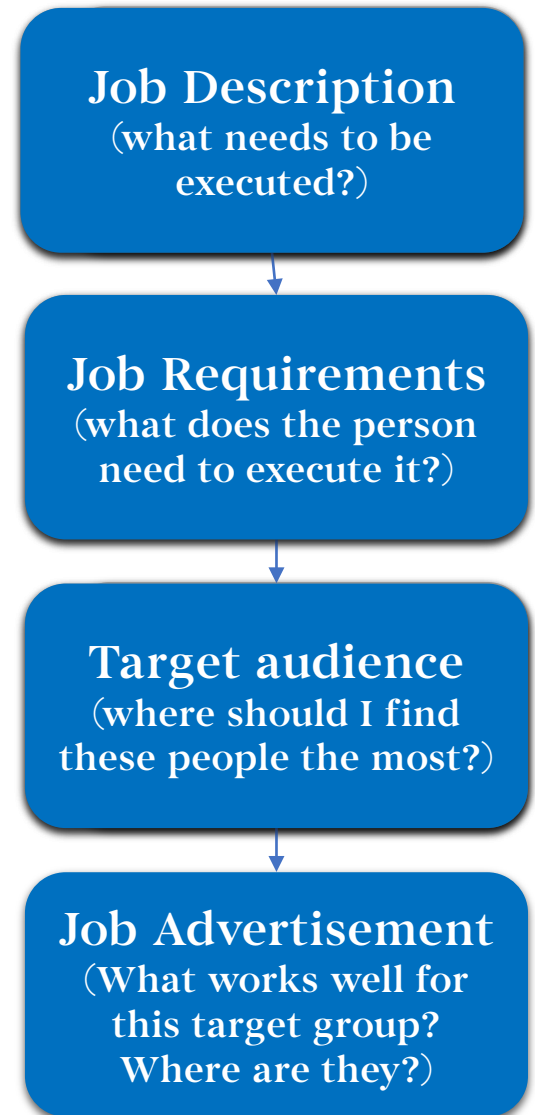
COMMON HIRING MISTAKES

When it comes to hiring, there are several common mistakes that organizations can make. These mistakes can lead to poor hiring decisions, increased turnover, and wasted resources. It can even cost you the loss of the whole teams.

1. Insufficient job analysis

- Failing to **analyze the requirements** of the job can result in hiring someone who is not the right fit for the role. It's important to clearly define the skills, qualifications, and experience needed for the position before starting the hiring process- Job Description.
- Don't use the same JD from previous hiring, always revise it.
- Think about who the **target group** is and then think about the advertisement, the search method, the tools and style you will use to find the right person.

In dating - you need to figure out what are you looking for. Only after that, you can start to look for the right partner.



2. Insufficient analysis of the market

- Always analyze the salary range, benefits and possibilities to find the qualified person.
- Study your competition at the area so you know what to offer to get the right person in.
- In case of international hiring local personnel agencies can be very helpful to advise you.

In dating- If you will be looking for a partner with certain qualities you need to have something you can offer that will make someone to decide to go for you.



What kind of benefit do you prefer the most? (put in the order: 1 - the most important one; 7 - the least important one):

1. friendly and inspirative company culture



2. working days 4 days/week



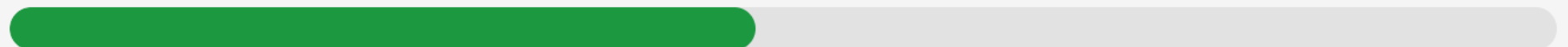
2. salary over market median



4. home office



5. extra vacation days



6. family benefits (kinderqarten, child friendly office...)

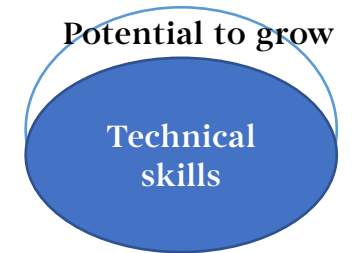
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3. Overemphasis on technical skills (CV)

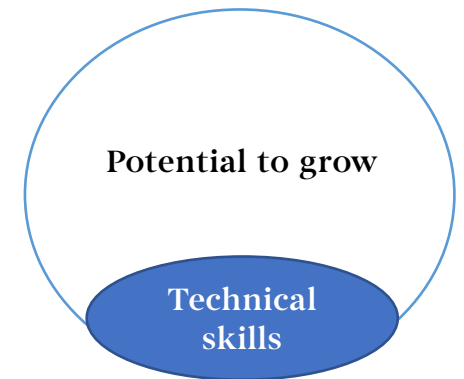
- While technical skills are important, focusing only on them can lead to neglecting other crucial factors such as attitude and potential for growth. It's essential to consider a candidate's overall suitability for the position, including their soft skills, interpersonal abilities, and alignment with company values.
- Even with specific technical positions- best technical skill doesn't have to mean the best choice of candidate.

In dating- If you are looking for someone who is a great cook, being the best cook doesn't mean being the best choice for life.

Candidate 1



Candidate 2



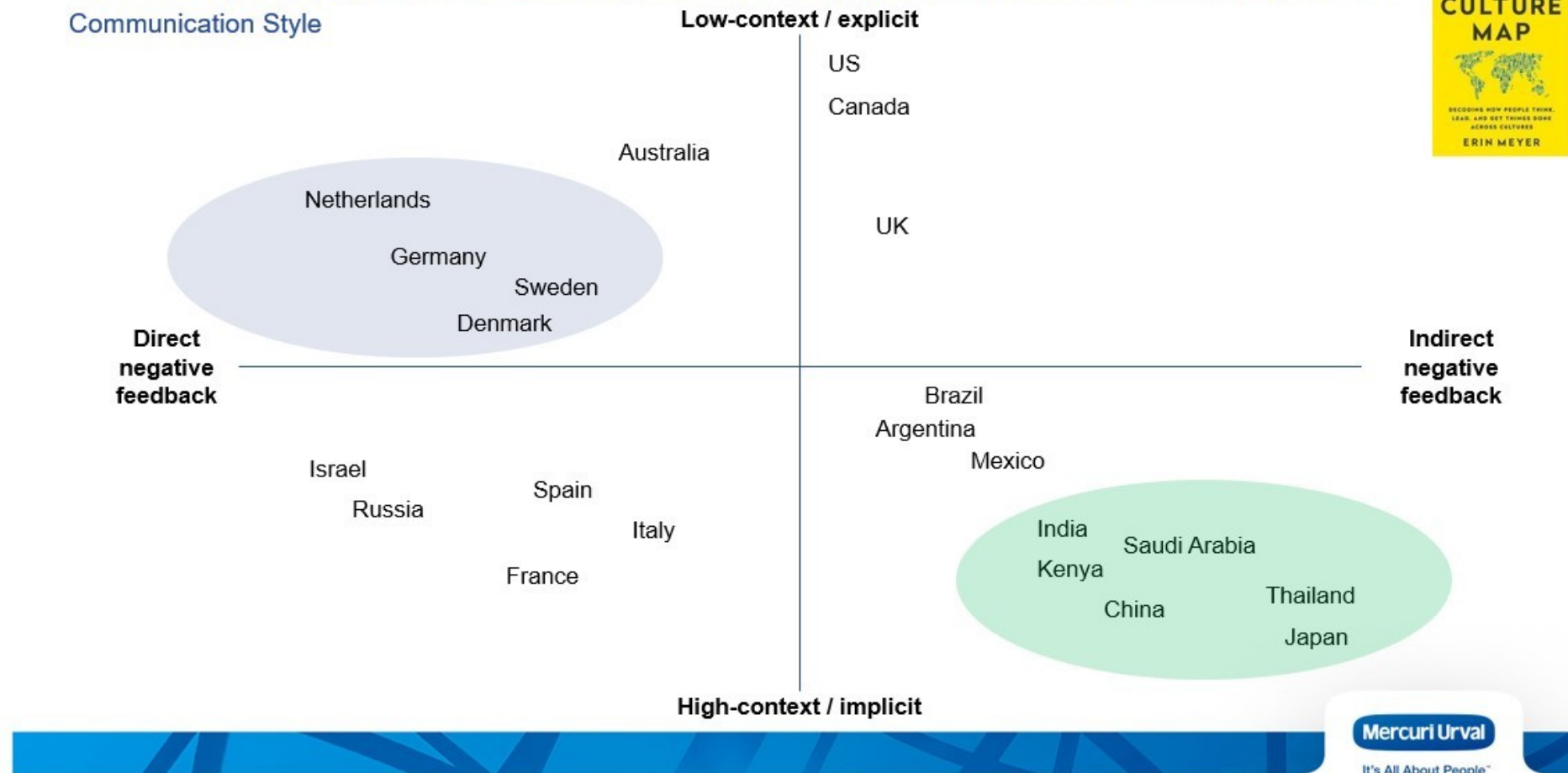
4. Ignoring cultural fit

- Hiring someone based on their skills and qualifications without considering their compatibility with the company culture (or local culture) can lead to dissatisfaction and difficulties integrating into the team.
- Assessing cultural fit during the hiring process can help ensure a harmonious work environment.
- Our company's culture is very open and informal, not everyone likes that attitude, and it can potentially lead into misunderstanding.

In dating- You can find the right one, but if your lives and attitudes will be so different, soon or later the misunderstandings will appear.

4. Ignoring cultural fit

Communicating (High vs. Low Context) and Evaluating (Direct vs. Indirect Feedback) Matrix



5. Not involving hiring manager (team members)

- Not involving relevant team members or managers in the hiring process can result in a mismatch between the candidate's skills and the needs of the team or organization.
- Collaborating with those who will work closely with the new hire can provide valuable insights and perspectives.
- Don't overwhelm the hiring manager with too much information and profiles. But always involve them actively.

In dating- The feeling when your mother choose you your future spouse without asking you :-D.

6. Bad candidate experience

- Lack of communication, Unprofessional or disrespectful treatment, Poor interview experience, Lengthy decision-making process, Lack of feedback
- Work well with the rejected candidates as well- send them thank you notes or little gifts if they had some assignment during the process.
- Candidates who have a negative experience are more likely to decline an offer, or share their negative experience with others, which can damage the company's reputation and make it more challenging to attract top talent in the future.
- Always tell them correct feedback.

In dating- You never know when or where are you going to meet the person again.

*THANK YOU AND GOOD LUCK WITH
CANDIDATE EXPERIENCE*

LASVIT

human
resources

[h-r] *noun*

(n.) the unofficial
lawyer, psychologist,
event planner, teacher,
peace maker, career
planner, and detective.

SOCIAL NETWORKS

Web site: <http://lasvit.com/>

LASVIT Foundation: <http://lasvitfoundation.com/>

Facebook: <https://www.facebook.com/LASVITDESIGN>

YouTube: <https://www.youtube.com/user/LASVITCOM>

Twitter: <https://twitter.com/lasvitdesign>

Pinterest: <https://cz.pinterest.com/lasvit/>

Instagram: <https://instagram.com/lasvitdesign/>