

Presentation



Schiphol/Amsterdam, 28th of June 2016

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Din Utvikling Consulting AS, Norway

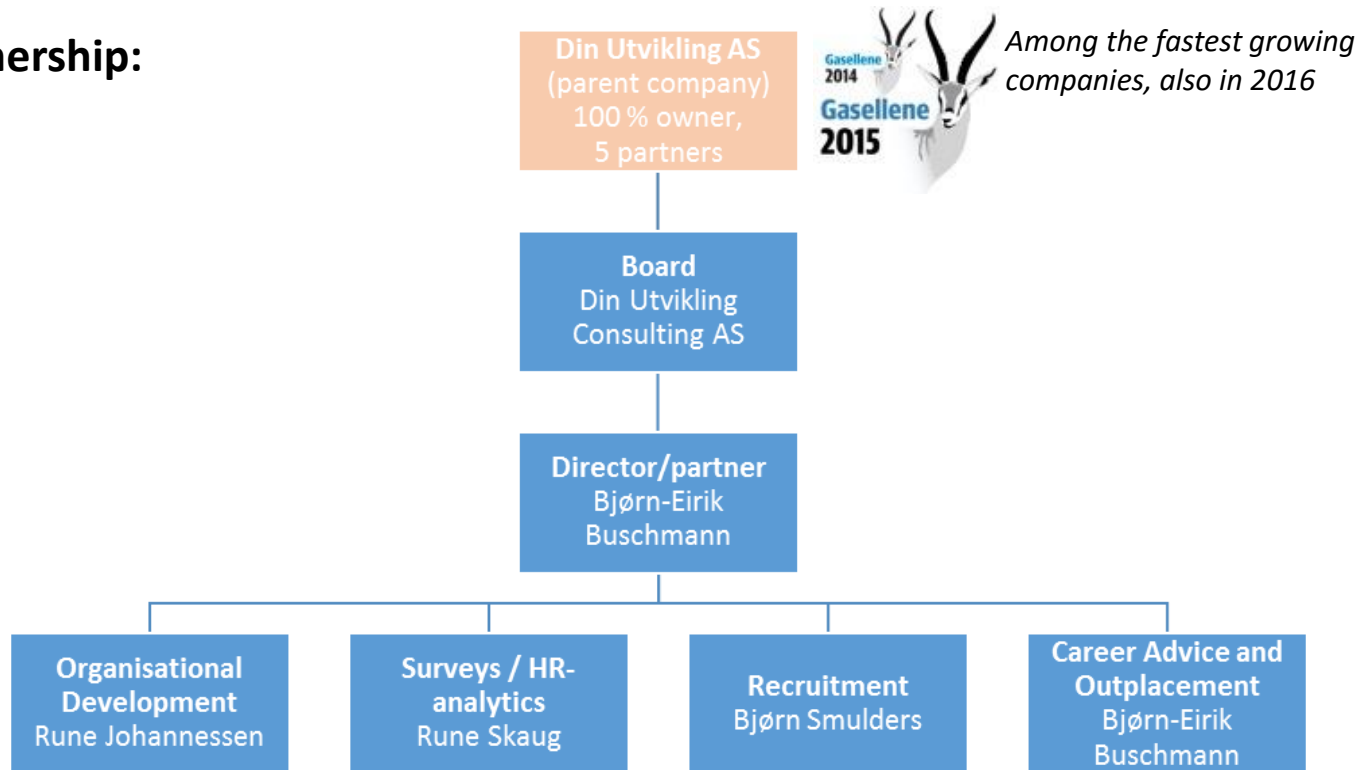
det som skal til

Group – Din Utvikling (1)

(Din Utvikling = your development)

- Established in 2004
- Founded by Geir Nordal and Bjørn-Eirik Buschmann
- In the start-up phase: main focus on Outplacement and Career Transition

- **Ownership:**



Business
Individual
Efficient
Measurements
Tailored
Recruitment
NAV
Norway
Transition
MNOK
Market
Competent
Unemployment
Professional
Investment
Career
Development
Courses
Experience
Orderbacklog
Customized

det som skal til

Public sector



Din Utvikling AS (Parent Company)

50 employees

300 career counselors

NAV and courses // NAV* allocates funding to individual counseling/follow up and courses for people on labor schemes, unemployed people and active job seekers. Subcontractors (i.e Din Utvikling) are applied for execution.

861 MNOK in potential order backlog // Signed framework agreements per June 2016 amount to 861 MNOK for 2016 to 2020 (95 million euro) + + .

28 locations in Norway

A leading provider in Norway

*NAV is the public Norwegian Labor and Welfare Organization. NAV helps provide social and economic security while encouraging a transition to activity and employment.

Private sector

Din Utvikling Consulting AS (Subsidiary Company)

15 senior consultants + 300 counselors from DU

Locations in Oslo, Stavanger and Bergen

Background as consultants/advisors, CEOs/directors/management, recruitment/staffing agency, leadership, coaching-educated... Several of the consultants are working interdisciplinary towards our four different business areas.

Turnover in 2016: 2 million euros

139 different customers in 2015

Nominated as «The Best Consultant Company 2014» in Norway.

2014
KONSULENT
PRISEN

Din Utvikling Consulting AS // Access to consultants

Din Utvikling provides unique access to highly qualified counselors who can act in the business market. The counselors' knowledge and experience as course leaders are also taken advantage of, by Din Utvikling Consulting.

NAV



Recruits **career advisors** with solid background and knowhow

Builds **solid expertise** from the NAV system and gains experience with **disadvantaged groups**

Access to a volume of **250-300** counselors/supervisors



Consulting



Possible to work with **private businesses**

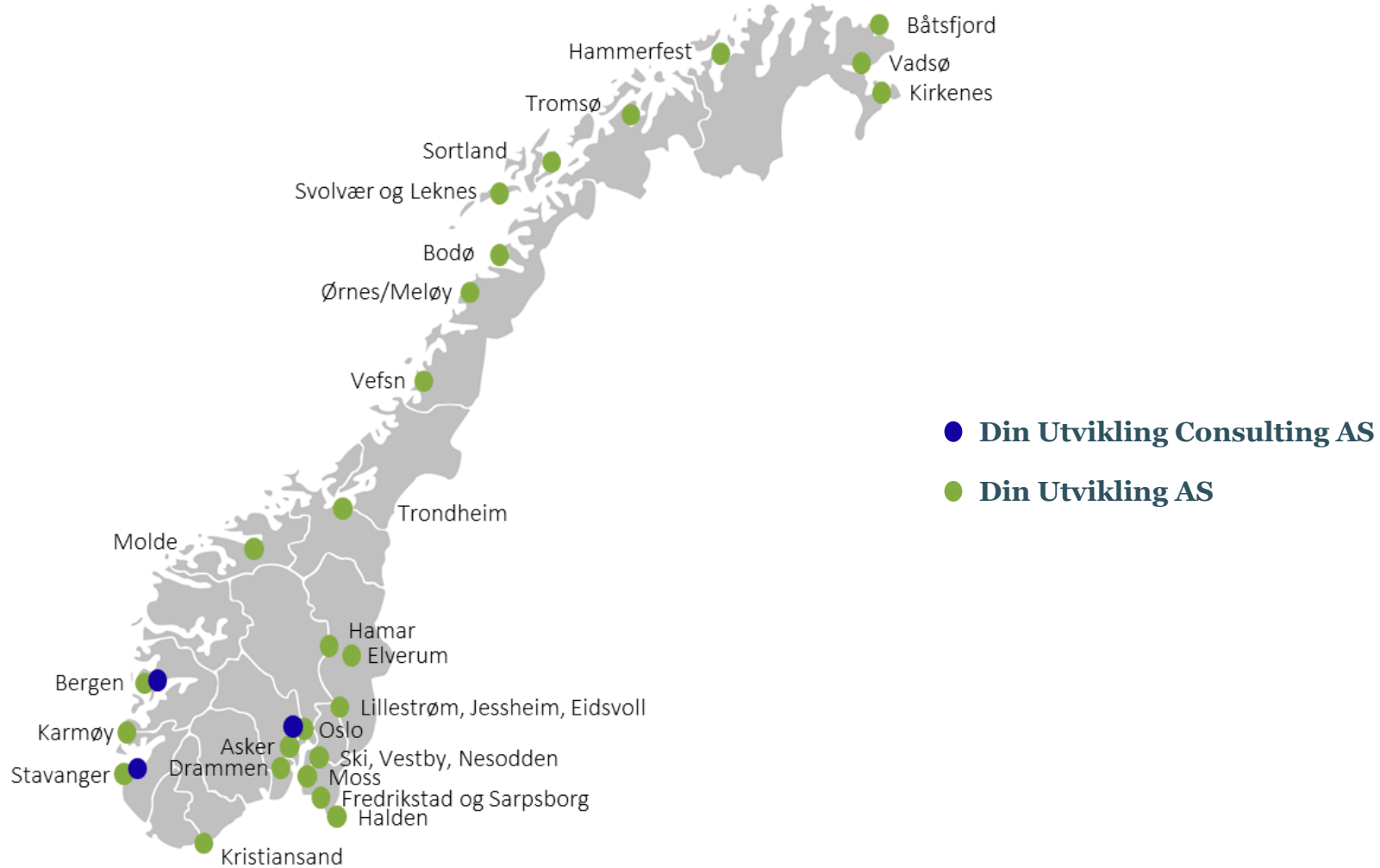
Experience from the **NAV environment** complementary with the private business universe

Access to supervisors makes Din Utvikling Consulting to one of the **largest providers of supervisors to private businesses**

det som skal til



Our locations:

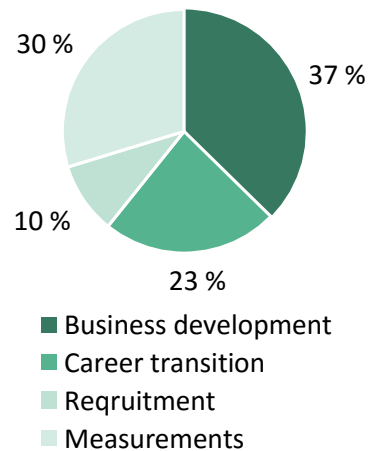


det som skal til

Current Turnover – Din Utvikling Consulting AS

YEAR	Turnover	Organisational Development	Career advice and Outplacement	Recruitment	Surveys / Measurements
2016	1,6 mill €	Estimated 37 %	Estimated 40 %	Estimated 10 %	Estimated 13 %
2017	2 mill €	32 %	40 %	13 %	15 %
2018	2,7 mill €	25 %	50 %	15 %	10 %

Segments distribution
March 2015 to April 2016
Din Utvikling Consulting AS*:



det som skal til

Din utvikling Consulting AS // Services

Din Utvikling has excess experience from the private market. In 2012, Din Utvikling decided to demerge the private sector part from Din Utvikling AS to Din Utvikling Consulting AS.

Career advice and Outplacement

Description:

DUC provides career services needed for transition to new jobs for employees (for example by job cuts).

Pricing:

Price per hour. Usually, a defined hour "quota" is provided with prepayment.

Surveys/ Measurement

Description:

DUC conducts implementation of employee surveys, management evaluations and client satisfactory services. DUC's consultants has extensive experience in follow up and implementation of these surveys.

Pricing:

Price per measurement (fixed price). counseling is priced per hour, usually through a prepaid hour "quota".

Organizational Development

Description:

Organizational development involves development of work and improvement processes which interacts both management and employees. DUC assists clients with consulting, analysis, coaching and customized training.

Pricing:

Price per course/gathering. Hour sale beyond courses.

Recruitment, Headhunting

Description:

DUC has long experience with recruiting to all levels of organization. The company's long expertise and methodology, certified tools and extensive network minimize the risk of bad hires.

Pricing:

Price per recruiting assignment. Usually fixed price.

det som skal til

Our Business Areas:

- Strategy facilitation
- Business and organisational analysis
- Involvement based Improvement Projects
- Manager and team development
- Leadership and Top Management Development
- HR Due Diligence
- Employer development
- Leadership and management courses
- Value based processes
- Management for hire



- Manager and project support
- Work Environment Act courses for personnel managers
- Senior employee policies
- Advice on retirement funds
- Courses for job seekers
- Insourcing

- Human Capital Index - Employee Engagement
- Employee Surveys
- 360 Feedback Survey
- Customer satisfaction surveys
- Personality testing / employee and manager profiling

- Recruitment courses
- Search / Head hunting
- Extensive reviewing of final candidates
- On boarding - First 100 days
- Full scale recruitment processes

det som skal til

Our Strategic Partners:

- Strategy facilitation
- Business and organisational analysis
- Involvement based Improvement Projects
- Manager and team development
- Leadership and Top Management Development
- HR Due Diligence
- Employer development
- Leadership and management courses
- Value based processes
- Management for hire

SEMCO

MARKEDSINFO



- Manager and project support
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OI GLOBAL PARTNERS
leading change for organizations & individuals

- Human Capital Index - Employee Engagement
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Profiles International
imagine great people®



questback

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det som skal til

du **din utvikling**
det som skal til

Market awareness // marked share // Our strengths

- **Increased need within Career Advice and Outplacement**
 - Downsizing in the oil and gas industry
 - Consequences and downsizing in the supplier industry
 - Consequences for others; municipalities (less taxes...), the retail-business, hotels etc., etc..
- **Exposed regions:** West coast and south coast of Norway, and Oslo-region
 - Din Utvikling Consulting AS is establishing new offices in **Stavanger** and **Bergen** from 1th of august-16
 - A lot of **foreign workers** (engineers, project managers..) are **being affected** of this restructuring processes and have to look for job in other parts of Norway, they own homeland or other countries.
 - An increasing need of programs and services within Career Transition (advice and outplacement) – **IN ENGLISH** – is to be expected, because a lot of the foreign job seekers will have to look OUTSIDE of Norway in their need for jobs.
 - The advantage of being a part of **OI Global Partners** is prominent.
 - **Access to** OIGP/CNI's extensive online job search and training databases and resources
 - We can now serve costumers and employees in the total of 28 countries...
 - We will act as **Key Account Managers** for our Norwegian global customers and sell global contracts with the use of OIGP partners.
 - We can serve our OIGP partners as **local** consultants/advisors.
 - **Helping customers to increase their business – in all periods** (before, during and after) of their restructuring process, with: strategy facilitation, business and organizational analysis, leadership development, sales courses, career advice/outplacement etc...

det som skal til

Market awareness // marked share // Our strengths

- **Marked share**

- **Outplacement:** Among Top 5 in Norway (was number 1 in Norway in 2012, turnover 2,5 million euros)
 - Goal: Top 5 Turnover – 2018. Full focus from august-16, time, resources and money
 - We planning to **surpass our budget's** in this part of our business areas.
 - Career consultants in every county in Norway
- **Surveys:** Among Top 7 in Norway
 - We have our own measurement unit in the company
 - Have just hired a new project coordinator in the measurement unit
 - Goal: Be Top 3-5 suppliers in Norway
- **Organizational Development and Recruitment:** One of many companies.
 - We are becoming a quite unique organized company in Norway, through the collaboration with our partners.

- **Focus in various sectors:**

- The Retail marked
 - Our composed team consisting of 7 consultants
 - We are dominating Outplacement programs in the grocery industry
 - Have processes with the to biggest shopping centers in Norway.
 - Mystery Shopping, followed up with feedback-report to all the store managers
 - We meet all the different actors in the retail industry by this assignments
- HoReCa marked (Hotel, restaurants, café)
 - We have projects for the biggest actor in the hotel industry: Scandic Hotels
 - We are starting a big internal project for the most known hotel, Grand Hotell, Oslo, in august-16
- Others: Oil and Gas Industri, municipal merger, transportation industry

det som skal til

Market awareness // marked share // Our strengths

- **Our strengths**

- **Outplacement:**

- Helped **10 500** employees since 2004

- Documented results: **95 %** into new jobs / solutions

- Since 2010: helped over **30 000** people through our contracts with NAV – the public Norwegian Labor and Welfare Organization. We are delivering the best results in Norway

- A lot of synergies between our to companies

- **Solid economy:**

- We have the economy to do whatever we want to focus on! We have no dept.

- **We are self-sufficient with competence and measurements and can act as an “Singel-point-of-contact-collaborator for our customers.**

- **Our consultants are very marked oriented and result oriented. We have a business-approach in everything we do.**

- **We are good in networking and have agreements with (examples):**

- **Virke** – one of the biggest employer organizations, with 22 000 companies as members.

- Have chosen Din Utvikling Consulting AS as their supplier within Outplacement and Recruitments. They will also offers open courses for job seekers in the biggest cities.

- **NHO** – the biggest employer organization. We are in process with two of the units; NHO Retail, and NHO tourism.

- **Lederne:** a labour organization for employees in leadership roles. Offering Outplacement as a part/advantage of the individual membership.

det som skal til

Ethos, programmes, online facilities, international referrals

- **Ethos**
 - **Our core values:** *Work happiness – Dignity – Integrity - Movement*
 - **Programmes:**
 - Outplacement
 - 3 months – 6 months – time-based programs; 10/20/30 hours, customized upon economy
 - Management Team Development.
 - Based on the book “Effektive ledergrupper” (*effective management teams*).
Tools/programs developed between the authors and the measurement company Cut-e.
 - Beyond this: mostly non-typical programs in our business areas. Customised approach, acting as professional advisers/consultants.
- **Online facilities:**
 - None, except from our own surveys and our measurement-partners.
- **International referrals:**
 - Some, but mostly Norwegian and Nordic referrals.
 - Examples international: Norske Skog, Q-Free, Autronica Fire & Safety, Sibelco Europe, DSV Air & Sea, ASSA Abloy (VingCard Elsafe / TrioVing).
 - None experience of taking / making international referrals
 - **BUT: WE DARE, WE ARE MARKED ORIENTATED, WE ARE NETWORKERS....**
 - **AND: WE WILL NOW BE A PART OF OI GLOBAL PARTNERS AND HAVE FOCUS ON TAKING/MAKING INTERNATIONAL REFERRALS.**
 - Our new employees in Stavanger and Bergen have long experience of working in – and with – international companies, and have high level of English language skills.