



LIVE: Back From Furlough Challenge - Day 1

Okay. I'll just unmute my microphone again. So we're going to get started now, just in terms of a little bit of housekeeping with everybody. In fact, let me just do this too. So hopefully now my video should be working. You should be able to see me, in terms of a little bit of housekeeping, then the entire session is being recorded as of now.

So everything that I go through, you have the opportunity to be able to go back and watch it again. If you have colleagues who've also registered for this five-day challenge, you can give them a nudge and let them know that it's up and recorded as well. The microphones that you have I've set all of yours to mute.

If you have any questions please use the chat function. And when you type a question in the chat function, if you could send that to everyone, as opposed to directly to me, then it will it'll fall straight into my feed and I'll do my utmost to be able to answer any questions as we go through things.

Now, in terms of formats, we were together for five days in this challenge, there are four videos which have been uploaded to the platform. Each of them, somewhere between eight to 12 minutes long, one on mindset, one on structure, one on process, and a final one on routines. If you've not had the opportunity to watch them as of yet, there's still plenty of time to be able to do so today. Everything that I'll share with you in this live is kind of reinforcing some of the things that are within those four, and also to be able to help in terms of answering the questions that you may have around that stuff. There are also some materials. If you haven't seen the materials that are there to download associated with each video, just above the video box itself, where the player is, there's a tab that says materials. If you click on that, you'll find that there is a list of 60 proactive tasks that will help you to be able to get up to speed quickly. There is a selection of spreadsheets that you can use to be able to, to get better at capturing and triaging. Any leads that you generate.

There is also a sales planning documents to help you to come up with good quality sales strategies. And then finally there is a calendar planner to help you to be able to make sure you get the most out of the time that you spend whilst working back from furlough. So the goal now that all of that signposted let's get stuck into the content for today.

So when we have a look at the concept of coming back from furlough, it's really important that some energy is put into the system. And the more that we can start to get moving, the more likely it is we're going to get ahead. And as we start to be able to get ahead, there could well be others who are returning from furlough to there may be coming out of the cave a bit more like a hibernating bear, and it might take them a week or two to really start to get, get up to speed. The quicker you can come out of the blocks, the better in terms of how you may be feeling right now. I appreciate the fact that coming back from furlough after what could have been quite a long period of time away from the business,

I, it, you may not necessarily feel massively excited. You may have a little bit of apprehension perhaps, or some anxiety, or however you, you feel about things, your, your reaction to that stimulus is going to create your outcomes. So it's important. You recognize how much control you have about how you feel about the current situation and genuinely what I've seen over the course of the last four to six weeks. And if you've been communicating with your business over the last few weeks, you may well have heard the same things.

There is such an air of positivity at the moment within businesses and organizations, and there are genuine opportunities to be able to create impact in this new marketplace that you're coming back to, which has changed probably quite a lot from the one that you, you left back in March or early April. So it's important that we get the most out of the time that we have at our disposal. And I'm sure some of you are now working part time in the business and are still part time furloughed. So making sure you get the most out of each hour, that you're working is going to start to create that platform so that you're building a business to be able to come back full time.

All right. And then in terms of the goals and the objectives, we're right at the beginning of August, setting some goals for the entire month, if you haven't done so already allocate 10 minutes to decide what are the outcomes that you are seeking to achieve through August, decide what your goals are with your client base and what your goals are with your talent pool. And then start to think about your own personal adaptation, to be able to make the most of the time that you have and the opportunities that are in front of you. And if you and I have to say, if this is you, you're not alone, right? If you are somebody who wasn't particularly well planned or organized, and you're now coming back on a part time basis, this is a genuine opportunity for you to start to ingrain some, some behaviors and habits that will make you more planned and more organized moving forward, which is what I want to be able to share with you on this.

And then I want to, I want to have a quick look at some wellbeing stuff. We'll think about doing the job, and I'm going to share some, some tech with you that should help you to stay on point. So in terms of wellbeing, how we think about things drives how we feel, how we feel drives, how we act resilience itself is a behavior. So if we allow our thinking to become a little too dark, or we dwell on the negatives that we may be saying, then it's going to change our emotions and our emotions is going to change how we act. And that's where resilience can start to trickle away from us. So every day, every day for the next four weeks, at the beginning of the day, make some more conscious decisions about how you want to feel And how you want to perceive what's going on around you. Because if you do start to misinterpret it as being negative, then unfortunately it will start to have an impact on your own behaviors and how you act.

So a few ideas to help you to stay strong with that buddy, up with a colleague and support each other having a furlough buddy, who's also come back to work as the same time as you, the chances are when one of you is up, the other one may be feeling a bit down and positive encouragement to lift each other will help ensure that you have far more good days than you do average or bad days. Each day set yourself mini-missions. And when you set yourself a mini mission for the day, that is an activity with a desired outcome, every time you accomplish that, and you feel that reward chemical, you feel that that endorphin release is going to help you to stay positive. And it's going to start to help you to feel more buoyant moving forward at the end of each week, keep a gratitude diary. So once a week, you're writing down the things that you're most grateful for that have happened at work and have happened outside of work, and then balance starts to become a key.

So making sure that you can switch off and in the, in the session that I did the revolved around structure, the recorded video, you'll see that I, I spoke about making sure that you have allocated work space at home where only work takes place there so that you can disengage from it.

And you can start to go back to being at home rather than feeling as though the lines are blurring between that, that work home relationship. And then from a doing perspective productivity is going to be critical in the process and routines piece. I spoke about the need for proactivity and that somewhere between 75% to 80% of your time could be allocated to do proactive tasks.

And I shared two lists of proactive tasks, proactive task lists, one that I called cardio and proactive list two, that I called recovery with 30 activities on each. And by using that, you can do a cardio session and then a recovery session, and then a cardio session. So you ended up doing two cardio sessions a day and two recovery sessions a day.

And as you start to do that and set milestones, you can challenge yourself when you challenge yourself each day, is that the goal for the day and define the activity that will make it happen, set a cadence level. That could be as basic as an input of conversations or emails or whatever your, your chosen activity is going to be, create yourself a deadline as to when you want this to be completed by and then review and celebrate it.

So, so if I split that into two examples, a weak example could be, I'm going to spend the most of today trying to make contact with the candidates I was working with pre lockdown to have a catch up with them, which feels like it has some activity to it, but it also feels like it's very difficult to be able to measure it compared to I'm going to spend this afternoon from two o'clock until five o'clock reaching out to all of the candidates that I work with, pre lockdown. And I aim to have a minimum of 10 good quality conversations and arrange five future conversations for the rest of this week to be able to catch up with those people. And as soon as we start to create a deadline and we set a cadence level, and we define it as being an activity, we've got more momentum to, to move forward and do it.

And the day moves from being a little bit floppy or flabby and starts to feel as though it has more structure. And that structure is going to be really important, particularly if you've been at home a lot. And now you're switching from being at home a lot to just being at home, to being a home, and now having to turn on work mode again.

Now the marketplace you're returning to is likely to be different. There will be slight changes in terms of what candidates concerns are and how they're behaving. So those candidate conversations that you have take that opportunity to be able to discover those so that you create your new knowledge of how the marketplace is operating client buying motives and their routes to market a likely to have changed.

And if their buying motives have changed, then you may need to adapt your sales strategy. And as you adapt your sales strategy and you create the right tools and the right scripts and the right templates and playbooks to be ready, then you'll be able to deal with the new marketplace that we're in. Because the one that we left behind is, is unlikely to return during the course of 2020, and probably not even in early 2021. So during these five days, I will be sharing with you tools and scripts and templates and playbooks for you to be able to do something with them. And then lastly, in terms of staying sharp, now that you're back, it is, it is time to start to contribute. And it may not be that you're contributing immediately in terms of filling jobs, but certainly contributing

in terms of activity has got to be a minimum standard to be able to make sure that you are putting some energy into the system, because the more energy you put in the higher, the probability is you'll start to get a return. So your project for this week, and for the next few weeks through August is to make sure that you orientate yourself to the new marketplace that you've found yourself in.

You have a very clear client plan, and if you're not directly doing sales and you're resourcing, making sure you've got a very clear job process that you're going to manage. That you know what your plan is with your candidate pool in terms of engagement and communication? You've redefined the key processes because some of those processes may need to be a little bit tighter in this marketplace and you've mapped those processes out.

So you can see step by step, how you're going to do it, and then making sure that you stay hungry to learn. And I'm not necessarily talking about training in terms of learning, but I'm talking about getting up to speed with the marketplace, being less assumptive about what is, and what isn't happening and having more conversations to be able to find out what's really going on.

And then you can start to share your discoveries with the rest of your team and also the customers who you interact with. So now that you're back, if you are returning to doing your, what had been a five day a week job, and you're now doing it in two or three days, then it is going to be a pressure on your time.

Particularly if you feel like the work that you have been doing has gone a bit followed, because if there hadn't been enough arms and legs, to be able to deal with everything, it may be some communication started to slip and not all of your candidates are fully up to date. Some of you may not have come back to work with a really nice, neat pile of fresh job orders to work on so that you had something to do.

Some of you are going to have to start to make things happen from the beginning. So I'm going to move from this presentation and I'm going to go to my Google chrome in my browser. I'm going to share with you some bits of tech. Tech that I've mentioned in the previous videos, but just to show you the application of it.

So you understand my orientation behind it. And let me just do this and I'll go to a new share, which will be Google Chrome. Here we go. So if I share that I may go back to here. Okay. So I've opened up, I've just reopened up the chat function as well. So please, if you have any questions, as I, as I go through these bits of tech, I've got one, two, three, four, five, six pieces of tech that I'm going to share with you, all of which a free at the point of subscription, they all have a premium product. However, I don't feel that many or any of them really warrant for, for the purposes we're talking about going premium.

And all of them are designed to make your life easier if you use them to their best advantage. So the first one that I've got up on screen, I trust that you can all see if I zoom in a little bit. So where I am now, I'm on a website which is called buffer.com and on buffer.com. You can see here on the left hand side, I've got my Twitter account here and I've got my LinkedIn accounts. So I've highlighted my LinkedIn accounts. And I've got a schedule here where I'm sharing at 17 minutes, past eight in the morning, 1230 and 11 minutes past four. So I've chosen potentially random times, but I've also chosen to be able to make sure that I'm doing something at different phases in the day, so that there is always something out there when different people are choosing to log into LinkedIn. What buffer does is it allows you to be able to grab content. And when you grab content

and you put it into a queue, it then starts to share it at the times that you've set your schedule. So you can create a schedule. That means even if you are working and being paid to do two days per week, you could create a buffer schedule that allows you to be more prolific than the number of days that you're actually present so that you are always in your marketplace if we're using buffer properly. So buffer.com is brilliant, and you can have up to three social accounts associated with it completely free. As soon as you start to pay premium, you can have up to 10 social accounts so you can fill your queue.

And if you start to allocate an hour a week to find news based content that you feel your marketplace will be interested in it, and you put all of that into your buffer, then you can continue with the rest of your week, knowing that you have a LinkedIn proactive sharing schedule. That's already keeping you in, in people's visibility. The second one, the second one that I have here is called Evernote evernote.com. Again, completely free requires an email address and a password. You can then link it to your mobile devices as well. And what Evernote does is it is a web clipper. So when you see interesting content on the web, so here, I've just highlighting,

An article that I saw eight simple copyright tips backed by science. I didn't have time to read it at that moment. I knew if I bookmarked it, I probably wouldn't go back to it again. So I grabbed it with Evernote and with a web clipper that's installed into Google Chrome, which if I just moved my cursor enough that the arrow gets bigger,

you'll see up here, there is an elephant head. So whenever I'm on a page that is of interest to me, I can press the elephant head and it will capture all of that information. Even if that webpage gets taken down, I still have all of the contents. So any of you who are out there who have ever been in the situation where you've seen an advert on a client's website and you you've, you've gone back to look for it again, at some point in the future, and they've taken it down, capture those things with Evernote, and it creates your own micro search engine to be able to find content.

The third piece of tech is called Feedly feedly.com and Feedly is an RSS aggregator. So it's a newsfeed. So I use Feedly to be able to keep up to date with information within a marketplace that gives me content to be able to share on social media content, to be able to digest, to help me to stay up to date with what's going on in particular industries and sectors and content to give me better conversations with people because I'm reading stuff that is live and fresh within the news. So with a Feedly account, You use Feedly to find all of the resources that you want to read, which are RSS feeds.

So it tends to be news based feeds and blogs. I once you started to subscribe to them and it puts them all here in a magazine. So here, if I click on this article that says lead a productive brainstorm remotely. So if I click on that, now that it opens up the article, I can highlight bits of the article. If I feel that there are things that people would want to see.

And if we go to the top, we then have the icon for buffer. So if I click on that, pick the account, I want to share it with, so I want to share that on LinkedIn lead a productive brainstorm, remotely business insights, hashtag Feedly, and I'm going to put here, Great Ideas for busy recruitment managers add it to the queue.

So those of you who are paying attention to me, sharing buffer, you'll see that I have a scheduled buffer that goes out at 12 minutes, past eight in the morning. So all of you tomorrow, when you log into LinkedIn and you see me sharing that at 12 minutes, past eight, you know, now that I didn't share it at 12 minutes,

past eight, I scheduled it now to go into my queue and to take that first slot. If I go back to buffer, I can drag it around so I could move it to a different time of day if I want. But that means that I can read 10 different articles that are all in my Feedly account. Um, 10 different articles in my Feedly account.

and it should be able to get shared really quickly. The next one, sorry, my zoom is actually getting in the way of me being able to see my browser. There we go. So the next tab that I wanted to share with you is Google alerts, I use Google alerts to keep up to date with stuff.

Again, that's going on within the news, create Google alerts that revolve around your industry in your sector, and you can start to curate your own lead list that will then start to feed you with information. And those leads could be fresh candidates, or those leads could be bits of business intelligence to help you to be able to get you the timing right on your phone calls and start to phone businesses who are being awarded new contracts or whatever the thing is that you're most interested in.

So if I show you a search that I did in Google, so I did a search in Google here. I typed in top PPC London agencies. So I was looking for pay per click London agencies. We've got various results here. And now I found a website called clutch And not being aware of clutch. I went into clutch to have a look at clutch.

We've got 1,194 firms that are based in the UK that have been rated for pay-per-click. It gives me really useful information about the number of people within their company, the breakdown of the services that they offer this first one loud mouth media has a profile, and then I can go into their website. And now that I've seen that their website addresses loud mouth, hyphen media.com, I can go back to, to Google type site, colon loud mouth, hyphen media.com. And now it shows me every page on loudmouths website. So now that I'm looking at all of that, if I copy that and I then go to Google alerts, and I create that as an alert, every time anything new gets updated on their website, it'll send me an email the day that it gets posted to, to make me aware of what's happened on loud mouth's website.

So if you have key clients who you work with today, I would recommend that you have that search running for all of those clients. If you have clients who you already want to work with, who you don't work with today, then I would definitely make sure I was doing that so that I'm calling them at the right moment to be able to do an update with them and to do my sales calls. And then some of the information that I'll end up discovering from that could be things like this. So loud mouth hiring for a PPC account manager, and I've got all of the details here about that particular role, if that's something which is of interest to me, I can then click on my elephant head, the elephant head itself then allows me to save that into Evernote. And now that it's saved into Evernote, I can then find it again in the future. So I can search all of the job adverts that I'm adding to Evernote. Like it becomes a search engine in its own, right?

So again, I think that that combination of bits of tech, good quality, Google alerts, good quality Feedly using buffer and using Evernote. There are enough tools there. I feel that it will help you to be able to get the most out of your time and also to give you the freedom, to be able to curate data and information without forever feeling like you're, you're always doing research and you don't have enough time to actually do the calls that are associated with it.

So that was a Google alerts. And then the last bit of tech is called Calendly. And what I love about Calendly is in Calendly, you can create an event. So I've created an event here, which is called a discovery conversation. So if you, if you want to get up to date with more of your candidates, I you then allocate time. So if you send this invitation out to candidates who you want to be able to get hold of, and they can then access your diary and block themselves into talk to you in 15 minute slots, that means that you could send out your Calendly invitations today to people that you're struggling to get hold of, who can then book themselves in for conversations with you tomorrow, at times of day, that you're, you're looking to do that. So here I've got nine o'clock till 5:00 PM, but it may be that you only want to do those types of calls between nine and 11:00 AM. And when you start to do that between nine and 11:00 AM, then it allows you to manage your time better because your candidate update calls are all taking place in that two hour window.

And they're all being slotted in by the candidates themselves at a time that you've shared with them. So you combine Calendly. The candidate does not have to be registered on Calendly to be able to use that Simon. They, they get an invitation that says, click here to view Jeremy / Simon's calendar it then has the calendar listed for the,

for the, as you can see I've got for the days of the week, you can choose which days it's on, on which days it's off. You can set the times of day that they can book themselves in they then click it. And if a candidate has already taken a slot, it doesn't show them who's in it. It just shows that it's not available.

So I'll say available from nine till 10, I'm not available between 10 and 10 30. Cause two slots have been gone from 10 30, till 11. So it is pretty seamless, you know, and it's such a, it's such a no brainer, in my opinion, if you're coming back after such a long period of time of being away and so many conversations that you want to have with people, even at the world's fastest cadence rate, in terms of dialing, you're probably only going to only going to be able to dial 60 people in a day. And from that have 10 conversations this way we could then send something to the other 50 and start to find the we're increasing the percentage hit rate of the people who may want to talk to actually coming back and arranging to have a conversation with us.

So that's pretty cool. I feel, uh, and then, uh, that, that, that's the tech That I wanted to, to share with you. That's five bits. There is one more bit, but before we go into that, I wanted to show you one more thing. All of you I'm sure are familiar with this platform called LinkedIn.

If you're not familiar with LinkedIn, I will invite you to join. What I've done here as a search on LinkedIn is in the search box top left corner. I typed in WFH or return to work or back from furlough. I run the search and then refined it rather than being people or jobs or companies. I chose content. So it's searching people's posts and updates for the phrases WFH returned to work or back from furlough.

Now that I've got it on content, I then change poster. So the author, they call them the authors industry as being mechanical or industrial engineering. So really I was just pretending that I recruited mechanical or industrial engineers and to keep it time-sensitive I brought it down to just the past week. And now I've got a list here of people who work within mechanical and industrial engineering after what feels like forever.

I'm pleased to announce that I returned to work today after a prolonged absence. This week has marked the end of my placement with Cambridge consultants. Thank you to everyone at VAS. And welcome back from furlough. You can see all of these companies

are talking about people coming back from furlough, and if you've just come back from furlough and they've just come back from furlough and they're in a marketplace that you would like to do business with.

I can't think of anything better to be able to build a little bit of rapport on a social channel like this than just commenting on all of these people who are also back from furlough with an element of, Hey, that's me as well. And just creating some kind of opportunity to turn that into, into dialogue. We can't, unfortunately, refine it any further in terms of geography, but having looked through this list of people within mechanical and electrical engineering, I feel quite confident that the, the signal to noise ratio is good enough that I could spend an hour going through that with a little bit of urgency, to be able to create some comments. And that is non time sensitive in my opinion. So I can do that at any time of day, but if there are other things that I should be doing at that time of day, like talking to people, and maybe it's a later in the day thing or a very early in the morning type of thing, but I hope you get where I'm coming from with that. So the search was really easy. Top left box standard search with all three different phrases that I was looking for, refined it to content, refined it to a sector, refined it to time. And now I've got some, some stuff to be able to look at piece of tech, number six.

So piece of tech, number six that I'm going to share with you is called Trello. You may well have used Trello before. You may be aware of clients who use Trello.

Trello is a really nice planning tool and what I've built here, this is, this is if we were to swap places, this is how I would plan my month, my first month coming back from furlough. So I've created a Trello board for free, which is called monthly planning, the first column, which is on the left hand side. Let me just zoom in a little bit.

So the first column on the left hand side says beginning of the month, I need to agree goals and expectations. I want to secure a minimum of four new jobs this month. I need to create job forms. So if I click on that card, I need to create a new job forms. I've attached here, the perm job form that I'm going to be amending.

So it started to create a, to do list for me in my plan, set up my tech stack. So I need to sign up to Calendly, create an Evernote account, set up my Google alerts. So as I'm, as I'm rolling through this to do list, this is everything that I need to get done this month, get my training into my calendar, implement golden hour, and then what I've put together here week one and week two, and I've put copy for the remaining weeks. So this is the list of cardio sessions that I'm going to do this week. I'm not sure if the pop out window is displaying for you, but what I have here is let me see if I can get that to display a little bit better.

I'm going to go with that instead, right now, you should be able to see my entire desktop. So you can see that I'm now scrolling through my Trello board for my cardio sessions, cardio sessions for this week. So I'm, I'm planning this on the assumption that I'm doing five days a week, and I'm going to do 10 cardio sessions, existing clients.

And as I tick them off, you can see my completion to completing the week, which gives me a little bit of personal satisfaction to see them getting crossed off. I can also see what I had intended to do or I have done and what I've yet to complete. We should help me to stay a little bit more on my toes and make sure that I'm having a good week.

So those are the cardio sessions that I plan for the week. And then there are the recovery sessions that I've planned for the week. And these are the proactive tasks that I can

do in between cardio setting up tech stacks, researching avatars of my existing clients mapping my top 20 target clients, writing client mail shots. So my recovery tasks are still proactive rather than reactive.

So if I'm scheduling to do cardio and then recovery and then cardio and then recovery, what I'm doing in my recovery is making sure that the next day of cardio actually has content that I've got something to do with it. So now that I've got my cardio sessions planned for, for that week, I've got my recovery sessions planned for that week. I've then got my goals for the week.

I've created a set of goals for the week, create a list of 25 target clients create a list of 10 competitors for client A, hot list all of my candidates with a minimum of five for each skillset, find out the hiring plans for all existing clients so that I can do a demand forecast aftercare will be completed with every placement that I've made from 2020.

So that I'm talking to people who know me and liking and trust me to get a handle on what's been going on while I've been off. And I need to make sure that I put a lead system in place. So those are my goals for the week. So my goals for the week, my recovery and my cardio sessions. Now give me the list of things as a, to do list that I can then manage in my, my Trello board. And as I complete those things, I tick them off. I can visually see my progress towards contributing to the bigger picture. So I've done week one, I've done week two. I'd recommend that you do all four weeks based upon your goals for the month. And then from that at the end of each day, at the end of each day, plan tomorrow from your Trello board. And then at the end of the month, I've got a reflection meeting that I'm going to have booked I'm going to do a client review. I'll do a talent pool and review, and then I'll set my objectives for September. When I set the objectives for September, I can then redraw that the Trello board, and either do a brand new board, which is September, or just go over the top of this one and always have always have this as being my live Trello board. If anyone wants access to this Trello board, I've made it public. If you want me to email a link, we'll get a link shared with the recording of this session so that you can go into it and either completely copy it or do something to make it even better than, than, than I've made it.

So that's Trello. We go back to, to, to this Google search where I did the, the, the alert for loud mouth media, the restrictions on your Google searches really defined by your own thought processes to, as to the searches you can conduct. So there is a guide to using Google and particularly using Google search and Google alerts.

We, uh, I'm just double checking. We have shared as being in today's material section. So if you're interested in finding out more about some of the search strings that I would recommend that you be creating, then there are some examples search strings for you to be able to cut and paste or use as templates to be able to do something with them.

So we've looked at quite a lot of stuff over the course of, of the, the, the half an hour that has gone by, I hope your you're with me, but I see that tech should be something that helps us to be able to save time so that we can focus on doing the right things to the right standard. There's so much out there which is free,

but it can sometimes be a little bit overwhelming. And I'm sure that there are other platforms and sites that you know of that I've yet to encounter or ones that we both know. These are the six pieces buffer, Evernote, Feedly, Google alerts, Calendly Trello. Those are the six things that I would consider to be core to the tech stack for somebody who wants to be able to get on top of their business quickly, and to be able to strike a

really good balance between automation and being able to interpret that information to then make better business decisions with it. So that, that brings us towards the, the end of this first of the, the live sessions for back from furlough. If anyone has any questions for me, I'd be more than happy to deal with them.

Now, if you want to digest it and maybe go and professionally mess around with some of those tools that I've recommended, then you can WhatsApp me, if you've got any questions or if you get stuck, um, I'm more than happy to be able to help. There is, uh, yes, it will be the recording will be hosted. I'm going to stick my neck out and say before close of business today, John. Um, but yes, every live session will be recorded so that it's there for you to be able to, to review it. Um, and then final thing, right? I said, let's draw to an end. And then I've started going into talking again, final thing, right, please. If you haven't watched the little videos that I've preloaded into the platform, watch them and make sure that you capture all of those handouts, because when you capture all of those handouts, you'll then have some legacy notes about some of the things that we've been talking about. You'll definitely have some really powerful tools to help you to be able to get control over your, your business as you come back to life.

And yeah, it's, um, it's there for the taking, right? I think it's a really exciting time, genuinely a really exciting time to be in recruitment. I feel that everything that some people are portraying as being the bad side, to what's going on at the moment, I feel that everything has got, everything has got light to it. Everything has got a silver lining.

And I think if we reframe things to look for the positives and then we'll, we'll, we'll be at, we'll be ahead of the thinking process of many of the others who are still trying to come to terms with what day of the week it is. So I'll leave you with that thought, um, questions on WhatsApp. No problem questions on email.

Absolutely. No problem questions via LinkedIn. Absolutely. No problem. We're back in live again tomorrow. Um, I believe that we are scheduled to be live at 2:00 PM. Just have to double check. So it's 2:00 PM tomorrow. Uh, I'll see you again then. And yeah, I look forward to seeing you all soon. Cheers. Bye bye. Oh,

John there is a WhatsApp button on the site. One of the things I was going to ask people was if you are up for it, we can create a WhatsApp group as well. Cause there's somewhere in the region of 55 or so people who've signed up for this week's training,

but we'll get, we'll get something publicized about that, uh, either later today or first thing in the morning. Cool. Thank you. I am going to go now. See you all soon, Bye-bye.