



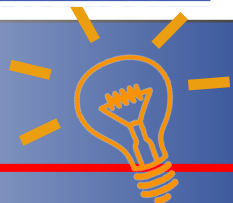
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IOORS new website domain

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Personalized job Alert
Modern Manager

Aug 2013



I-CONNECT

Quarterly Connecting Newsletter from IOORS

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Welcome to IOORS!

IOORS (International Onshore Offshore Recruitment Services) is a worldwide recruitment Agency located in Oud-Beijerland the Netherlands.
We specialize in the recruitment of highly skilled Supervisors and Managers (Engineers) for contract and permanent roles in the Oil and Gas Industry Onshore and Offshore, Petrochemical and Power Stations.

IOORS Referral Program 2013
Sharing is Caring
IOORS launched a Referral Program this February 2013. The basic idea is to give a small appreciation to anyone who can help IOORS expand its network and find potential candidates.
It is easy to join the program. Just visit our website and look through our job opportunities, contact your network and share the opportunities with them. If a member of your network is interested and applies for a job opportunity, and if he or she is selected and mobilized by our Client, then you will get an appreciation from IOORS in the form of a worthy special gift. Of course terms and conditions apply.
[Start sharing the opportunities to show that you care!](#)
Read the terms and conditions [here](#)

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Screenshot of IOORS' new website, www.ioors.com. More natural, more easy to use!

ioors.nl
We move!
forward!
ioors.com

New Global Domain for IOORS

Have you ever visited our website at www.ioors.nl? Then, from now on, you don't have to do that. However, obviously, you should visit **our new and more global website, www.ioors.com**.

New Website, Improved Lay out

Just like any aspect of our life, in a hind-sight, our old website needs improvements. One of the main improvement needed is the change of the domain. As an international recruitment company, working for multinational clients, and in worldwide projects, IOORS was supposed to have a global domain website. That's why we changed the main website to be ioors.com, and prepare the old ioors.nl to be for a specific Dutch market. We want to embrace all of you with the websites.

We strongly believe that the new website will make IOORS to be even stronger, and more efficient in its daily business operation. As a facts, there is almost 200% increase in the number of our website visitors for the last year since our first website upgrade. This is also related to our heavy involvement in social media, and the new initiative of personalized job alert (see p.2).

What does that mean?

That means more people know about IOORS, and part of them will register themselves in IOORS database. Making it easier and faster to get potential candidates for every client's personnel request.

With the new domain, we will also be able to reach more people from around

the world, as IOORS now has also been consulted for a prestigious projects outside Europe and africa region. For instance, Ubarana Beach Pull Project in Brazil and Prelude FLNG Project in Korea.

Easier to find job opportunities

The improvement of our website will also cover the job opportunities page. Now it includes filter and sort function to ease candidates to find a job matching his preferences. They can easily filter the open position list based on the location, type of assignment, and other criteria. They can sort the list as well for quick discovery.

All improvements for the benefits of all.

New job alert: Get the right job

Email probably has been one of the ultimate communication tools in recruitment industry. It gives you opportunity to distribute sets of information directly to all people at once.

This is the backbone of our new initiative, personalised new job alert. It is simply sending an alert to candidate's email address for every new personnel



In September 2013, IOORS will celebrate its 12th Anniversary. As a tradition, we will give loyalty appreciation for any freelancer who already stayed with us for 5 years in a row.

Currently, IOORS is preparing something special for our anniversary celebration. Stay tuned with us and find out more in our website: www.ioors.com for the latest news.

Enjoy the summer holiday!



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request we received from the client, making sure they know the job openings almost instantly.

One of the biggest advantages is number of people who can be reached at one time, spreading information about the new job vacancy. That will mean more people know about the vacancy.

Not all jobs for all people

Some jobs are irrelevant for some people, but it can be highly valued by the others. To help the candidates

getting the relevant job vacancy, we provide an options for them to select one or more job categories that they will be interested with. So, they will only receive the new job opportunity matching their preferences, not to spamming their inbox for inappropriate jobs.

More improvement to be done in the future. Stay tuned with IOORS developments.

5 Must-Have Qualities Of The Modern Manager

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We are living in a world that is continuously changing. The qualities and characteristics of the managers are changing as well together with the technology. The success of the past does not necessarily mean success for the future. This shift causes, shift in the way for achieving business success. This calls for Managers with outstanding qualities.

1. Recognize the values and needs of your employees

In the past Managers had more authority over their employees then in our current society. Now the managers have to compromise and find flexible ways to get the cooperation of the entire team.

Employees should be treated as the company's most valuable assets. The Modern manager should have the insight on how to meet up to the needs of the employees in order for them to successfully perform.

2. Understand technology

Technology has a great impact in our current society. From a managers perspective, it is important to understand the overall environment of technology and the impact it has. Managers with a good understanding of what is happening with technology will always be able to adapt and evolve ahead of the competition.

3. Lead as an example

Success does not only come from employees doing a good job. It also comes from managers with good leading skills. It used to be enough to have the title of a manager. The modern manager needs to be committed and lead as an example figure. Do they want the employees to work hard, then they too should demonstrate how hard they work

4. Embrace vulnerability

In the past, it was unacceptable for a manager to show weakness. However times have changed, and people have become accustomed to a more transparent life. Mistakes are accepted as normal and solvable. Being vulnerable isn't about being weak it's about being courageous; a key quality that every manager must have going forward.

5. Belief in sharing

In traditional management, managers would have access to all information required to make decisions. None of these information would be shared and employees would receive orders to execute. Today's manager cannot believe in hoarding information but in sharing information and collective intelligence. The manager now relies on his employees to help make decisions instead of isolating them from this process.

Taken from: <http://www.forbes.com/sites/jacobmorgan/2013/07/23/5-must-have-qualities-of-the-modern-manager/>
On: 26th of July 2013