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NEXT STEP

THE BOOMERANG EFFECT

Re-hiring former employees, commonly known as 'boomerang candidates', is a rising global trend, particularly in industries with extremely specialised workforces. Welcoming back former employees can be a smart move, and may be the answer to filling managerial positions during tightening of the skills shortage, but only under the right circumstances.

Re-hiring boomerang candidates has both realistic benefits as well as drawbacks for your organisation. We'll take a look at why you should consider hiring boomerang candidates and what you need to do to ensure a positive outcome.

PROS

Faster and cheaper recruitment

It is not necessary to go through an intermediary anymore—you can quickly verify employment history, and above all, the time needed for employee integration is greatly reduced for boomerang candidates.

New outlook

Time may not actually heal all wounds, but it may enable both the employer and employee to break free from a negative situation and learn from past mistakes. Even if the separation ended on a positive note, time away from each other gives the former employee a chance to pursue other interests and skills that may benefit not only them, but also their employer, once he or she returns.

Good understanding

Former employees already have a good understanding of your company, business operations, and most importantly, your culture. Hiring and training new employees can be time-consuming and costly. In case of boomerang candidates, they can pick up right where they left off—whether they're coming back to the same position or a new one. Therefore, a quick refresher training may be applied instead of a complete training overhaul.

Less risk

There is less of a risk that the re-hiring will not go well because you already have an idea of that person as an employee. You are acquainted with their personality and work ethic. You can expect a certain level of competency and productivity from them.

Competitive intelligence

They can provide competitive intelligence, new ideas, and a fresh perspective from their previous firms.



ILLUSTRATION: AMIYA HALDER

Valuable feedback

After a reasonable period of time, during which both employer and employee digest the separation, companies may ask the employees who had resigned the reason as to why they left. These employees can then speak freely about the reasons of their departure, and therefore, point out areas for improvement in the organisation.

CONS

Unresolved issues

There may be unresolved issues that contrib-

uted to their leaving in the first place. Those issues could prove to be important, especially if you are considering a long-term working relationship with them. Therefore, before offering the job, you need to resolve such issues first.

Employee reaction

Existing employees may get jealous or even become resentful when boomerang employees return with significantly higher pay or job level than similar individuals who remained with the firm.

Changed boomerang employee

A long period away from your company could result in the boomerang employee to be negatively changed. In that case, you may need to thoroughly re-assess the applicant as well as your decision before any job offer is made. This is important because if the employee has changed, he or she may also become disenchanted right after they return to your company and no longer be a good fit.

ACQUIRING TOP PERFORMERS

Companies that are actively re-hiring former

star employees have put into place programmes to re-hire worthy candidates. Here are their best practices:

Keeping in touch

By maintaining relations with employees who have left a good impression on your company, you widen your pool of potential candidates. You may be sad to see your best employees go, but keeping them close can help boost your company's workforce in the future. Some companies add former workers' names to mailing lists and send them annual reports, employee newsletters, job listings, and other news. Also, consider inviting former workers to the office for department picnics or holiday parties.

Upbeat exit interview

Managers should candidly express their sadness and disappointment about seeing the worker leave and emphasise that the worker would be welcomed back at any time.

Exit questionnaire

Send the questionnaire to the departed employee two weeks after he or she starts the new job. Experts say this is when doubts begin to rise that the new job and employer may not be as promising as imagined.

Part-time work

If the worker is leaving for retirement or self-employment reasons, offer part-time work. Many veteran workers cutting back their schedules or starting their own businesses will welcome such arrangements.

Hiring boomerang candidates can be a great way to acquire top talent. But the decision to take back a former employee should be considered carefully. Regardless of the candidate, you need to make sure they are a good fit for your current culture and organisational needs and not those of the past.

MANJUR AHMED

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GP Accelerator receives Batch 4 as Batch 3 departs

Grameenphone Accelerator (GPA) held a combined event on August 10, 2017 at GP House for Batch 3's Demo Day in conjunction with the media launch for Batch 4.

Startups from Batch 3—JolPi, Microtech, and Bankcompare—have successfully completed their four-month journey with GP and showcased their businesses to investors. On the same platform, the programme also unveiled the five upcoming startups—AlterYouth, Foodtong, Avijatrik, MARS, and Amruddog.

With the aim of building a 100 percent-literate Bangladesh, Alteryouth has built a C2C scholarship platform where anyone can give scholarships directly to students in government primary schools. MARS is a specialised

weather advisory service provider that can help save lives and property for sustained economic growth by providing timely and precise research-dominant weather forecasts. Foodtong is like Uber for food, connecting homemade food sellers with buyers through an app and website, providing people access to affordable and hygienic food. Avijatrik is an online community-based tourism platform and curated marketplace that connects travelers with trained and experienced local hosts to experience the colourful culture of Bangladesh. Amruddog is an easy-to-use Android-based complete ERP solution for small and medium businesses to manage their purchase, sales, stock, VAT, accounts, and CRM.

GPA has been designed to support early-stage, home-grown tech startups. Startups are provided a curriculum-based mentorship by a host of international and local experts over the four-month programme. Selected startups received BDT 12 lakh in seed funding each, around USD 1000 worth of Amazon web service credit, and work space in GP House.

A number of investor exposures, relevant industry contacts, and professional help on things such as term sheets, valuation, or financial modelling are offered to speed up their marketing. Two of them will also be joining Digital Winners Asia by Telenor Group in September 2017 to try expanding their businesses to another country in Asia.

SPRING Accelerator opens applications for mid-sized social businesses

SPRING, a global accelerator funded by DFID, USAID, Nike Foundation, and Australian Aid, is taking applications for mid-sized, growth-oriented businesses from Bangladesh that aim to transform the lives of adolescent girls aged 10-19 with purposeful innovations, and scale and realise commercial potential.

Working across East Africa and South Asia, SPRING offers nine months of world-class technical expertise, including human-centred design boot camps, investment-readiness support, and mentorship.

At the press meet for the new batch, CEO of SPRING Ramona Liberoff said: "There is high market potential to provide improved products and services for girls in Bangladesh. Based on the foundational research we have done there are significant opportunities to increase access to mobile and digital services, safer transport, clean water, better education and more."

Two businesses from Bangladesh that have already been benefitted from SPRING Accelerator are Kallyani/iSocial and Drinkwell. Travelling by bicycle

with tablets and a product basket, Kallyanis provide rural communities with access to information, products, and services at the doorstep. Drinkwell has evolved from selling filtered water through retailers and self-managed spokespeople in rural areas to establishing contracts with Dhaka WASA to design, build, and operate filtration solutions at their 700 pumps in the city for a fixed monthly fee.

Interested businesses can apply at: www.springaccelerator.org/cohort-4-application/.

Making a DIFFERENCE

Bangladesh is rapidly moving towards middle income status by 2021. Our businesses definitely offer immense opportunities for the growing economy and this diversity needs a stage for the stories untold. See Bangladesh make its mark on the global map as Making a Difference brings you our proudest success stories from across the country.

YOU MAD, BRO?

How to resolve office conflicts in 5-6 steps



ILLUSTRATION: EHSANUR RAZA RONNY

You just shouted hurtful words at your co-worker. The other person may or may not have responded that you are Kanye West, without the money. Which is pretty hurtful. And now, neither of you will share the same gutless coffee from the canteen.

When you are working with someone for an extended period of time, conflict is bound to come up. What now?

1. Evaluate

Is it a minor issue, such as a co-worker picking his nose beside you? Or is it a major issue such as him picking his nose and throwing the excavated treasure at you? Were you friends just before the argument or is she one of those acquaintances you would gladly offer as sacrifice to the rain gods? Did the co-worker take credit for your work and lied? So many ways these can go. One requires administrative intervention while the other suffices from a personal apology.

2. Don't delay

Wait just long enough to cool

down. Usually, this is measured in single-digit hours. Hit the gym and hit the bag? But do it soon enough that you avoid the problem becoming a much bigger issue. Stressed out people always exaggerate and over-react.

3. Bring in a calm, helpful third wheel

This is tricky. Can you stay calm and discuss rationally? Or do any of you have a history of jumping to confusions and performing Jedi battles with the keyboard? The latter would require a calm-headed senior who the offending parties would be afraid to annoy.

4. Start with a formal communication

Start by sending a mail requesting you want to meet and discuss. Emphasise that what happened should not have and everyone needs to go back to the days past when the grass was green.

Wait, re-read the message. Send when you are satisfied it is as neutral-sounding as possible. Mails are good to have as they

allows you to think of your words. They also keep a record if accusations start flying of who did what. Some people unfortunately make up alternative facts like the hundreds of Marvel superhero spin-offs. Good for Marvel, bad for you.

5. Keep calm or shut up

Hear the other person. Take a pause and think of what you say. What you or the other person put into words has led to this in the first place.

6. Avoid gossip

Once all this is resolved, avoid discussing the matter with others. Explain if need be, but only on a need-to-know basis.

EHSANUR RAZA RONNY

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