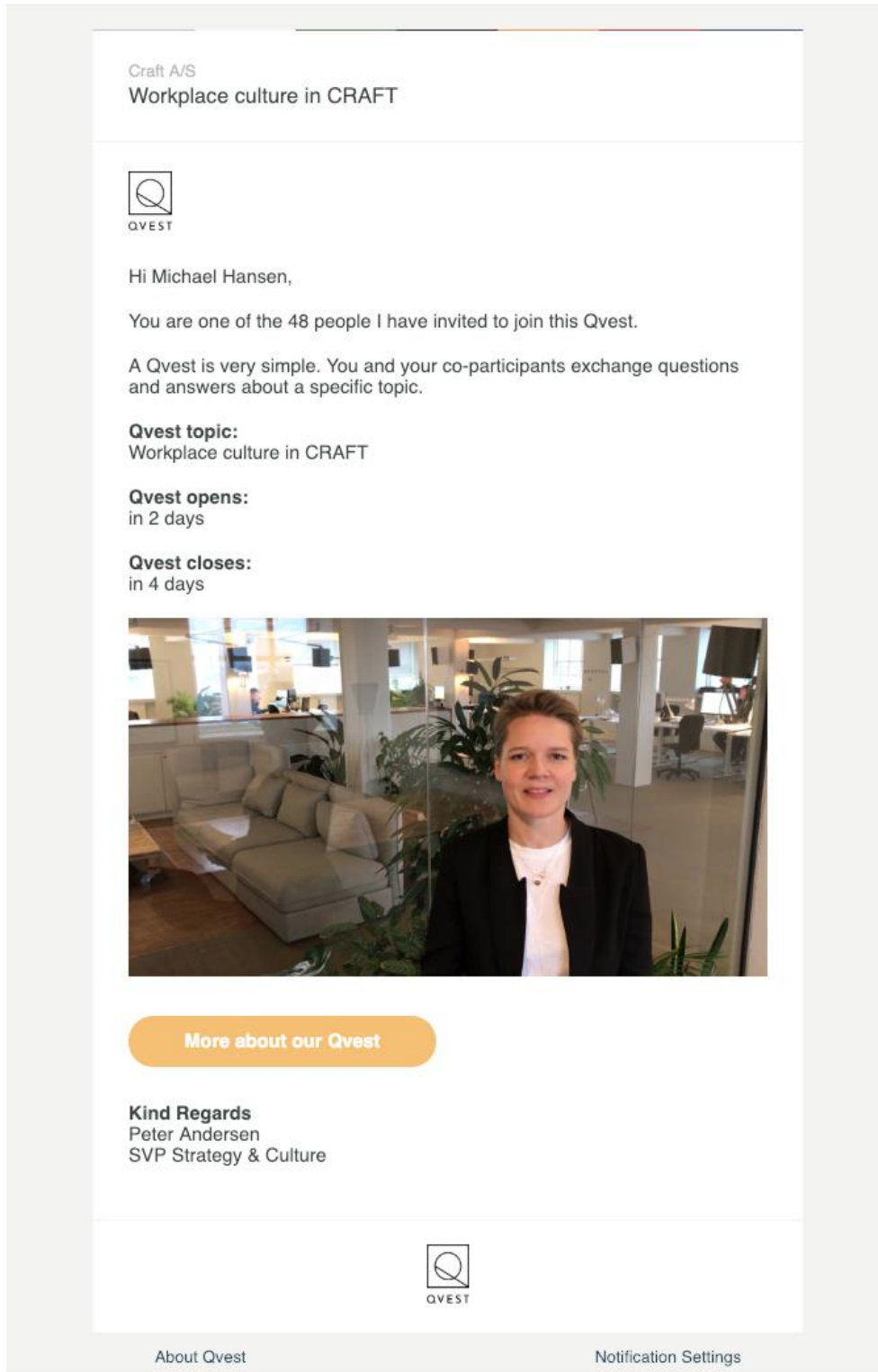



Screenshots of the participant flow

Email: Qvest invitation



Craft A/S
Workplace culture in CRAFT


QVEST

Hi Michael Hansen,


You are one of the 48 people I have invited to join this Qvest.

A Qvest is very simple. You and your co-participants exchange questions and answers about a specific topic.

Qvest topic:
Workplace culture in CRAFT


Qvest opens:
in 2 days

Qvest closes:
in 4 days



[More about our Qvest](#)

Kind Regards
Peter Andersen
SVP Strategy & Culture


QVEST

[About Qvest](#) [Notification Settings](#)

Qvest page



QVEST

Designing and developing our Global Support Services

Opens in 2 minutes



Purpose

We are moving ahead with our Global Support Services project, and would like to engage you in the journey. We are doing this

As you have probably heard or read the project team is maturing their thoughts and ideas on how our new Global Support Services

My activity



QVEST

Designing and developing our Global Support Services

Opens in 2 minutes

LINKED LINK AND FILE - [LINKED TO QVEST](#)

Process

01

When the Qvest opens, your task is to ask an opening question of one of your co-participants. Your opening question is important, because it shows what matters to you in relation to the topic.

02

If you receive a question from one of your co-participants, you must answer and ask a new question.

03

When the Qvest closes, you get access to the collective insight on the Qvest output page.

Participants

- Training
- HR Partners
- Leadership Team



Christian Thorso Pedersen

Training



Marie Mathiesen

Leadership Team



Niels Soholm

Training



Pia Lauritzen

HR Partners

4

Participants

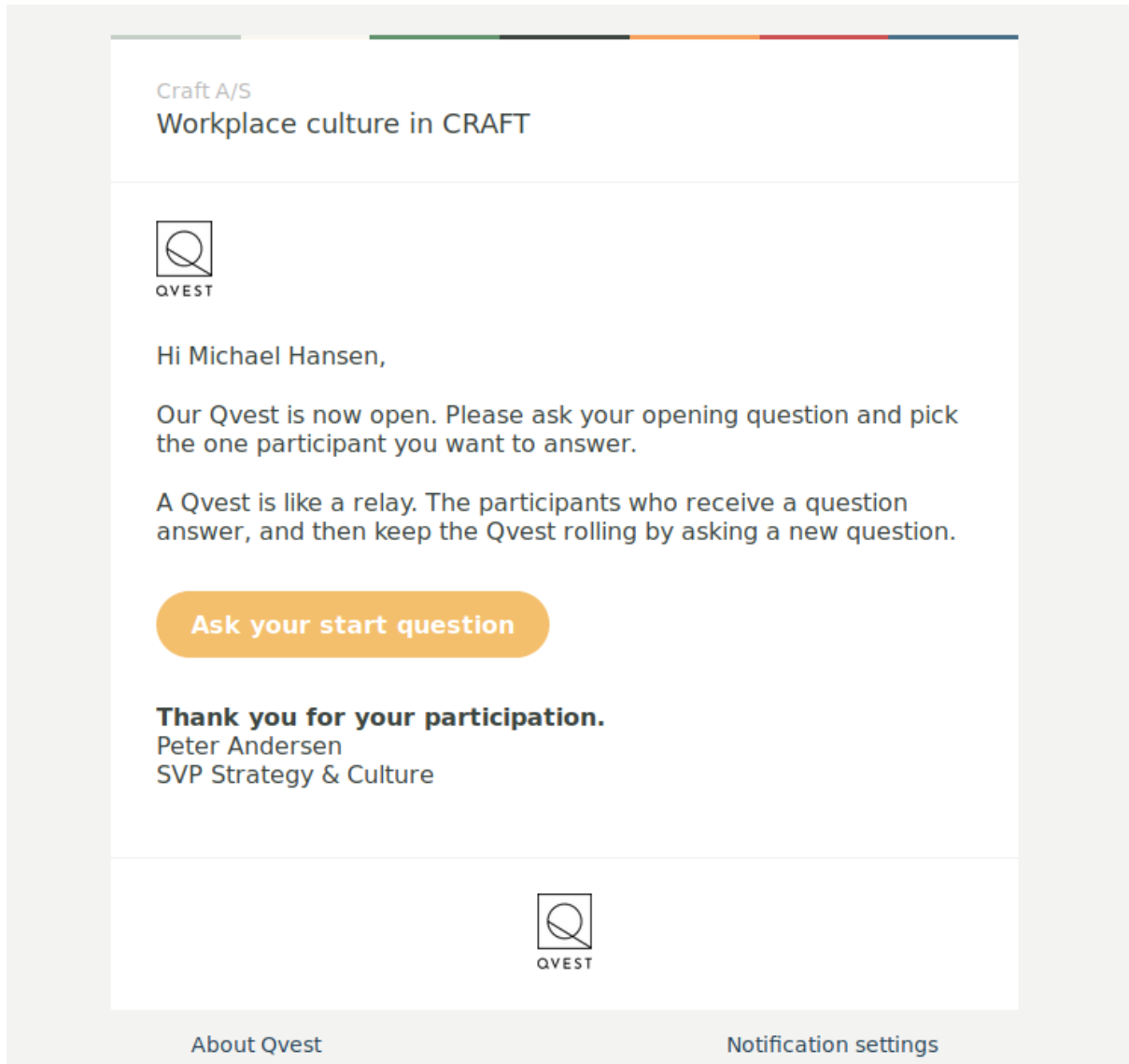
[See all participants](#)

My activity




QVEST

Email: Qvest open notification



Craft A/S
Workplace culture in CRAFT


QVEST


Hi Michael Hansen,

Our Qvest is now open. Please ask your opening question and pick the one participant you want to answer.

A Qvest is like a relay. The participants who receive a question answer, and then keep the Qvest rolling by asking a new question.

[Ask your start question](#)

Thank you for your participation.
Peter Andersen
SVP Strategy & Culture


QVEST

[About Qvest](#) [Notification settings](#)

Ask question

The image shows two screenshots of the QVEST 'Ask question' interface. The top screenshot shows the main form with the following details:

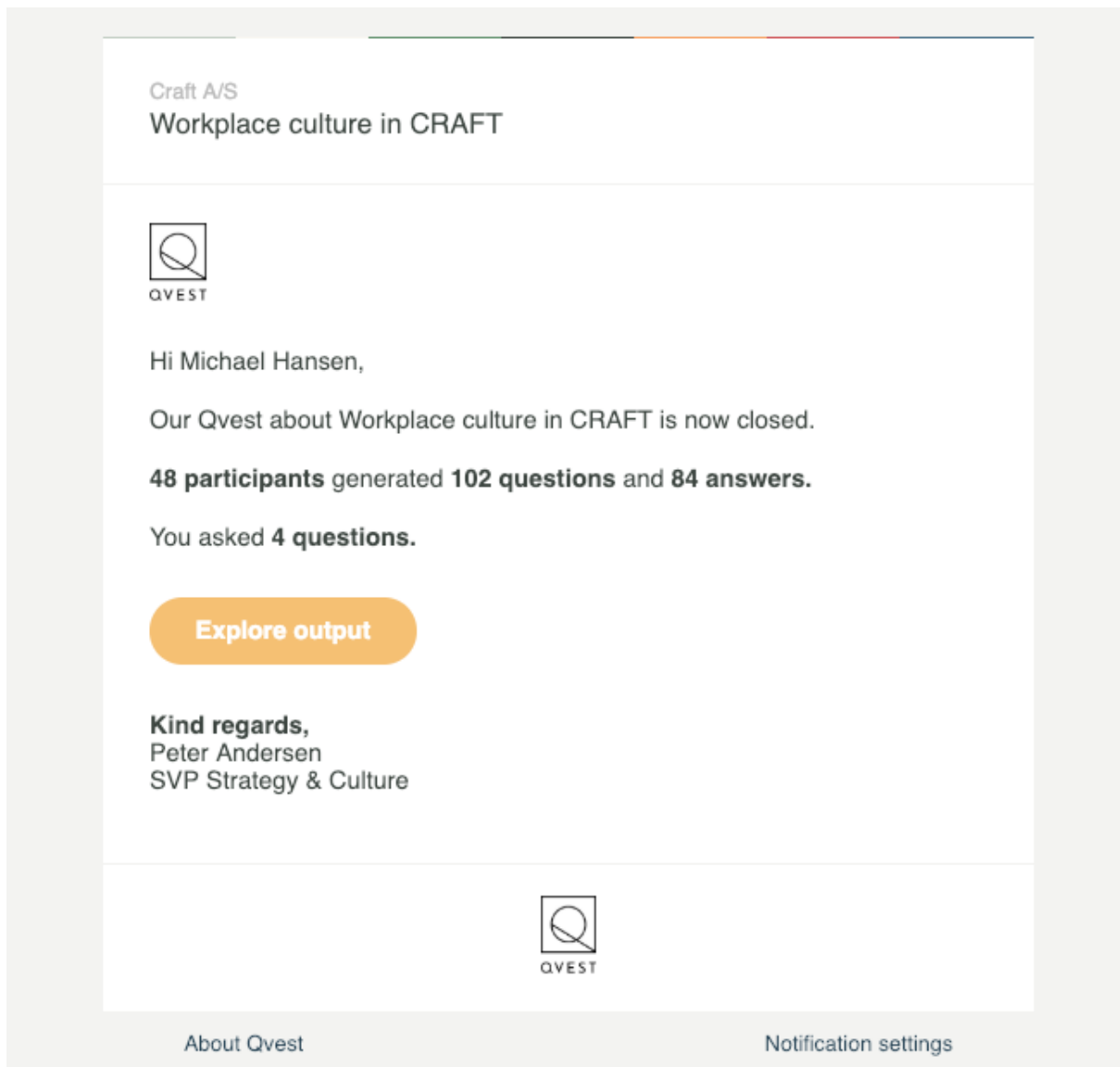
- QVEST** logo and 'Closes in 2 days' timer.
- Designing and developing our Global Support Services** as the topic.
- Your question:** 'How will recruitment activities be set-up in the future?'
- Your question should be:**
 - 1. Relevant to the Qvest topic
 - 2. Important for you to receive an answer to
- Send to:** '+ Choose respondent' button.
- Send Question** button with a right arrow.
- About this Qvest** dropdown menu.

The bottom screenshot shows the same interface with a **Participants** modal open over the 'Send to' section. The modal contains:

- Participants** title and close button (X).
- Search bar with 'Search' placeholder and 'Show all' dropdown.
- Participant list:

Participant	Role
Marie Mathiesen	Leadership Team
Niels Seholm	Training
Pia Lauritzen	HR Partners

Email: Qvest closed notification



Designing and developing our Global Support Services

★ Pin up to 3 questions to emphasize that they are important. Pinning is completely anonymous. The Qvest admin will be able to see the number of pins on each question.
You pinned 3 questions and you have no more pins left

Your pin status

★★★

Pinning closes
in 3 days

Question

What operational guidelines to you use when you look at the current team setup? There are many setups in our company, and they may need different HR support

Answer

We have not decided on the guidelines yet, because we first want to analyze our situation. Our north star is to find the activities that can be made standard across the organization and thereby create value. We also know that each setup is unique. Our business model supports a custom combination in different situations and at different points in time - however, we can still standardize some tasks and processes.

Question

What, above all, do you hope to achieve with GSS?

Answer

The biggest goal is the ability to centralize all processes in regard to training into a singular unit. Company wide training processes will become the responsibility of GSS. Of course this will take a while to get in place, but when we get there, the rewards will be huge.

Question

Which processes are you observing from start to finish?

Answer

Processes that overlap into several departments are especially interesting to us so that collaboration can be observed and improved. One instance could perhaps be vendor approval which is a function that many departments are involved in and could stand to be improved. However, we