

Splash

What's the latest update?



Dear all,

Global Rollout

Since [our last update](#), I am happy to confirm that Splash has been rolled out in all countries across the Colart Group.

Whilst this is good news, we recognise that the rollout to **our people** is not 100% complete as only people with Colart email addresses can personally access the system. Those without email addresses at this stage are typically our people working in the front line in our manufacturing and distribution sites.

We have a plan to change this situation and with the support of our Technology team, we are to give *everyone* in Colart an email address. This way, everyone will be able to access the system from their smart phones as a minimum.

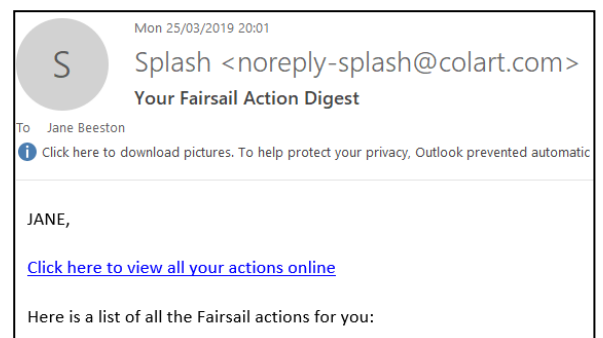
In terms of timing, we will start supplying email addresses to our US colleagues who are currently without one from July. Then we will work through the rest of the business after this date.

Issues resolved

In our last update, we talked about how the implementation had not been completely smooth with a number of bugs affecting the Splash functions. Of course, this is natural for any system implementation, but it does not remove the frustration experienced by some of you. Your help in identifying these bugs and your patience in resolving these challenges has really been appreciated.... we are nearly there!

We believe that the majority of issues have now been resolved and we are working with the DACH team to finally remove the problems they have experienced with holiday recording/booking.

One issue that seems to crop up every now and again is when you are reminded of an action that has already been completed (this comes to you in an automatic email labelled *Fairsail Action Digest*). If you receive such an email and you know you have already completed the task, please let us know via splash@colart.co.uk. We review this email address regularly and will respond to any question you raise.



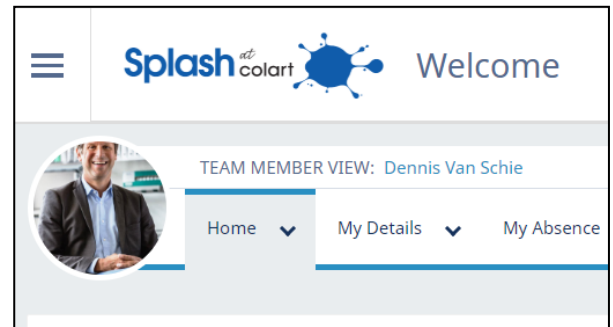
Other matters we are still working on

One of the main benefits of Splash for the People team is the ability to do analytics – but to do this, we must be sure that the information is both up to date and accurate.

We have therefore been spending a lot of time cleaning the data so that the employment data is correct for everybody, with a focus on Reporting line; Business Area & Unit; Function; Team and Leadership level.

Please help us to make sure that your fields are up to date with information – not least your photo. It is so much better when we are able to put faces to names! Do follow Dennis' lead by adding your photo – to make the change go to:

- **My Details** tab
 - **Work Details** tab
 - **Edit**



Making full use of the system

As previously mentioned, now that the majority of issues had been resolved we are starting work on enhancing the system:

Our first planned step is the addition of the **Recruit module** – Gareth Meredith, our Talent Acquisition Manager, is leading this project and it will be accessible to hiring managers via a new tab on the home page of Splash. This will see the introduction of an automated requisition approval process; moving away from the existing paper-based form. Hiring managers will have full visibility and will be able to track where their requisition is at in the approval process.

From a candidate experience perspective, the recruit module provides us with a fully functional 'applicant tracking system' (ATS), allowing faster processing of applications, personalised correspondence to applicants and importantly, full visibility to hiring managers of applicants against a specific job throughout the recruitment process. Finally, the recruit module will seamlessly transition a new employee across to Splash (currently manually set-up), triggering those all-important new starter emails and making that person feel like part of the Colart family from Day One!

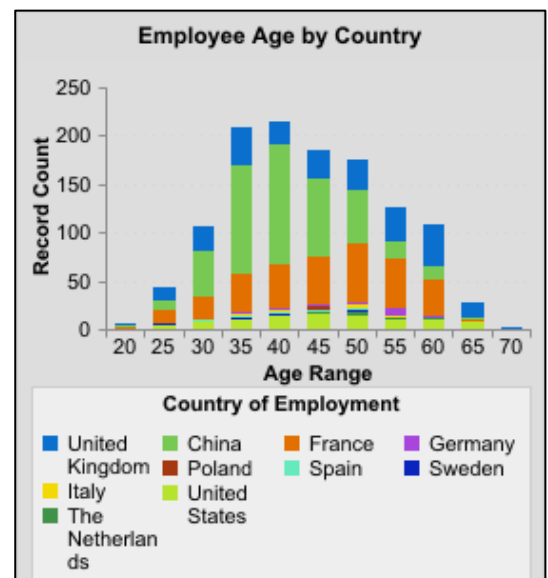
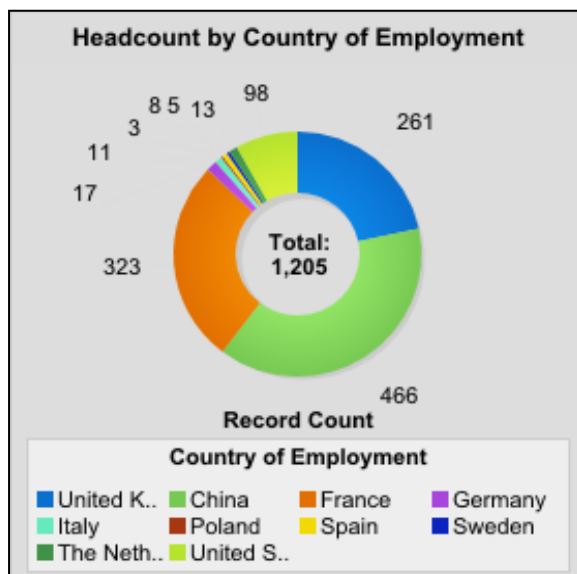
We anticipate back-end functionality to be available in May with hiring manager access throughout May and June. We'll be providing updates and e-Learning sessions as we launch.

Our second planned step is to create a **Wellbeing** area where everyone will be able to see, amongst other things, the calendar of wellbeing activities planned for every local business unit. In addition, this summer, we will also distribute an anonymous wellbeing questionnaire to collect your views and prepare the 2020 plan.

Our plan to introduce a **Learning Management System** (a module to help us really bring the Colart Academy to life in an interactive way) has however been delayed though I can confirm that a simpler learning platform linked to our Intranet created by the Digital team will be launched soon!

We mentioned analytics earlier in this update and through Splash, we have been able to create dashboards for the Group (for the GLT) and each Business Unit (for the local leadership team).

If you would like to know more, please do not hesitate to contact your local People team.



One of the areas that we track in these dashboards is the 'high fives'. Remember? This is where Splash gives you the opportunity to recognise the work of your colleagues.

We know through speaking to people that recognition is really valued and something that Colart needs to improve. We have also received great feedback on this tool so please make sure you check out high fives and use the functionality going forward.

The chart on the right shows the frequency of high fives by business area and business unit – well done to the Digital/Technology teams for the highest number received this quarter!

Thank you for your support!

Regards,



Jane Beeston
Chief People Officer

