



flashbay



Special Edition

Happy Anniversary!
Celebrating staff tenure

Lights! Camera! Action!
Flashbay shoot their first ever recruitment film

Office Update:
Flashbay Limited welcome a new office space

May's Machines
May's top Sales Performers

New Product Launch:
Say hello to The Pass

Meet Heather Decoudun:
Flashbay's Internal Recruiter & Talent Acquisition Specialist

MindTickle Goes Global
A slick new learning tool for Sales





STEVE'S WELCOME: AN INTRODUCTION TO ISSUE TWELVE

Hi Flashbay Global Team,

Welcome to the June edition of Baywatch. This month's edition marks our one year anniversary since the publication began. As always, we have plenty of exciting news from across our Flashbay entities as we approach the summer months (or winter in Australia).

Across the business, we have been busy working on a number of HR and people-related initiatives. These include the filming of a recruitment video, an office expansion for Flashbay UK, and perhaps most importantly, the launch of MindTickle. MindTickle is a digital Sales on-boarding and training tool that will be used to train new and existing employees on our Flashbay sales standards and company culture. The programme has now been rolled out to all of our entities and is being used successfully in all markets.

Assembling 15 years of sales experience and knowledge across 5 countries into a single and easy to understand format was not a simple task, therefore a big well done to the Global Sales Performance Team for executing this important project.

I am confident the investment in these initiatives will continue to make Flashbay a great company to work at, and a great company to do business with.

Steve Webster
CEO

OUR MAIN NEWS

Flashbay Film! 3

Flashbay UK get behind & in front of the camera

Product Launches for May 3

The launch of The Pass

MindTickle Launch! 4.5

GSP Team launch new learning tool for Sales staff

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A new office for our growing company

May's Machines 6

Top Sales Performer's for this month

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Recruitment & Talent Acquisition Specialist

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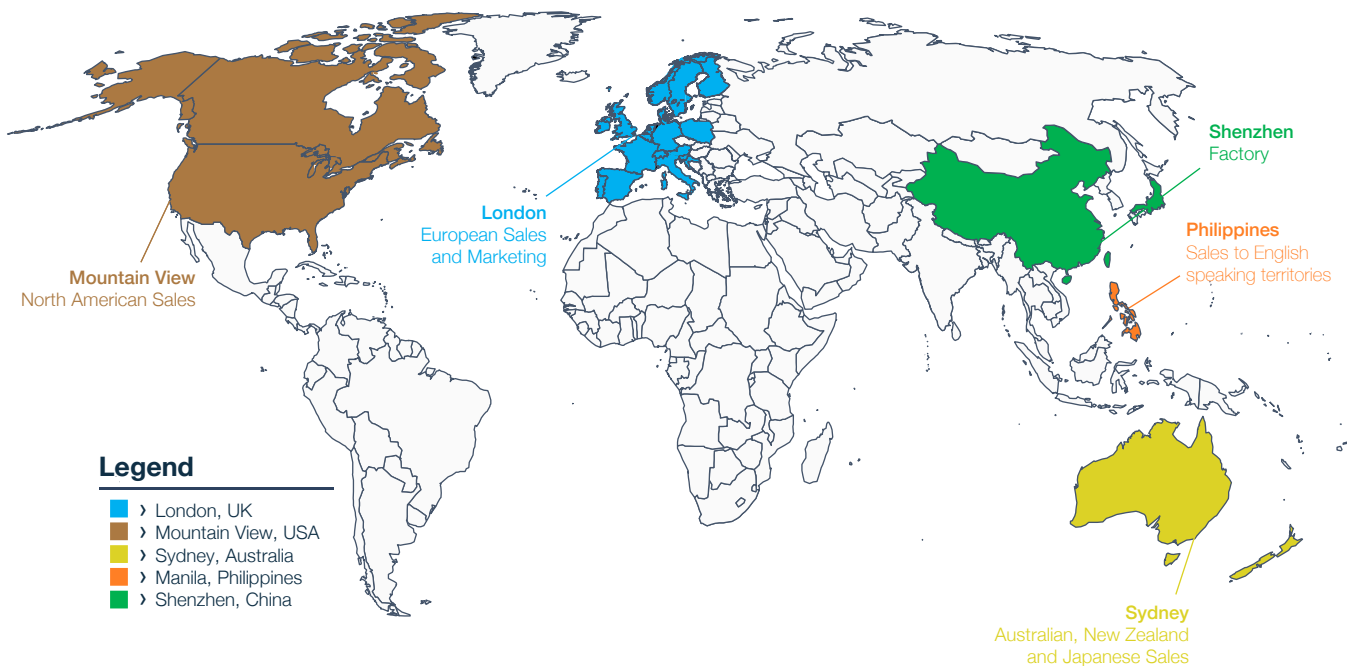
Acknowledging Flashbay staff with 5+ years service



Meet our Cover Star!

Thor Wulff is a Senior Sales Account Manager from Denmark. He has been with Flashbay for 7 years and has been an instrumental driving force in our Scandinavian market. Go Thor!

FLASHBAY GLOBAL MAP



The Flashbay Global Map shows our offices around the world, highlighting our truly global footprint.

For ease of reference, our articles in Baywatch are colour-coded by geography, as indicated by the legend in this map. We hope you enjoy this issue!

Recruitment Movie: Flashbay employees star in first ever Flashbay film

LONDON | UNITED KINGDOM

Shooting in our warehouse



May was a fun month for Flashbay LTD, which saw many employees involved in our first ever recruitment movie. Working with Two Fresh Productions, 70 employees across all departments helped make a one minute video on what it's like to work at Flashbay.

This video will be shown on our careers site, our Glassdoor profile and at recruitment events.



CEO in hair & makeup

The film crew were very complimentary of our staff at Flashbay, and were impressed at the enthusiasm, professionalism and fun environment that was maintained throughout the day. This is exactly the type of message we want to present on screen to attract the best talent across the globe!



Watching live scenes



Shooting the Element

A huge thank you to all of our wonderful actors, and a special mention to Nick, Sylwia and Carla who had to film in the 32C heat for our outdoor scenes! We are very excited for everyone to watch the finished product once the final edits have been completed.

We will keep you posted on when the film will be ready to watch!

Lights! Camera! Action!



Nick posing with the Mambo

New Product Launch: THE PASS

SHENZHEN | CHINA



May saw the launch of our funky Pass Smartphone Wallet!

The Pass features a large branding area to showcase a logo, slogan, website address and more.

The elastic sleeve can securely store notes and cards, and the unique kickstand is great for when you want to watch something on your smartphone. The Pass can be easily secured to all the major smartphone models via the adhesive backing.

Made from high quality flexible silicon and available in 8 bold colours.

MindTickle: Flashbay launches global Sales Learning platform for employee on-boarding

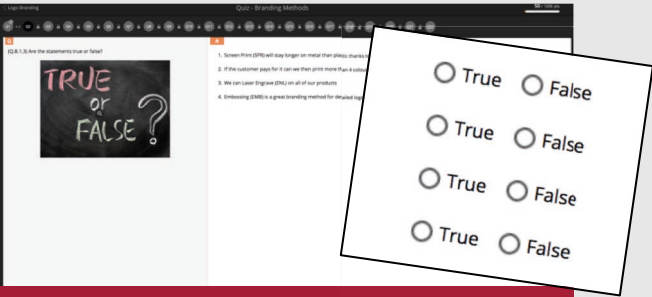
LONDON

MOUNTAIN VIEW

MANILLA

SYDNEY

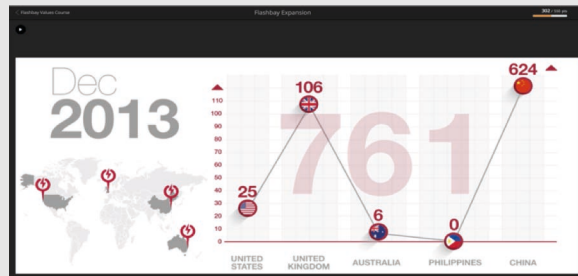
SHENZHEN



Quizzes & Assessments

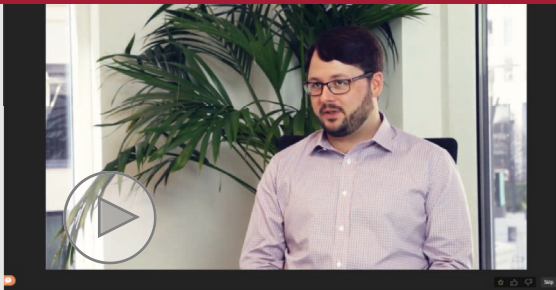
Flashbay are delighted to announce the global launch of MindTickle, a sales learning platform for new and existing staff. The tool was launched last month by the Global Sales Performance team, and will be used to replace traditional on-boarding and training methods that were resource and time-intensive. The content is based upon Flashbay's previous training principles, however it is more comprehensive, more engaging, and more fun!

New employees are asked to take the MindTickle training over a period of 2 weeks, the tool covering all of the Sales Standards and requirements needed to become a successful Sales Account Manager at Flashbay. Alongside product and manufacturing content, there are additional modules based on the values and culture at Flashbay too, so that employees can truly get a feel for what our company stands for.



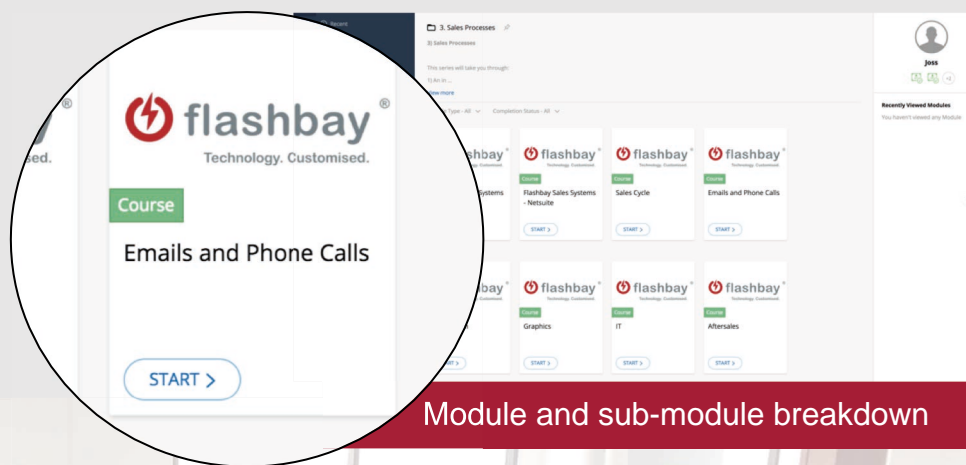
Interactive learning, engaging content

Videos of Department Heads



MindTickle has allowed Flashbay to transfer its experience and knowledge across geographies, ensuring that the same principles and training are applied across all Flashbay offices and departments. Customers can be assured that if they place an order in Germany, Poland or Australia that they will receive the same high standards, product knowledge and customer service that they would in London, California or Australia.

The project has brought all of our global offices closer together. It has allowed us to learn from each other and bring about improvements based on practices that have worked in other offices. The content was developed by numerous departments across the business – a true collaborative effort!



Module and sub-module breakdown



Factory manufacturing videos

The home page shows your profile, scores and badges, alongside outstanding modules

It's amazing to see how our growing portfolio of products are made everyday by our skilled workers in China!

MindTickle: Flashbay launches global Sales Learning platform for employee on-boarding

LONDON

MOUNTAIN VIEW

MANILLA

SYDNEY

SHENZHEN



What Flashbay employees are saying about MindTickle...

"MindTickle has brought all of our global offices closer together. Based on the feedback from longer term SAM's and new starters we've been able to learn from each other and make improvements based on what has been working in other offices" **Therese, Head of Global Sales Performance, UK**



"The tool reduces on-boarding time significantly, and increases the chances of new Sales Account Managers selling much earlier and much better than more traditional training methods." **Joss Hancock, GSP Analyst, UK**



Richard Lam, AUS, got 99% in the FSE!

"Having had the opportunity to study the material in MindTickle and completing FSE, I felt I have a much better understanding of processes and how we work together as a team across the factory and all departments." **Thor, Senior Sales Account Manager, DK**



"From an HR perspective MindTickle is a great tool to help us understand the type of global talent and skills we need to attract and hire for a successful career at Flashbay" **Marie McLaughlin, HR Manager, UK**



"Even a old timer like me who has been here for years can learn a thing or 2!" **Christian, Team Leader, DE, NE, PL**



Hard at work

"I find it very helpful especially if you are a new starter for the company, for module 1 which focuses on Values it is important to know the core values of the company together with the organisational chart leaders" **Rick, Sales Account Manager, PH**



"MindTickle has been a great addition to our already successful onboarding programme - ensuring all SAM's, globally, experience the best possible start to life at Flashbay" **Scott, Team Leader, UK, PH**



Office Expansion: London get a new office space

LONDON | UNITED KINGDOM



Picking up pizzas in the Editors car!

Flashbay UK have purchased a new office space at the Fountain Centre to accommodate a growing headcount at Flashbay HQ. Adding this additional unit to our existing occupancy means that Flashbay employees now have the entire building to themselves.



New Office Space

And what better way to celebrate than to have a pizza party!

The Fountain Centre will be undergoing some minor renovations in the upcoming months, meaning more space for our staff, and sole occupancy of the corridors and main entrance.

The celebratory party saw colleagues within Flashbay UK have a few drinks, some food, and even some music and dancing towards the end of the evening!

...If only we could change the building name to 'the Flashbay Centre!' Many thanks to the HR Team for organizing a fun evening!

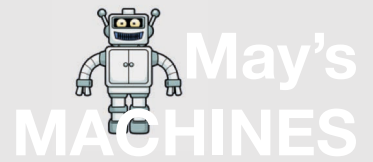


Party time!



Pizza for everyone!

Employees celebrating with drinks and balloons!



most: TOTAL PROFIT

JILL KAVANAGH

United States

£110,732

most: TOTAL PROFIT (probationer)

SCHAHIN AHMADZAI

Germany

£30,055

most: NEW BUSINESS PROFIT

ARISA KUSAKAI

Japan

£18,372

most: NEW BUSINESS PROFIT (probationer)

MAXENCE JUTEL

France

£11,788

most: 5-STAR REVIEWS

JOSE MARIA NAVARRETE

Spain

30

most: 5-STAR REVIEWS (probationer)

MAXENCE JUTEL

France

22

CEO Steve visits Manila for a day!

MANILLA | PHILIPPINES



Steve made a surprise visit to the Manila office as part of his trip to Australia, Hong Kong and China. This was Steve's first time meeting the PH teams since the office first opened almost 2 years ago. It's great to see how the office has expanded since then, with new and now more experienced staff working together to continue making the Flashbay PH office a great success!

Introducing: Heather Decoudun

Flashbay's Internal Recruiter & Talent Acquisition Specialist

LONDON | UNITED KINGDOM



Heather joined our Flashbay UK HR Department as a Recruiter & Talent Acquisition specialist in December 2017.

Originally from France, she moved to Newcastle, England for university and upon graduating moved to London.

Heather has experience working for a recruitment agency that Flashbay used to use when hiring for our UK office. Her language skills and experience in hiring multi-lingual talent have proven to be very valuable amongst our European hires!

What does an 'Internal Recruiter & Talent Acquisition Specialist' do?

My role consists of finding talent based on the hiring goals of the company. I review CV's, I screen people, arrange interviews and manage the expectations of the candidates and our business. I review our live vacancies across our digital channels (job boards, LinkedIn, our Careers site etc) and make sure that the best applicants for our vacancies are invited to interview.

What does a typical day for you look like?

Recruitment is quite seasonal so my workload can be dictated by the time of year. Some days I can spend several hours on the phone to people! I often have to answer questions about London life, where is good to live, how the housing rental market works, what there is to do on weekends as a young person...where to go for brunch! What makes Flashbay interesting is that often the candidates we source are still living abroad and therefore you are not just advertising a role but you are advertising a completely new life in London. Often people can be intimidated or nervous so you have to reassure them and give them the best advice you can in order to help them decide on the role we are offering them.

What has been your best memory at Flashbay to date?

The odd gatherings at the local Waterside pub on a Friday night! It's really nice to meet so many people of different nationalities, and learn about different people's backgrounds, especially the people I have helped hire! We are a really sociable company, and the diversity makes social events really fun.

Tell us a cool fact that most people at Flashbay will not know about you...

Despite spending my life in France, after 4 years at university in Newcastle I ended up speaking with a strong local Geordie accent. Everybody told me that I sounded like Cheryl Cole from the band Girls Aloud!

Many thanks to Heather for taking the time to talk to us!

Suggestions and Questions

If you have any suggestions for future editions of our Baywatch newsletter, or should you have any questions on this issue, please email: newsroom@flashbay.com

We are always excited to hear your thoughts!

FLASHBAY ANNIVERSARIES

In this regular section we recognise and give thanks to our Flashbay employees all around the world who have celebrated five years or more service to Flashbay in the past month:

Brent Mackender: 8 years
(Sales Manager, AUS)

Li, Jin: 8 years
(Screen Printing Worker, CN)

Ke, Kui: 8 years
(Painting Supervisor, CN)

Huang, Hui: 7 years
(Deputy General Manager, CN)

Rottgar Schmidt: 7 years
(Senior Sales Account Manager, DE)

Rob Wolfs: 6 years
(Group Leader, NE)

Li, Lifang: 6 years
(Production Worker, CN)

Wang, Qifei: 6 years
(Screen Printing Worker, CN)

Zhao, Qingyun: 6 years
(Screen Printing Worker, CN)

Lin, Honghua: 6 years
(Warehouse Clerk, CN)

Li, Feiba: 6 years
(Screen Printing Worker, CN)

Ou, Husheng: 6 years
(Stencil Worker, CN)

Lv, Neng: 5 years
(Plastics Technician, CN)

Liu, Cunjun: 5 years
(WH Supervisor, CN)

Liu, Xiujuan: 5 years
(Production Worker, CN)



Next Months
edition:

Flashbay Factory get new uniforms
Flashbay recruitment film premiere
Launch of the Aqua

**Who will be our next
cover star?**