

Extending Talent with the Power Platform

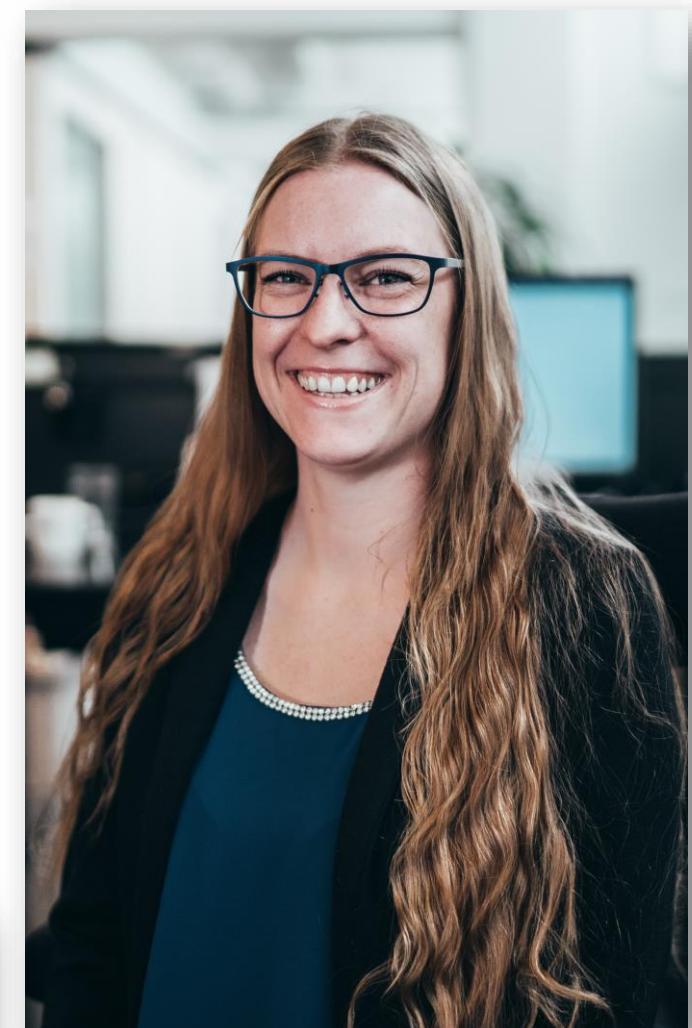
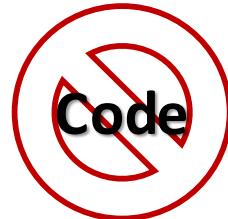
With no code!

Malin Donoso Martnes



About me

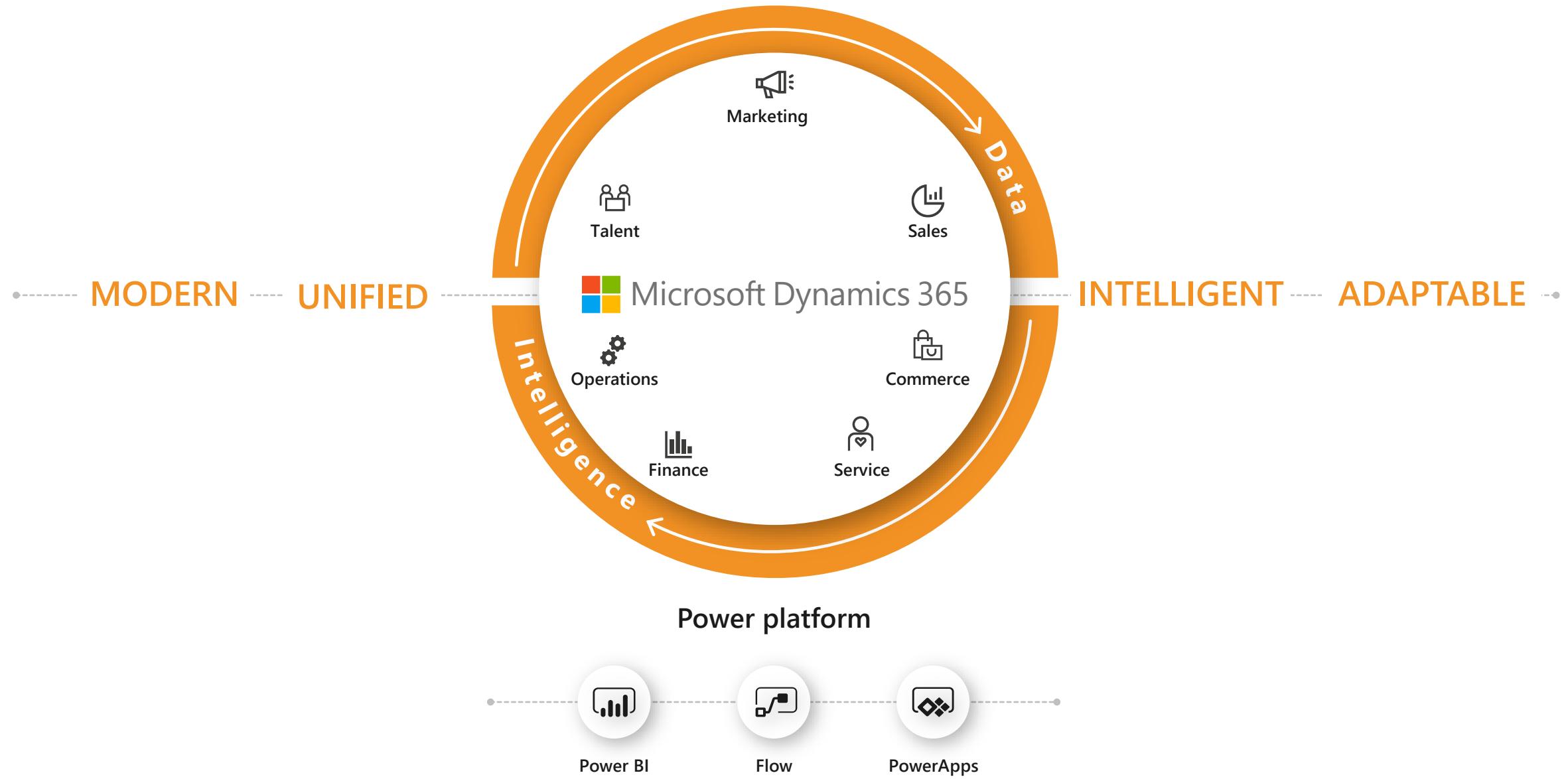
- Education in marketing
- User in Dynamics CRM from 2009
- Consultant in Dynamics CRM from 2014
- Point Taken AS from February 2018
- Talent from Mars 2018
- #2 in the world to pass MB6-898 Talent 31.August 2018
- Run the Norwegian group Women in Dynamics
- MVP Business Applications July 2019



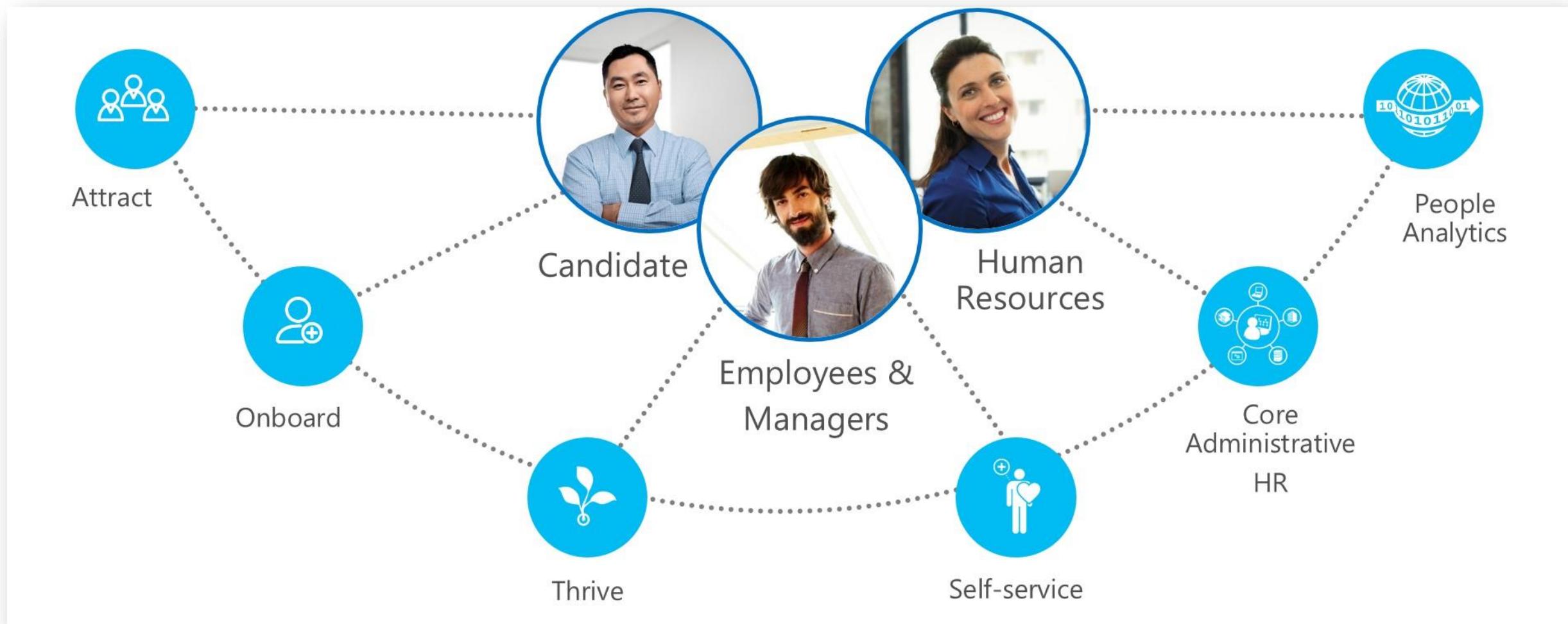
This session

- What is Talent?
- Forms Pro
- PowerApps
- Flow





What is Talent?



Attract

Dynamics 365 **Talent** **Jobs** > **Dynamics 365 konsulenter/utviklere (001001)**

[Back to jobs](#) [Close job](#)

Dynamics 365 konsulenter/utviklere **ACTIVE**
Req ID: 001001 | Hiring Manager: Malin Donoso Martnes

Applicants Prospects **Details** Hiring team Process Postings Analytics

[Save](#) [Enable editing](#)

Job title *
Dynamics 365 konsulenter/utviklere

Job location *
Arbeidersamfunnets plass, Sankt Hanshaugen, Oslo 0181

Number of openings (3 available)
3

Link this job to a position in your integrated HR system
[Update Positions](#)

Skills needed (Add up to 10)
strength superpower awesomeness equality

Seniority level
Associate

Employment type
Full-time

Job function (Add up to 3)

Company industry (Add up to 3)

The job is open to:
 Public – all candidates may apply

Point Taken søker Dynamics 365 konsulenter/utviklere

Er sommerferien over og du mangler godfølelsen av å returnere til jobb? Kanskje tiden er inne for å løfte blikket og se etter nye utfordringer. Vi i Point Taken er på jakt etter Dynamics/PowerApps konsulenter som ønsker å jobbe i et miljø som verdsetter nysgjerrighet. Vi har som mål å være fremst i bransjen på teknologi, slik at vi alltid er relevante. Ansatte hos Point Taken får muligheten til å dra på seminarer og oppfordres til å være delaktige i Community. Du må kunne:

- Hold workshop
- Levere smidig, men strukturert
- Dynamics / PowerApps / PowerPlatform
- Sette mål sammen med kunden
- Tørre å si nei til kunden når de ikke har rett

Vi ser etter en dyktig Dynamics konsulenter som kan hjelpe våre kunder med CRM (Sales, Customer Service, Field Service) og/eller Talent i Dynamics 365. Generell kompetanse på Microsoft plattform og tjenester er et plus.

Point Taken tilbyr blant annet:

- En flott arbeidsplass i et av Norges beste kompetansemiljø på digital samhandling
- Spennende prosjekter hos våre kunder
- Konkurransedyktige betingelser
- Gode forsikrings- og pensjonsordninger
- Mulighet for deltagelse på store nasjonale og internasjonale konferanser
- Mulighet for eierskap i selskapet

Ønsker du å jobbe med landets flinkeste og triveligste kolleger? I Point Taken setter vi våre ansatte først, og er sikre på at lykkelige

Attract

Dynamics 365 ▼ Talent ▼ Jobs > Dynamics 365 konsulenter/utviklere (001001) > **Malin Donoso Martnes**

Back to Dynamics 365 konsulenter/utviklere Reject applicant Add to talent pool

MD Malin Donoso Martnes
Job: Dynamics 365 konsulenter/utviklere | Applied via Talent career site 8/18/19 | Current stage: Apply

Activity Profile Notes Documents LinkedIn

Advance stage ▼

```
graph TD; Prospect((Prospect)) --> Apply((Apply)); Apply --> Offer((Offer))
```

Stage	Activities	Status
Prospect	Activities: 1	COMPLETED
Apply	Activities: 5	IN PROGRESS
Offer	Activities: 1	LOCKED

Attract

POINT : TAKEN

 Søk etter jobber

Point Taken-jobber Søknader 

Filtre 1 jobb funnet Sortert etter nyeste

Sted 
 Sankt Hanshaugen, Oslo

Jobbfunksjoner 

Dynamics 365 konsulenter/utviklere
 Arbeidersamfunnets plass, Sankt Hanshaugen, Oslo 0181

1

Onboarding

← Back to all guides

Malin Donoso Martnes IN PROGRESS
Superhuman | malin_martnes@hotmail.com | 91315019 | Starts 8/26/19 (in 7 days) | 0/23

Introduction **Activities** Contacts Resources

PRE-BOARDING

Add an optional description of the section

Provide bios and resumes of direct reports

Coordinate workspace (e.g., office, hardware, identity)

Pre-populate the executive's calendar with essential activities and training

Develop a briefing handbook or website

Introduction about executive to direct reports and staff, notify of start date

Take the onboarding test to see if you are set for your first day

Due 8/25/19

Collapse All

New Import Samples

New section

New activity

YouTube

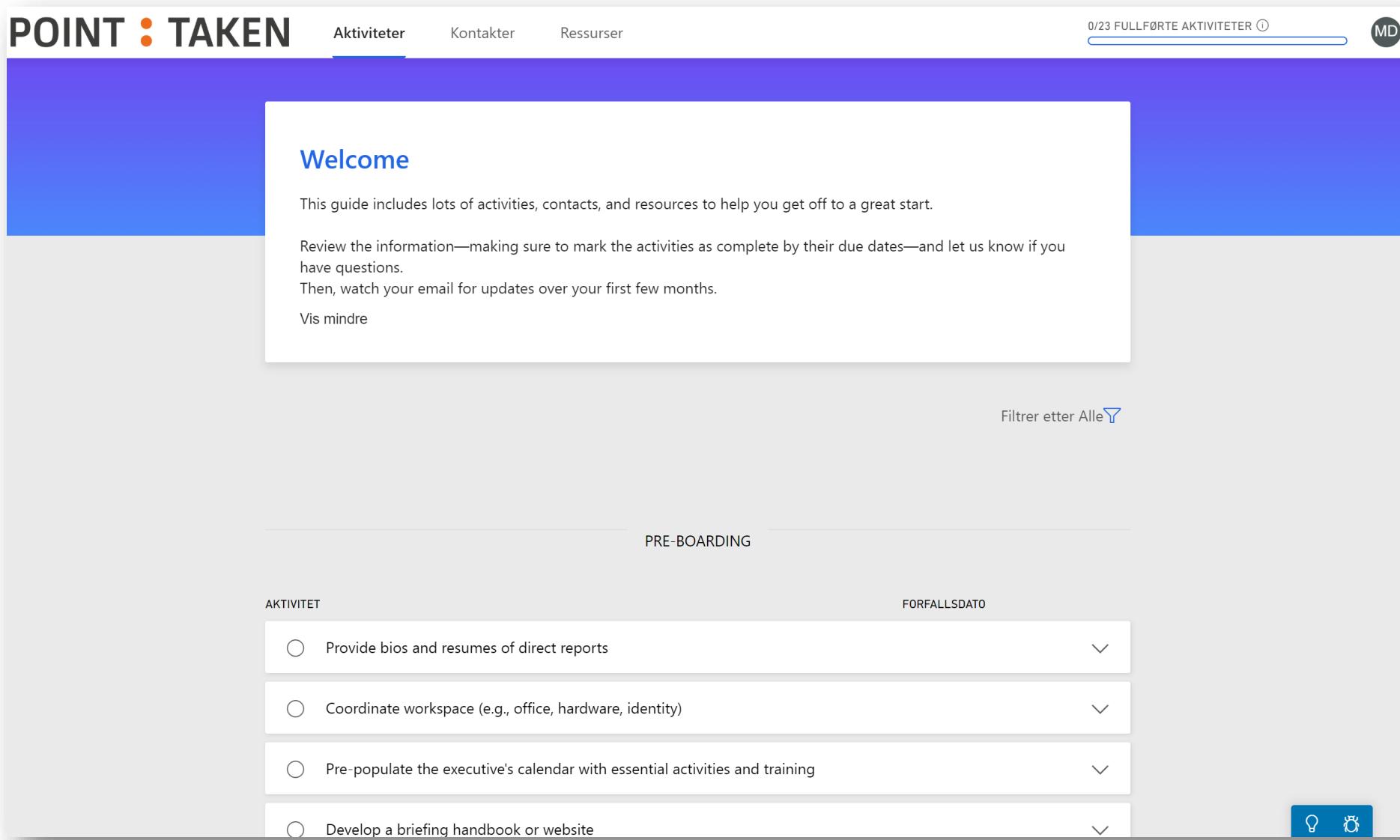
Sway

PowerApps

Microsoft Stream

Microsoft Forms

Onboarding



The screenshot shows the Point Taken software interface with the following elements:

- Header:** The title "POINT : TAKEN" is displayed in the top left. The top right corner features a dark circular profile picture with the letters "MD" and a blue progress bar with the text "0/23 FULLFØRTE AKTIVITETER" and a help icon.
- Navigation:** Below the header, there are three tabs: "Aktiviteter" (selected), "Kontakter", and "Ressurser".
- Welcome Section:** A large white box titled "Welcome" contains the following text:
 - This guide includes lots of activities, contacts, and resources to help you get off to a great start.
 - Review the information—making sure to mark the activities as complete by their due dates—and let us know if you have questions.
 - Then, watch your email for updates over your first few months.
- Filter:** A "Filtrer etter Alle" button with a magnifying glass icon is located below the welcome box.
- Section Header:** "PRE-BOARDING" is centered above a list of activities.
- Table:** A table with two columns, "AKTIVITET" and "FORFALLSDATO", lists four activities, each with a disclosure arrow on the right.

AKTIVITET	FORFALLSDATO
Provide bios and resumes of direct reports	▼
Coordinate workspace (e.g., office, hardware, identity)	▼
Pre-populate the executive's calendar with essential activities and training	▼
Develop a briefing handbook or website	▼
- Bottom Right:** A blue footer bar contains a lightbulb icon and a gear icon.

Core HR

Search for a page

USMF

?

MD

POINT : TAKEN

Search people ...

August 2019

Mo Tu We Th Fr Sa Su

1 2 3 4

5 6 7 8 9 10 11

12 13 14 15 16 17 18

19 20 21 22 23 24 25

26 27 28 29 30 31

Work items assigned to me ^

Work items will be displayed here after they are assigned to you.

Attract

Leave and absence

Benefits

Onboard

Business processes

Organization administration

Compensation management

People

Compliance

Personnel management

To-do list

You're all caught up on your tasks.

Why extend Talent?

Or any other system



No system is perfect!



Runar Lund – Point Taken COO aka potato



What is Forms Pro?

Forms Pro is a simple yet comprehensive survey solution that builds on the current survey-creation experience of **Microsoft Forms** in Office 365. It offers new capabilities that make capturing and analyzing customer and employee feedback simpler than ever



Forms Pro

- Recruiting
- Onboarding quiz
- Employee of the year
- Cultural fit assessment



Recruiting

- You have simple recruiting needs
- You don't do much recruiting
- Can be embedded or iframed on your website



Recruiting

Recruiting for Point Taken AS

Sign up to see if you can start working for Point Taken AS

* Required

1. What's your name *

Enter your answer

2. What's your LinkedIn URL? *

Enter your answer

3. What do you want to work with? *

- Dynamics 365 for Talent
- PowerApps and Flow
- Dynamics 365 Customer Engagement
- SharePoint or Office 365

4. Why should we hire you? *

Enter your answer

Submit

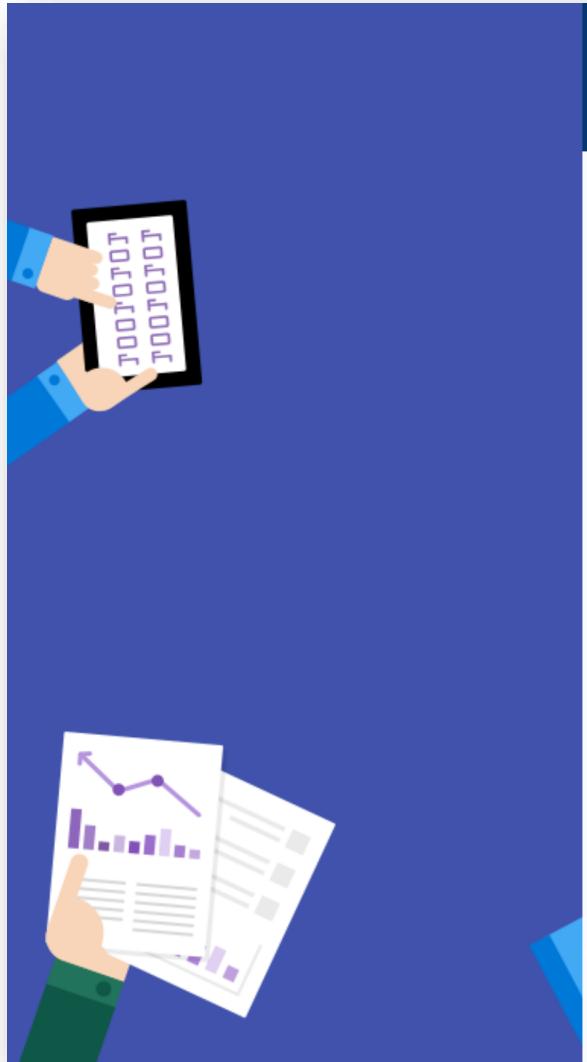


Cultural fit assessment

- You want to hire the right people that suit your organization
- You can pre-scann applicants in Attract



Cultural fit assessment



Cultural fit assessment

* Required

1. Describe the work environment or culture where you are most productive and happy *

Enter your answer

2. What are the characteristics exhibited by the best boss you have ever had—or wish that you have had? *

Enter your answer

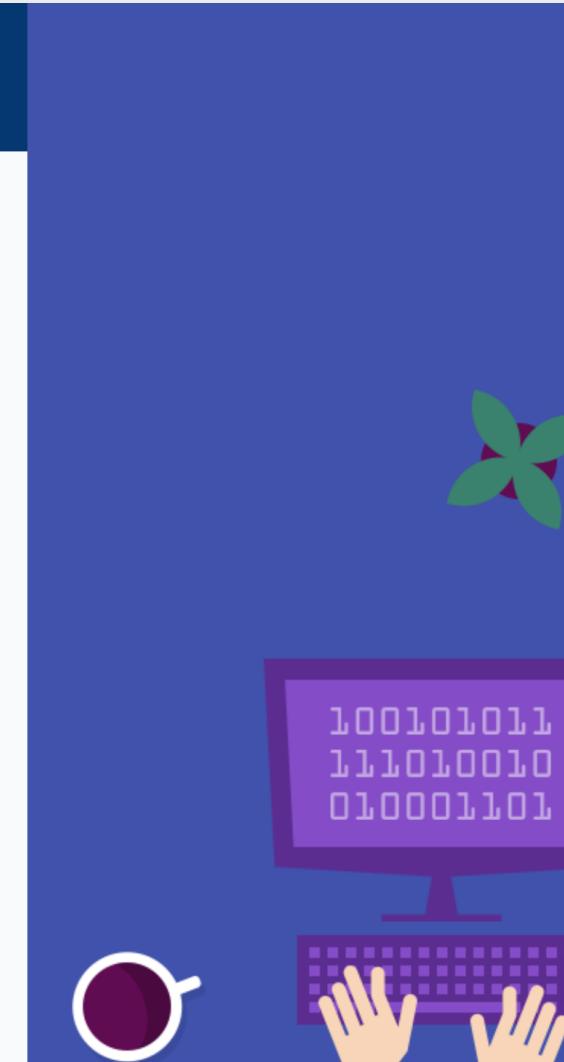
3. Describe the management style that will bring forth your best work and efforts. *

Enter your answer

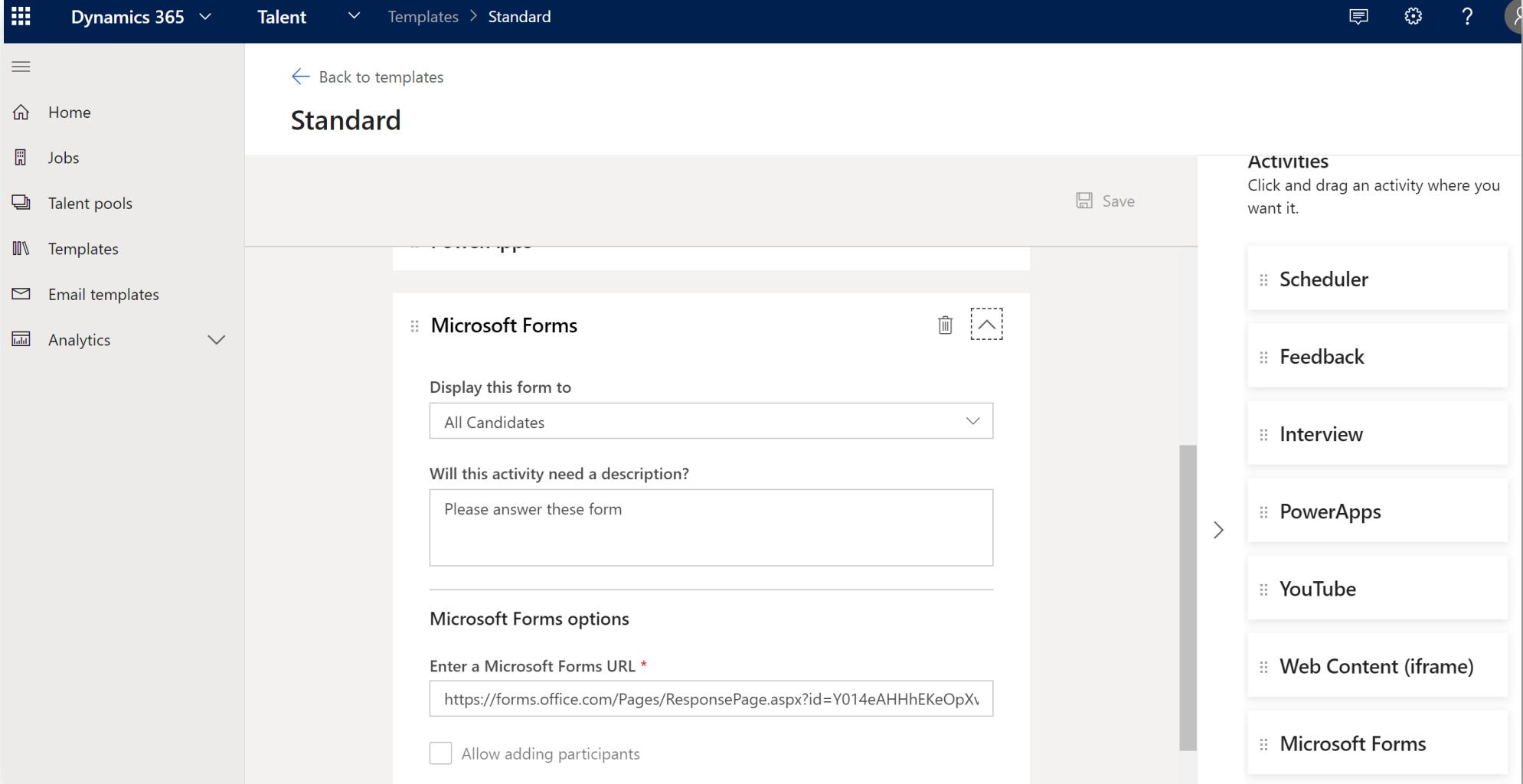
4. When you work with a team, describe the role that you are most likely to play on the team. *

Enter your answer

Submit



Cultural fit assessment



The screenshot shows the Dynamics 365 Talent Templates Standard page. The left sidebar includes links for Home, Jobs, Talent pools, Templates, Email templates, and Analytics. The main content area displays a Microsoft Forms activity card with the following details:

- Microsoft Forms** (Activity type)
- Display this form to:** All Candidates
- Will this activity need a description?** Please answer these form
- Microsoft Forms options:**
 - Enter a Microsoft Forms URL ***: <https://forms.office.com/Pages/ResponsePage.aspx?id=Y014eAHHhEKeOpXv>
 - Allow adding participants

On the right, a sidebar titled "Activities" lists other options: Scheduler, Feedback, Interview, PowerApps, YouTube, Web Content (iframe), and Microsoft Forms.

Cultural fit assessment

POINT : TAKEN

Point Taken-jobber Søknader MD

Dynamics 365 konsulenter/utviklere

Søkte 18.08.2019 | Søknadsstatus: Apply | Vis utlysing

MS Forms

Åpne i en ny kategori >

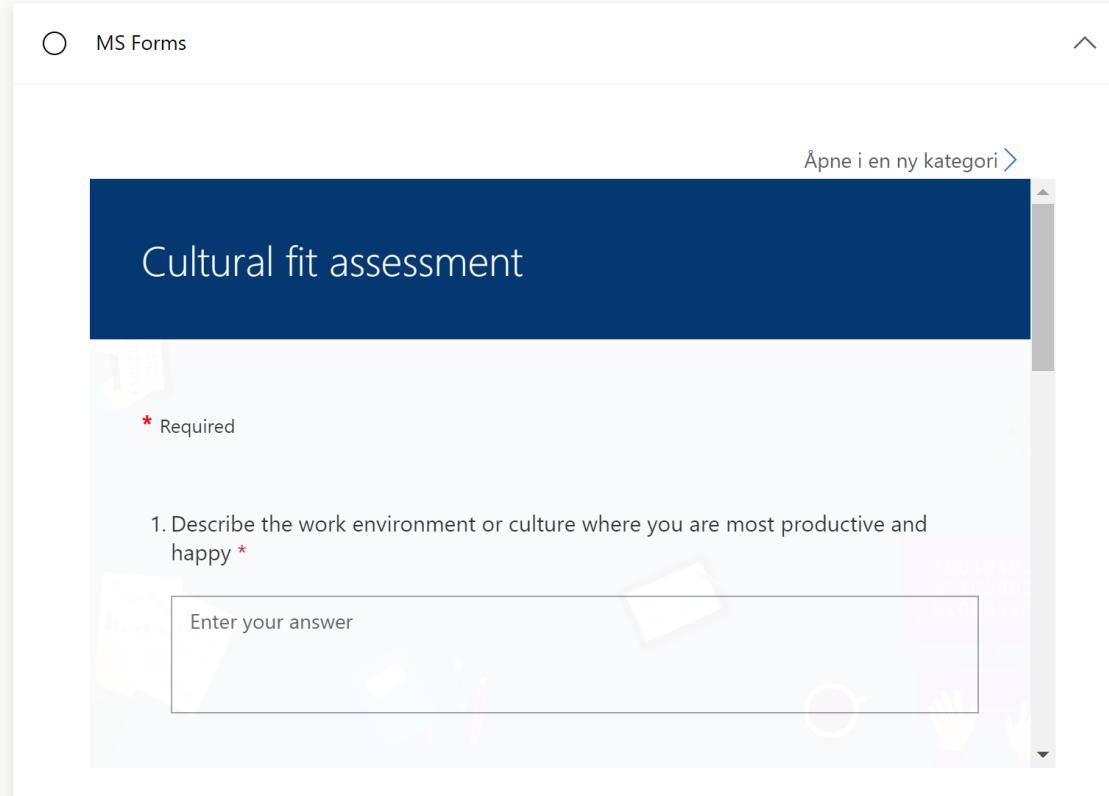
Cultural fit assessment

* Required

1. Describe the work environment or culture where you are most productive and happy *

Enter your answer

Programmet er fullført



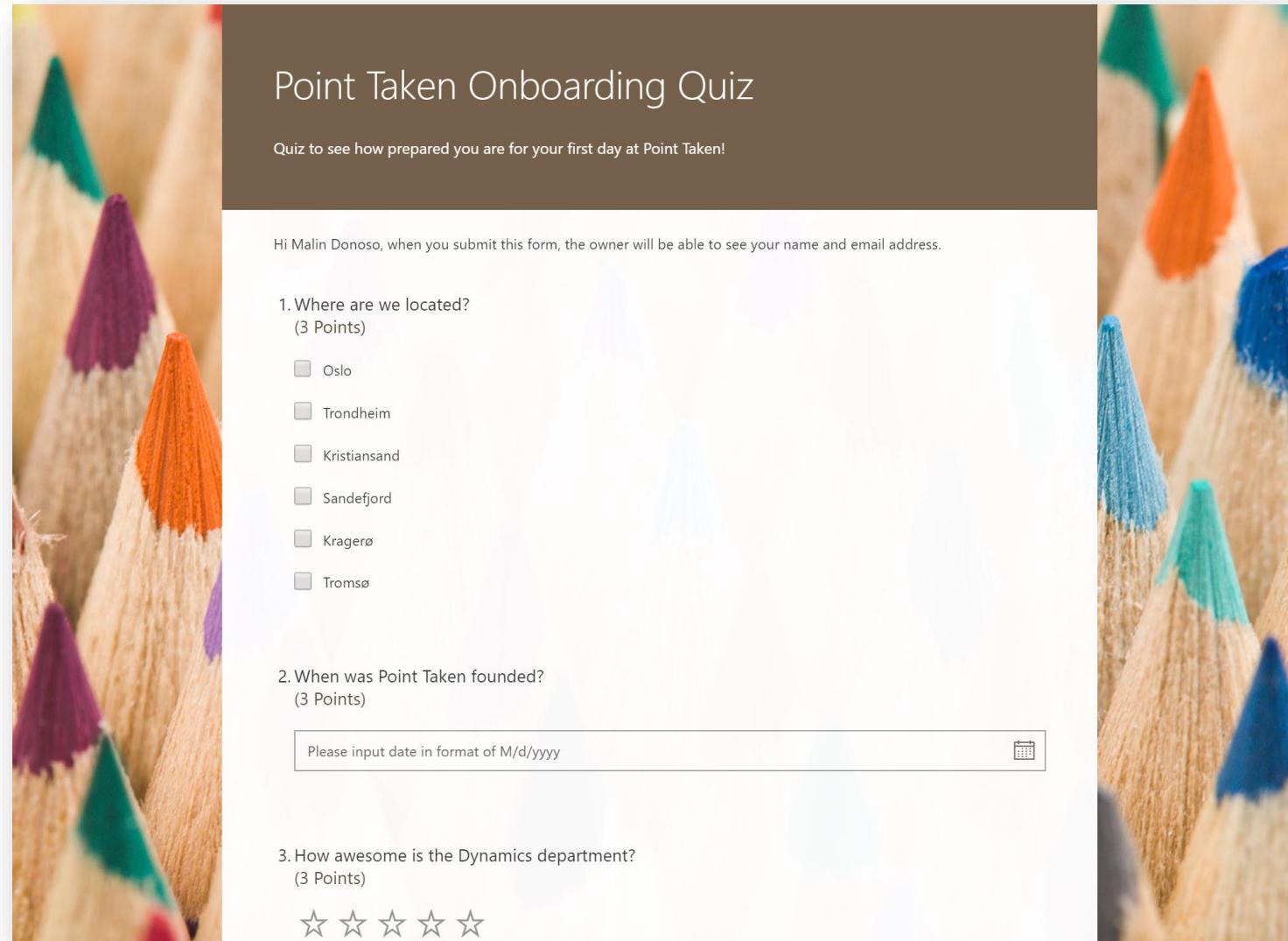
The screenshot shows a Microsoft Forms survey titled 'Cultural fit assessment'. The survey is set to 'Apply' status and was submitted on 18.08.2019. The first question asks the respondent to describe their most productive and happy work environment or culture. A text input field is provided for the answer. A green checkmark at the bottom indicates that the program has been completed.

Onboarding Quiz

- A way to see if they have learned anything
- Have they actually done their onboarding tasks?
- Is your onboarding valuable?



Onboarding Quiz



Point Taken Onboarding Quiz

Quiz to see how prepared you are for your first day at Point Taken!

Hi Malin Donoso, when you submit this form, the owner will be able to see your name and email address.

1. Where are we located?
(3 Points)

Oslo
 Trondheim
 Kristiansand
 Sandefjord
 Kragerø
 Tromsø

2. When was Point Taken founded?
(3 Points)

Please input date in format of M/d/yyyy [Calendar icon]

3. How awesome is the Dynamics department?
(3 Points)

☆ ☆ ☆ ☆ ☆

Onboarding Quiz

Aktiviteter Kontakter Ressurser

0/23 FULLFØRTE AKTIVITETER ⓘ

MD

- Develop a briefing handbook or website
- Introduction about executive to direct reports and staff, notify of start date
- Take the onboarding test to see if you are set for your first day

Åpne i en ny kategori >

Point Taken Onboarding Quiz

Quiz to see how prepared you are for your first day at Point Taken!

1. Where are we located?
(3 poeng)

Oslo
 Trondheim
 Kristiansand

Forfallsdato 25.08.2019

Merk som fullført

Onboarding Quiz

Point Taken Onboarding Quiz

17 Responses 3.8 Average Score

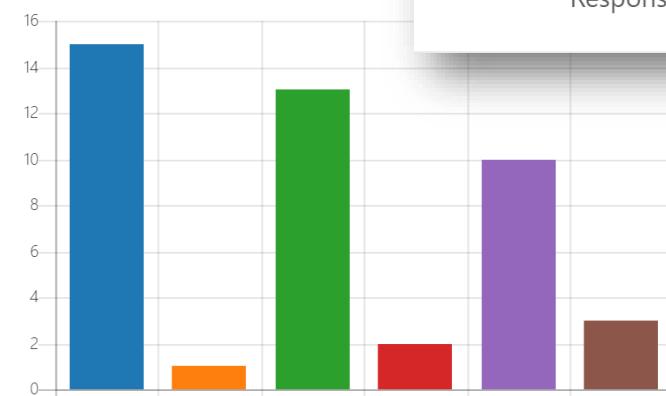
[Review answers](#) [Post scores](#)

1. Where are we located? (3 points)

56% of respondents (9 of 16) answered this question correctly.

[More Details](#)

Oslo	15	✓
Trondheim	1	
Kristiansand	13	✓
Sandefjord	2	
Kragerø	10	✓
Tromsø	3	



2. When was Point Taken founded? (3 points)

[More Details](#)

17 Responses

Latest Responses
"5/9/1945"
"10/29/2013"
"11/12/2013"

3. How awesome is the Dynamics department? (3 points)

[More Details](#)

16 Responses



3.38 Average Rating



Employee of the year

- You need to gather input from your employees



Employee of the year

PT Point Taken

General

Please fill the survey: 'Point Taken employee of the year'

Malin Donoso Martnes via Microsoft Forms Pro <surveys@email.formspro.microsoft.com>
ti. 20.08.2019 10:36
Malin Donoso Martnes

Point Taken employee of the year

Please click the following link to complete the survey.

START SURVEY

Or copy paste the URL below into your internet browser.

https://forms.office.com/FormsPro/Pages/ResponsePage.aspx?id=Y014eAHHhEKeOpXyjiuMHH-s_ZMP6RJiHMG LUAJjsUBUNlhWRDQ4U0kzRTZSSjAwM0IGUKY4R1ZLVy4u&vt=78784d63-c701-4284-9e3a-95ef8e2b8c84_fc5ae3ed-1ffd-4442-b44e-5725658df7cc_Hash_25geW8zv%2bRNNSOfnIeuvkqzBohuR1FjeauJ7I4PFyPM%3d

This is a system generated email, please do not reply to it. The survey link in this email is unique to its recipient. Please do not forward this email. If you would like to unsubscribe and stop receiving these emails, click [unsubscribe](#).

Disclaimer: Microsoft is providing this email on behalf of Malin DM MVP. Please contact this company with your questions about its privacy practices.

Maxine

ky

Add more people

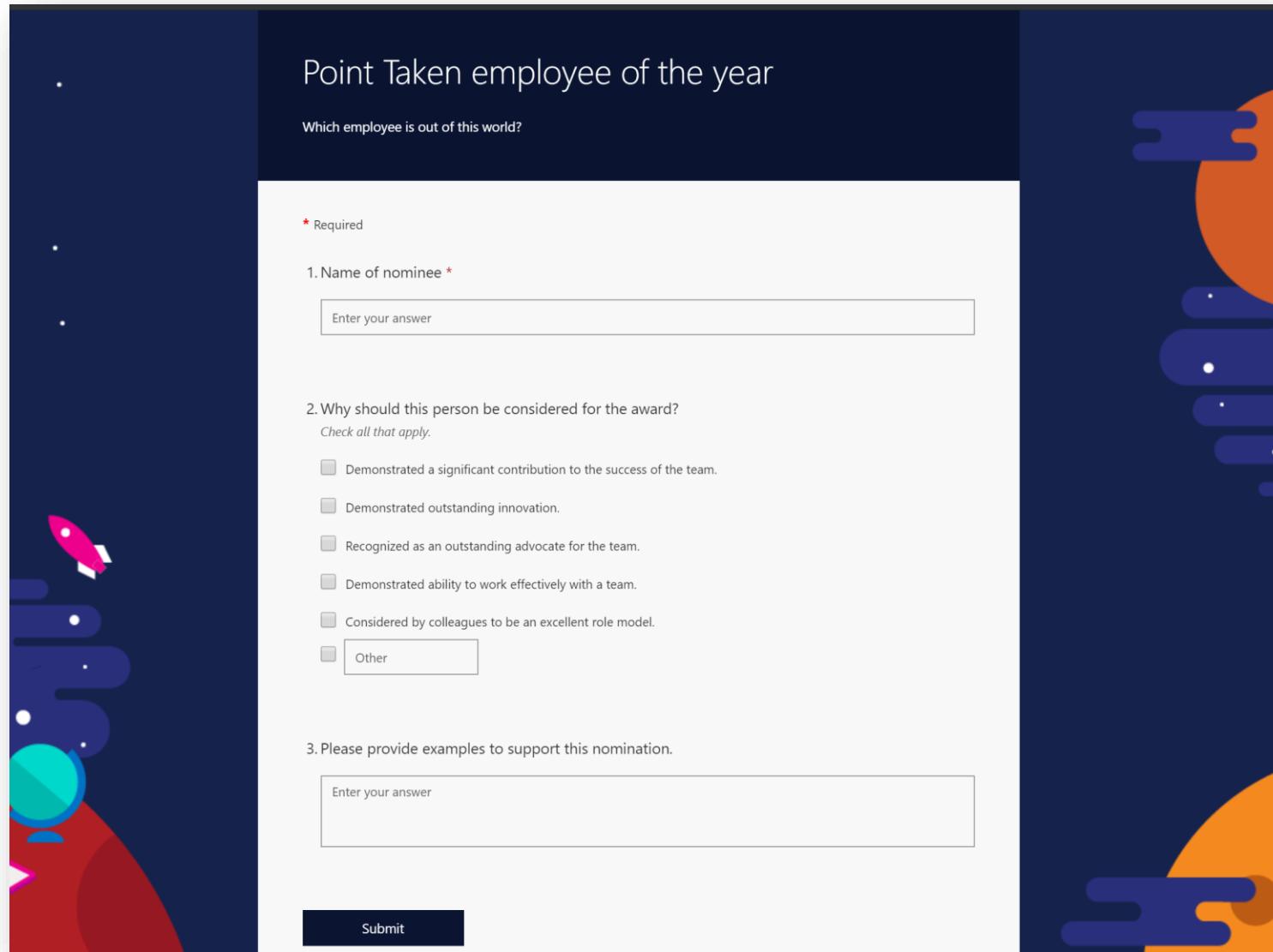
Create mo

Malin Donoso Martnes 10:14 AM
Hi Point Taken It's time to nominate employee of the year!



Reply

Employee of the year



Point Taken employee of the year

Which employee is out of this world?

* Required

1. Name of nominee *

2. Why should this person be considered for the award?
Check all that apply.

Demonstrated a significant contribution to the success of the team.

Demonstrated outstanding innovation.

Recognized as an outstanding advocate for the team.

Demonstrated ability to work effectively with a team.

Considered by colleagues to be an excellent role model.

Other

3. Please provide examples to support this nomination.

Submit

Employee of the year - result

Create questions Send survey **View responses**

Overview **Question responses**

More details

Most common phrases	Response
Flash Gordon	1
Ivan Ficko	1
Julian Rassmussen	1
Malin	1
Malin Donoso Martnes	1
Megan Walker	1
Mickey Mouse	1
Minnie Mouse	1

Most common phrases

Response
1
1
1
1
1
1
1
1

^

▼

Megan Walker
Malin Mickey Mouse
Ivan Ficko
Flash Gordon
Julian Rassmussen
Malin Donoso Martnes

Employee of the year - result

More details

Option
Considered by colleagues to be an excellent role model.
Demonstrated a significant contribution to the success of the team.
Demonstrated ability to work effectively with a team.
Demonstrated outstanding innovation.
Others
Recognized as an outstanding advocate for the team.

< >

More details

Most common phrases	Response
awesome person	1
blog	1
Flash Gordon	1
gang	1
joy	1
Minnie	1
personal soundtrack	1
rest	1

Category	Count
Considered by colleagues to be an excellent role model	5
Demonstrated a significant contribution to the success of the team	6
Demonstrated ability to work effectively with a team	4
Demonstrated outstanding innovation	4
Others	1
Recognized as an outstanding advocate for the team	5

personal soundtrack
Minnie
gang
joy
blog
awesome person
Flash Gordon

What is PowerApps?

PowerApps is an initiative by Microsoft that allows developers and nontechnical users to build mobile applications from selectable templates. The objective of **PowerApps** is to enable business users to build new capabilities via apps, without requiring that they have code expertise.



PowerApps

- Referral App
- Interview tool
- Employee engagement survey
- Where do I find stuff?



Referral app

- Hiring is expensive
- Getting referrals are useful



Referral app

Office manager: "I'm submitting the monthly supply order, let me know if you need anything for your workspace"



POINT : TAKEN

Thank you for taking the time to help us recruit the best talent!

First name *

Last name *

Email *

LinkedIn profile *

Power Platform Dynamics 365 CRM Dynamics 365 Talent

Office 365 SharePoint Nintex

Submit

Referral app

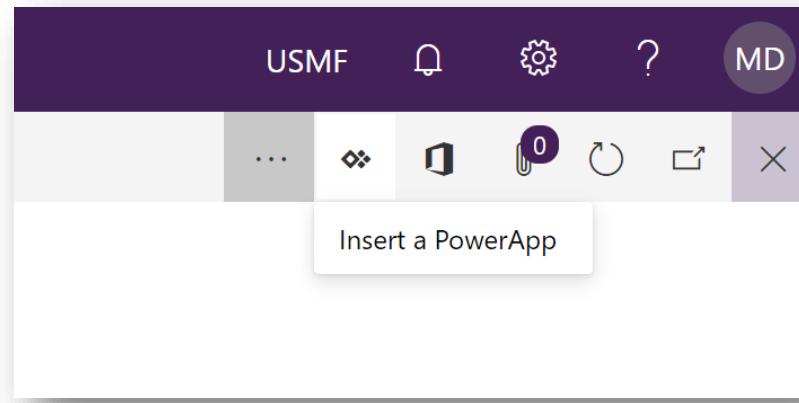
[← Submit another referral](#)



Your referral has been submitted, thanks!



Referral app

A screenshot of the Microsoft Dynamics 365 Job page. The page title is '0045 : Store Manager'. The 'General' section shows the following details:

Position	Department	Full-time equivalent
0045	Retail Operations	1,00
Description	Title	Compensation region
Store Manager	Store Manager - USA Central	
Store Manager	Position type	Available for assignment
Store Manager	Full-time	
	Job family	

The 'Insert a PowerApp' dialog is overlaid on the page. It contains the following fields:

Insert a PowerApp

Name: Referral PA

App ID: 35888497-15b8-4adf-9742-db6e60725702

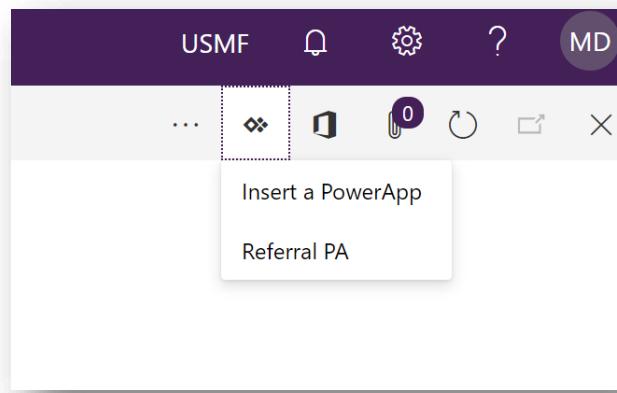
Input data for the PowerApp: (dropdown menu)

Application size: Wide

Legal entity access: (dropdown menu)

Buttons: Insert (purple), Cancel

Referral app



Search for

Delete Copy position Changes

PAGE OPTIONS

Security diagnostics Record info

Advanced filter or sort Change view

...

Description

Waterspider

Warehouse Worker

Warehouse Manager

Warehouse Manager

Value Stream Manager

Treasurer

Transport Coordinator

Store Manager

Referral PA

POINT : TAKEN

Office manager: "I'm submitting the monthly supply order, let me know if you need anything for your workspace"



Thank you for taking the time to help us recruit the best talent!

First name *

Last name *

Email *

LinkedIn profile *

Power Platform Dynamics 365 CRM Dynamics 365 Talent

Office 365 SharePoint Nintex

Submit

Close

Interview tool

- Collective feedback



Interview tool



Interview Tool

Share and review interview feedback on job candidates.

SELECT YOUR DEPARTMENT

+

Marketing	(3)
Human resources	(3)
Accounting	(3)
Design	(4)
Management	(3)

Interview tool

< Interview Tool

HR Manager Commu... 

CANDIDATES 

Margret Turner  3  0

Ethel Forbes  1  1

Ethel Forbes

Hiring Manager: Ross Peters 

INTERVIEW FEEDBACK

Interview 1 by Hattie Page 7/5/2016 1:15 PM

 Good

Interview 2 by Cody Fielder 7/5/2016 2:00 PM

 Not upto expectations

REVIEW CANDIDATE

Interview tool

< Interview Tool

Margret Turner
Hiring Manager: Ross Peters

SELECT ONE

 HIRE  NO HIRE

ADDITIONAL FEEDBACK

SUBMIT

Interview tool

The screenshot shows the Dynamics 365 Talent Standard template editor. The left sidebar includes links for Home, Jobs, Talent pools, Templates, Email templates, and Analytics. The main content area displays a PowerApp component with the following settings:

- PowerApp ID:** 14d72905-9d29-48e2-8912-2f473dc4133c
- Display this PowerApp to:** Hiring Team
- Required for:** All
- Will this activity need a description?** Add a description or instructions to the activity feed

The right sidebar, titled "Activities", lists various activity types that can be drag-and-dropped:

- Scheduler
- Feedback
- Interview
- PowerApps
- YouTube
- Web Content (iframe)
- Microsoft Forms
- EEO/OFCCP forms

Interview tool

Dynamics 365 > Talent > Jobs > Dynamics 365 konsulenter/utviklere (001001) > Malin Donoso Martnes

Back to Dynamics 365 konsulenter/utviklere

Reject applicant Add to talent pool

Malin Donoso Martnes

Job: Dynamics 365 konsulenter/utviklere | Applied via Talent career site 8/18/19 | Current stage: Apply

Activity Profile Notes Documents LinkedIn

Interview

Request for feedback

NAME	DECISION	STATUS	ACTIONS
MD Malin Donoso Martnes		Not started	Provide feedback

PowerApps *

The PowerApp interface for the Interview Tool. It features a central orange panel with a circular icon containing three people and the text "Interview Tool". Below this is the sub-instruction "Share and review interview feedback on job candidates." To the right is a list of departments with counts: Marketing (3), Human resources (3), Accounting (3), Design (4), and Management (3). A "SELECT YOUR DEPARTMENT" button with a plus sign is at the top of the list.

SELECT YOUR DEPARTMENT	
Marketing	(3)
Human resources	(3)
Accounting	(3)
Design	(4)
Management	(3)

Employee engagement survey

- Feelings about your company
- How is life
- Do you need to change anything
- Are people happy



Employee engagement survey

POINT : TAKEN

Employee Engagement Survey

ESTIMATED TIME
5 mins

Get started

Point Taken

This survey consists of
five questions.

The progress is tracked at the top of each
screen.

Back

Next

Employee engagement survey

Question 1/5

What is your role?

- Individual contributor
- Team lead
- Manager
- Senior manager
- Vice president

Back

Next

Question 2/5

What departments do you work with?

(Select all that apply)

- Accounting
- Administrative
- Customer service
- Marketing
- Operations
- Human resources
- Sales

Back

Next

Question 3/5

How many hours do you spend working per day?

12 hrs

1 24

Back

Next

Employee engagement survey

Question 4/5

Do you see yourself working here in one year?

Yes

No

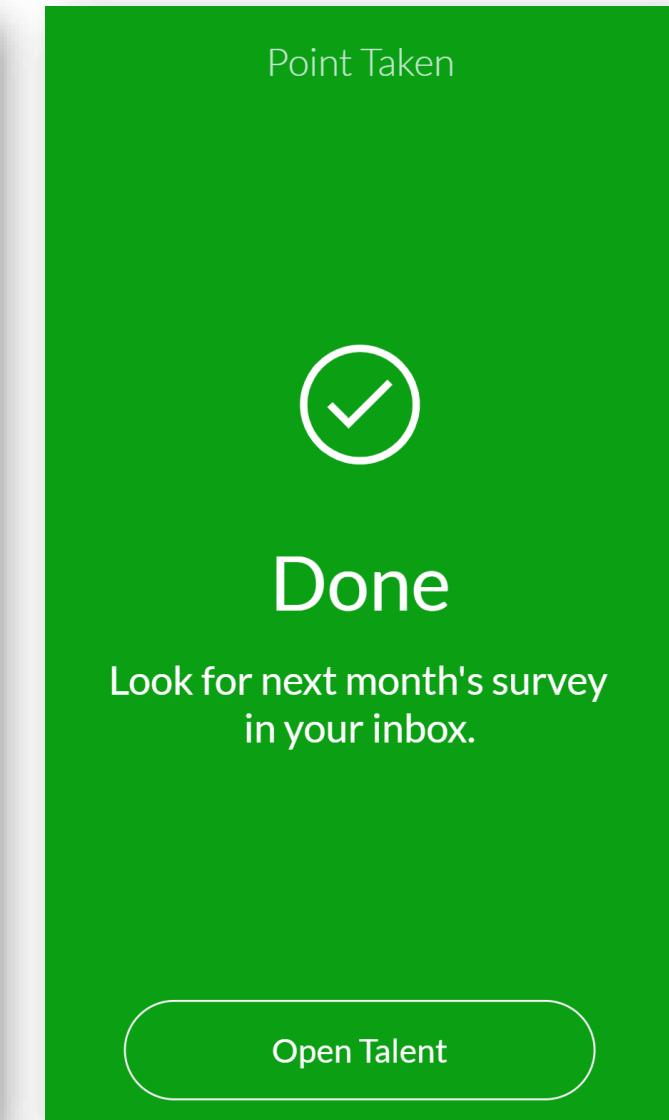
[Back](#) [Next](#)

Question 5/5

Other comments?

Type here

[Back](#) [Next](#)



Where do I find stuff?

All the links you need

POINT : TAKEN

Your resume

Register hours

Office 365

Dynamics CRM

Dynamics Talent

MS Teams

Operations supplier

Pension insurance

Health insurance

Missing something?

Missing from "Where do I find stuff"

* Required

1. What are you missing *

Enter your answer

Submit

What is Flow?

Microsoft Flow is cloud-based software that allows employees to create and automate workflows and tasks across multiple applications and services without help from developers. Automated workflows are called **flows**. Once a **flow** is built, it can be managed on the desktop or through an app on a mobile device.



Flow

- Rejection notification
- Out Sick
- Panic Button

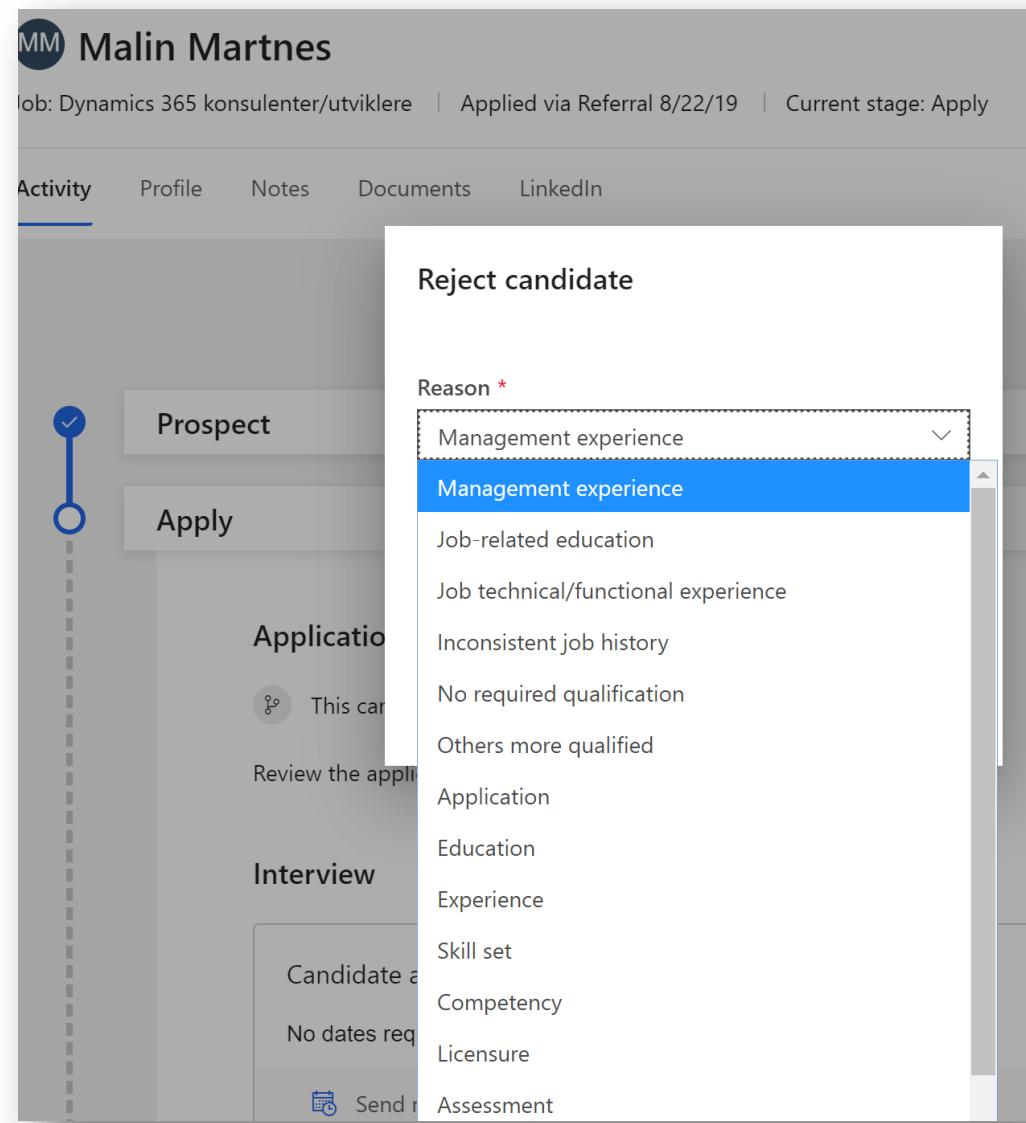


Rejection notification

- No automatic rejection notification to candidates from Attract



Rejection notification



Rejection notification

 man. 19.08.2019 15:36

Malin Donoso Martnes <malin@malinmvp.onm

Job rejection notification

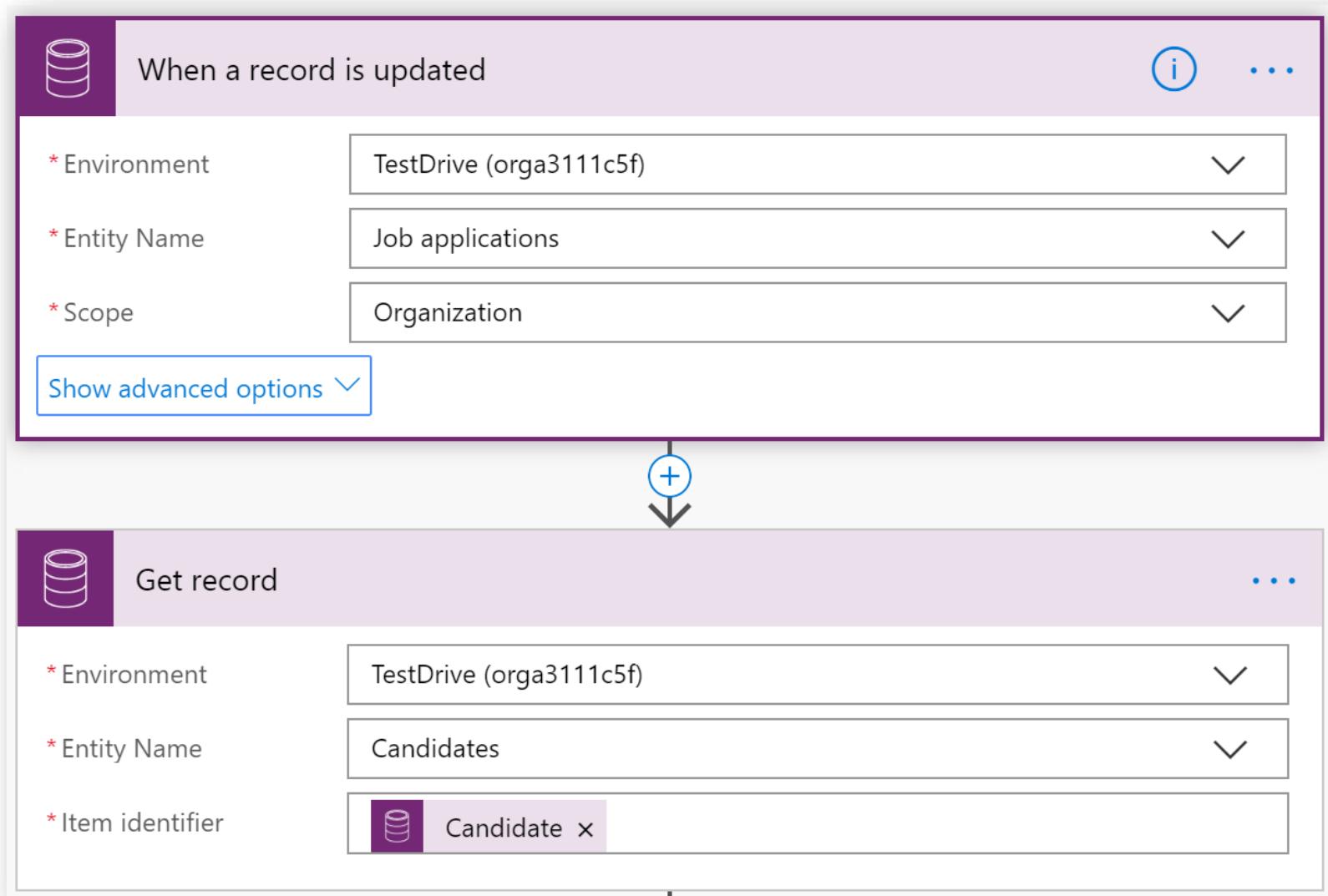
Til  malin_martnes@hotmail.com 

Hi Malin Donoso Martnes,

We are sorry to inform you that we will not go forward with your application for the position because of Experience.

Kind regards,
Hiring manager

Rejection notification



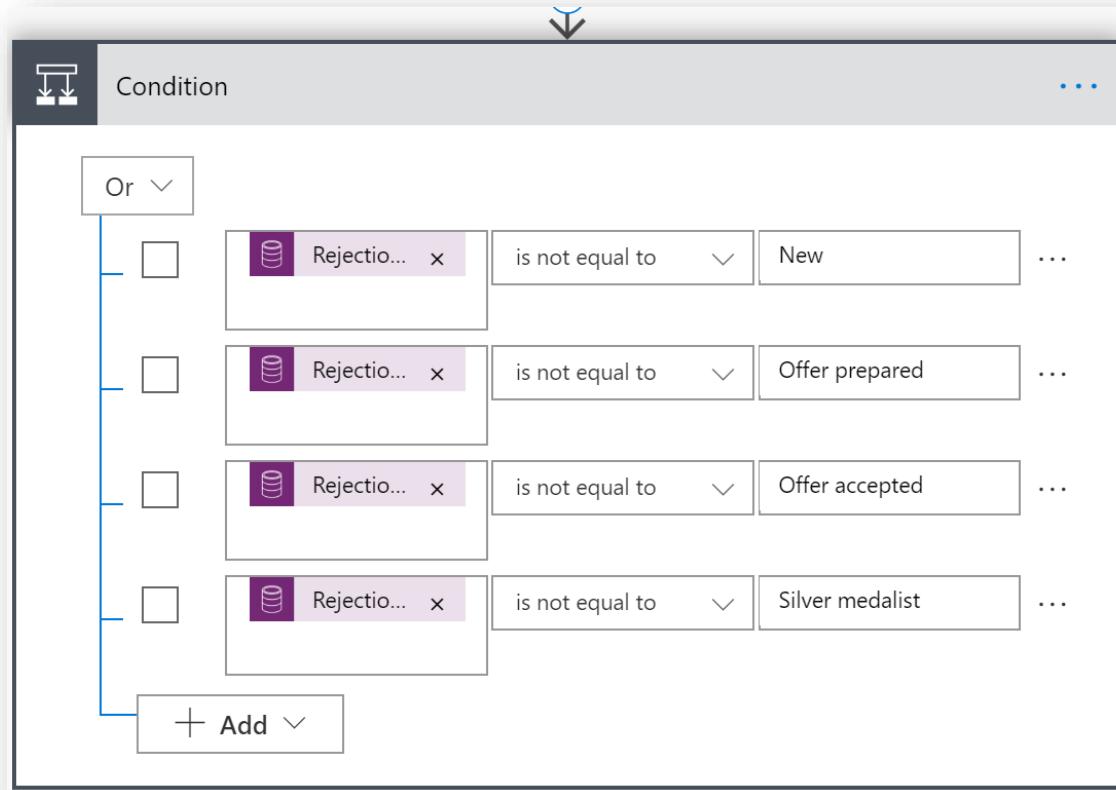
Rejection notification

Condition

Or

- Rejectio... x is not equal to New
- Rejectio... x is not equal to Offer prepared
- Rejectio... x is not equal to Offer accepted
- Rejectio... x is not equal to Silver medalist

+ Add



If yes

Send an email

To: Email primary x ;

Subject: Job rejection notification

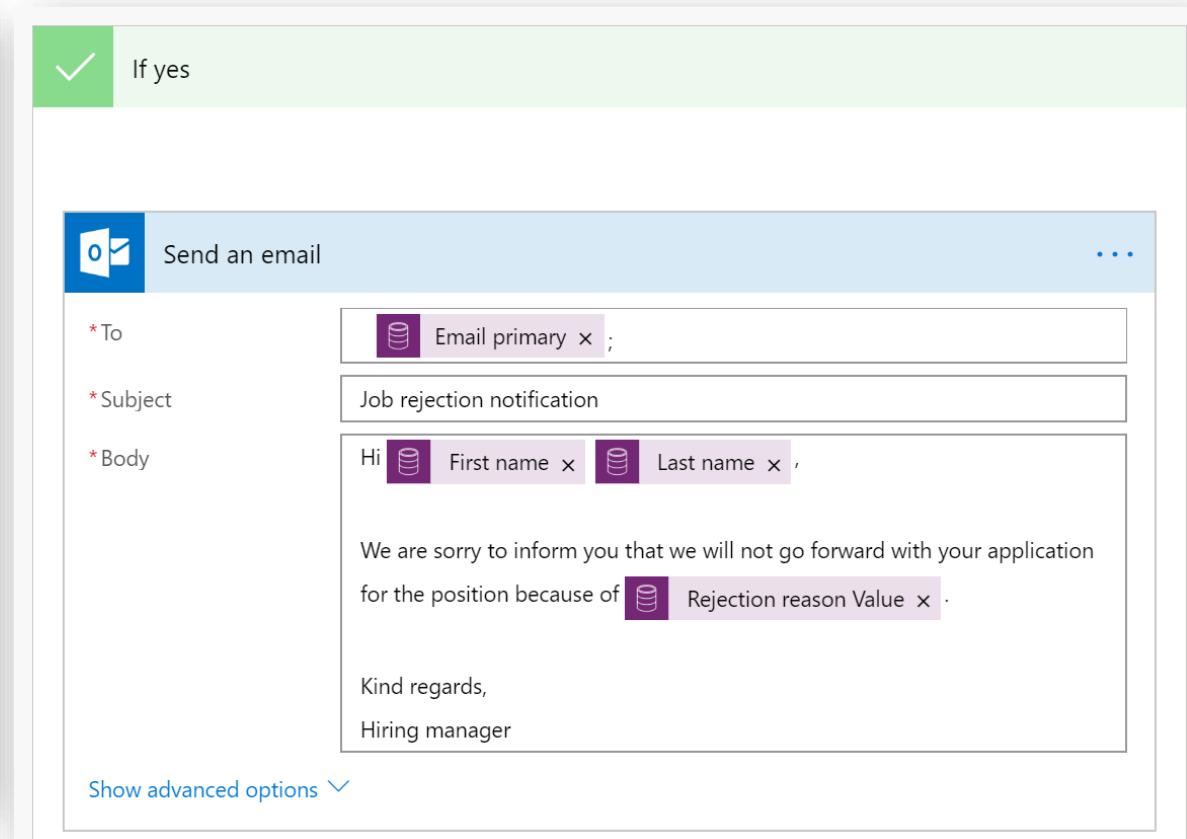
Body:

Hi  First name x  Last name x ,

We are sorry to inform you that we will not go forward with your application for the position because of  Rejection reason Value x .

Kind regards,
Hiring manager

Show advanced options

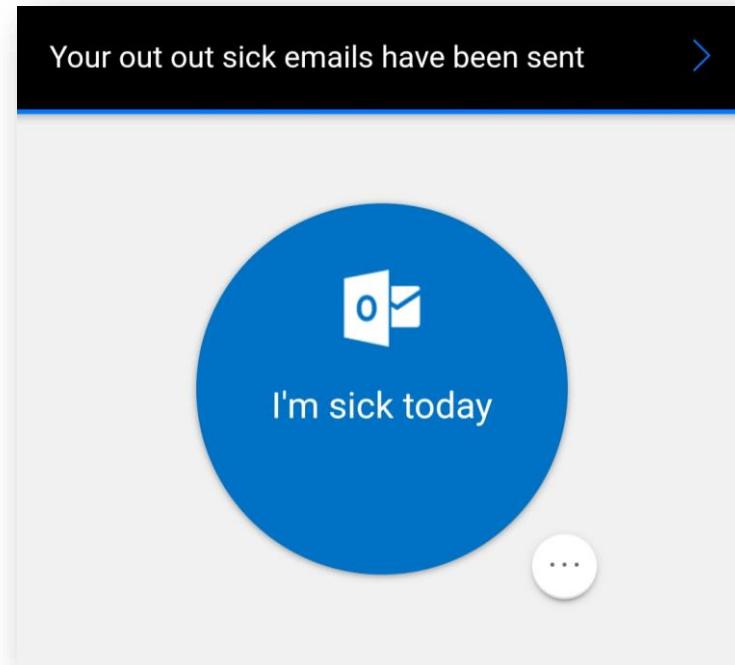


Out sick

- Make it easy to report
- Have an updated calendar



Out sick



Out sick

I'm sick

ⓘ Denne meldingen ble sendt med lav viktighetsgrad

☒ Oversett meldingen til: Norsk | Aldri oversett fra: Engelsk



Malin Donoso Martnes

fr. 16.08.2019 14.51

Malin Donoso Martnes ▾

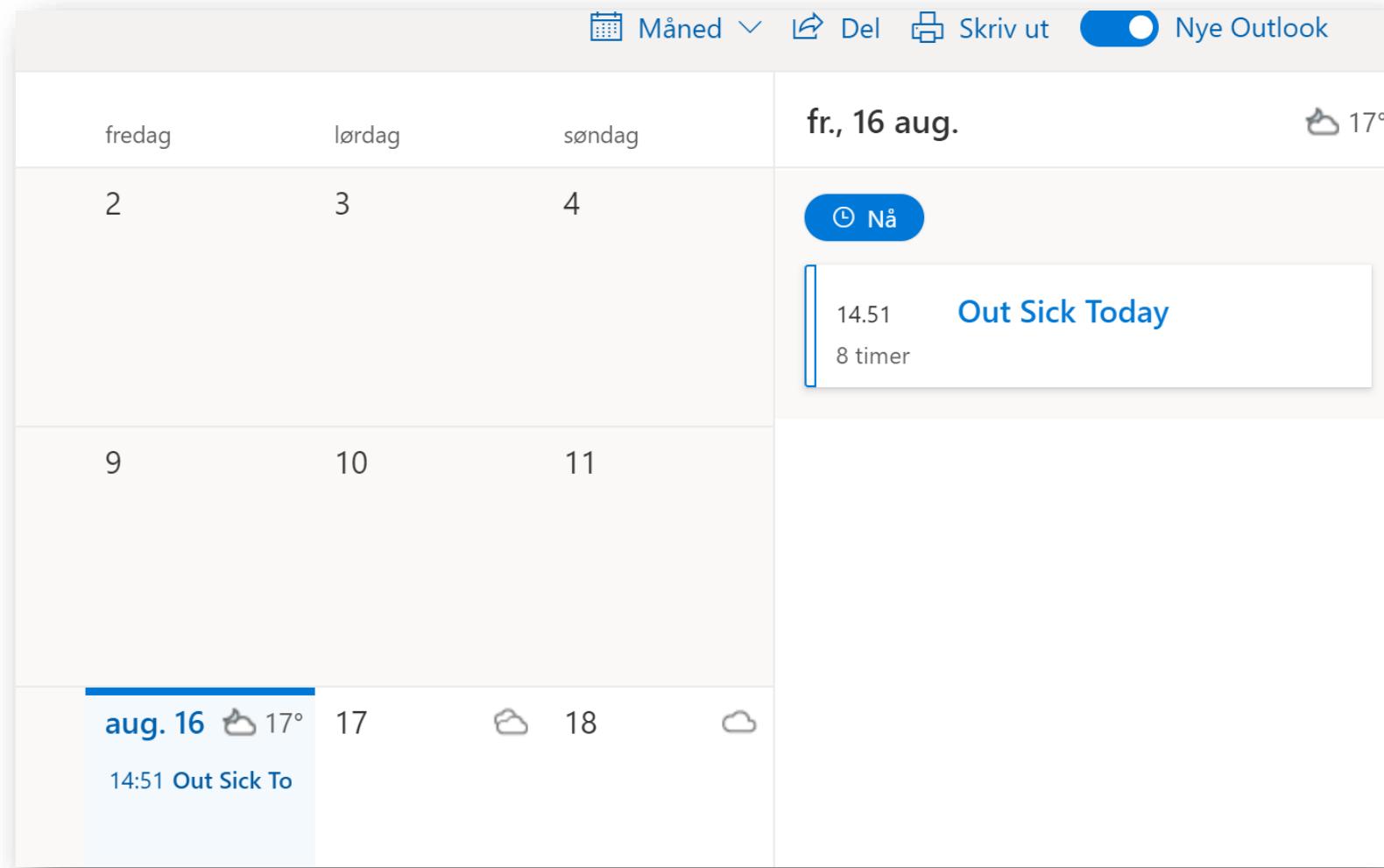


Hello - I am not feeling well and will be out sick today.

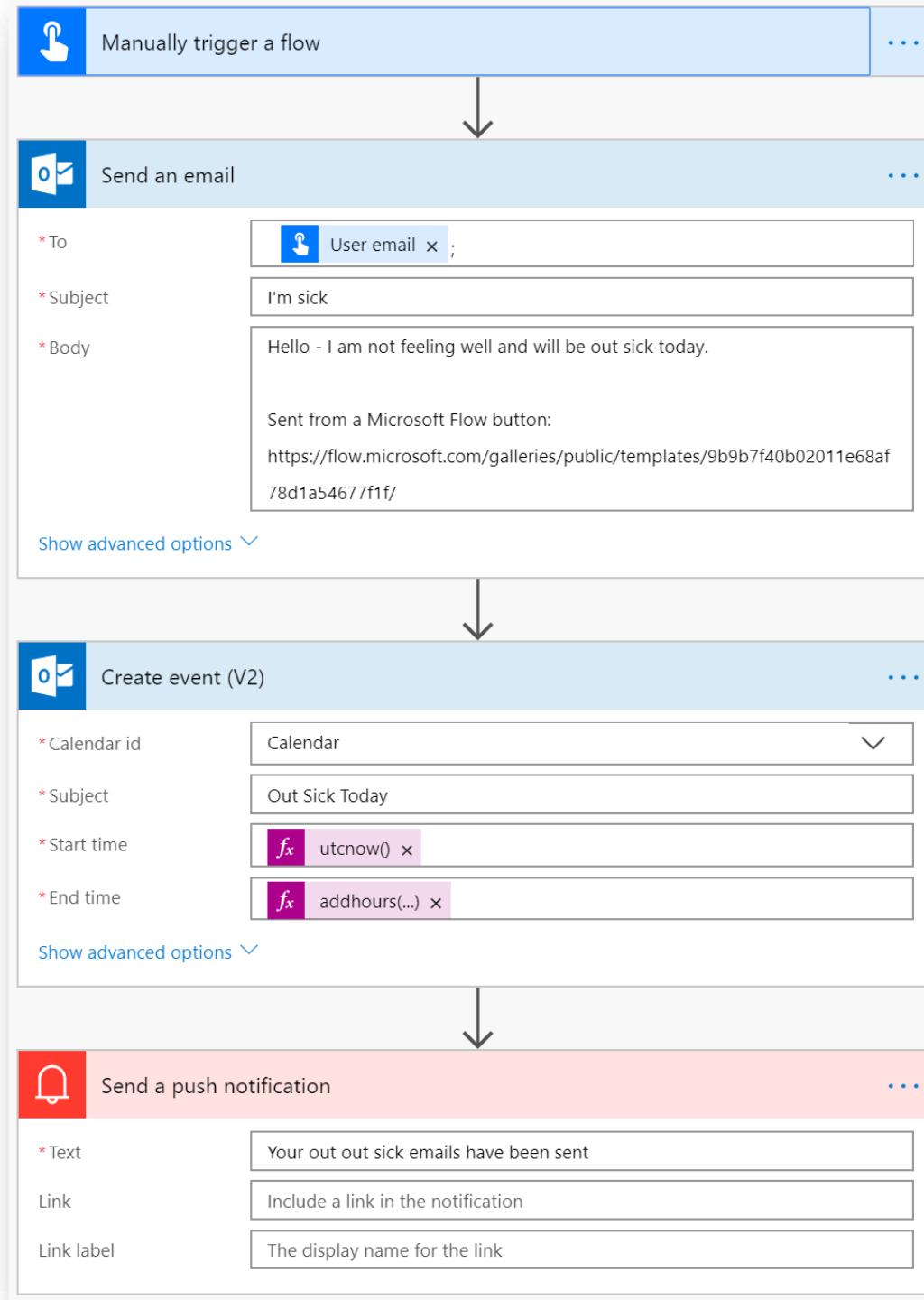
Sent from a Microsoft Flow button:

<https://flow.microsoft.com/galleries/public/templates/9b9b7f40b02011e68af78d1a54677f1f/>

Out sick



Out sick

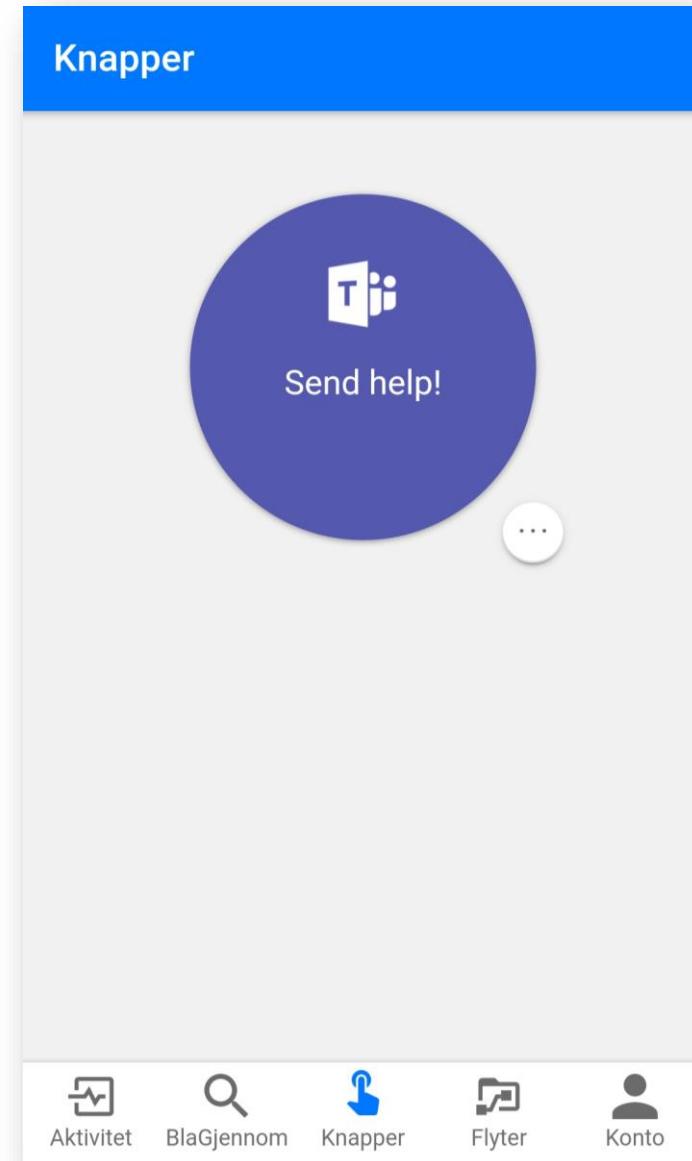


Panic button

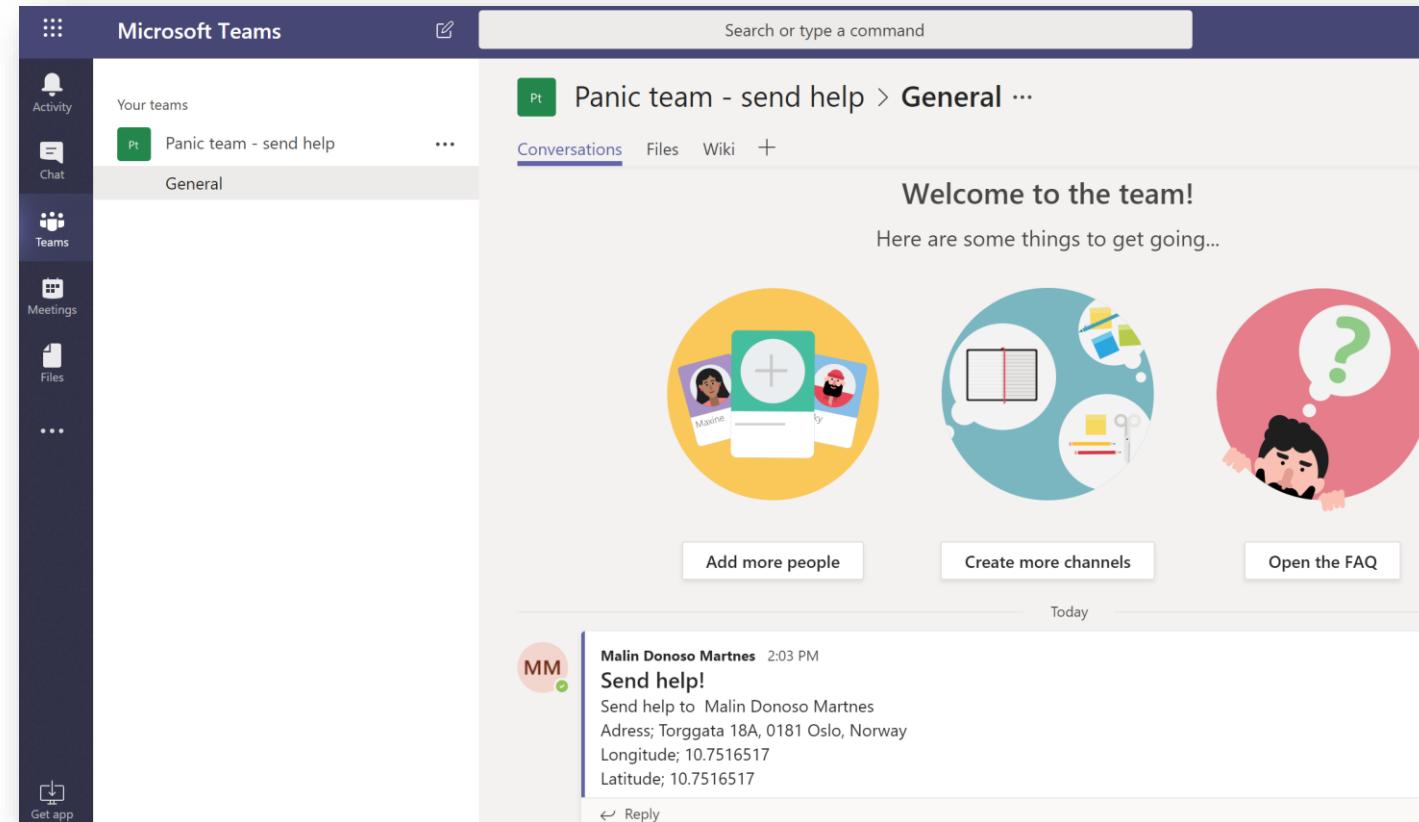
- For unsafe situations
- Matter of life and death



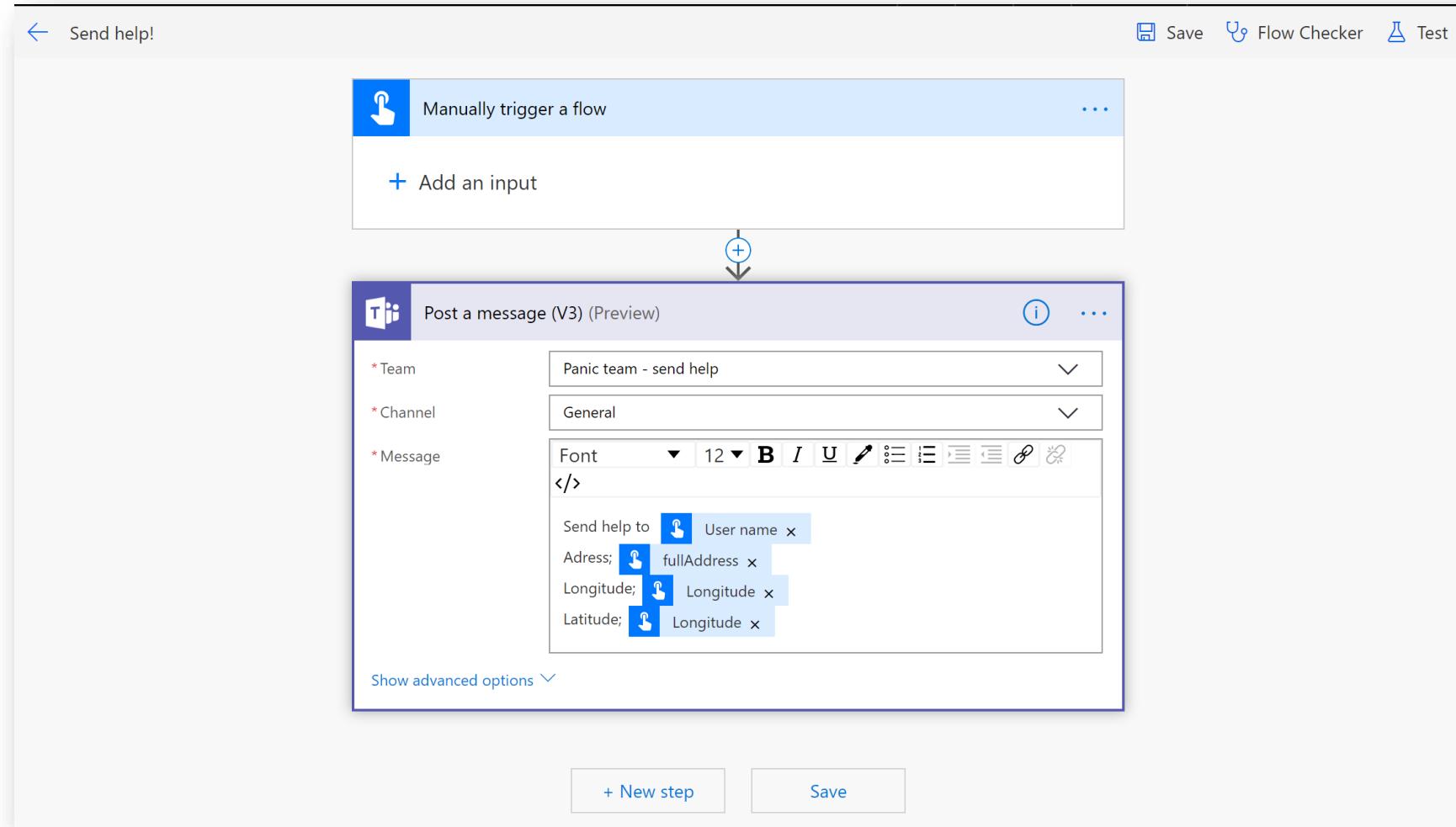
Panic button



Panic button



Panic button



This is Runar now!



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