

Din Utvikling Consulting AS, Norway

Local Market Developments

Torino, 20. october 2017


Competative Changes in our business

- Several new competitors
 - Dfind, earlier owned by Proffice, now bought up by Randstad, will be a strong competitor
 - Recruitment-companies and consultant-companies
- Two of our biggest competitors are struggling, including Right Management
 - Beeing to fat and lazy
 - One of our competitors is experiencing strong growth, AS3
 - Good on marketing in the use of social media
 - Dedicated resources in sales
- Several companies are using digital platforms/ tools as a part of the Outplacementprocess
 - Negativ: Less hour to use in the coaching-process
 - Positiv: makes it possible to take highly hour rates on the career guidance
- More focus on individual programes versus group-based processes.

Changes in what our clients are seeking



- The companies are using less money on Outplacement
 - Harder times, less money to invest in this kind of programs
 - Compressed programs
 - Less ours makes us be more creative in the use of each candidates time-account

- More needs of career advising
 - Career Transition
 - Including “Should I Stay OR should I go”, Career Development internal / externally
 - Higher speed in digitization/changes - needs understanding and increased change preparedness among all groups of employees
 - Norwegian legislation obliges employers to find and / or adapt other tasks for employees, if not the option is termination of employment and where the outplacementprogram is a good solutions.



Rådgivere: Ingrid Hartvig Taasen / Trond Furuset
 Lokasjon: BAMA Gruppen AS, Oslo

Prosjekttimer totalt tilgjengelig: 270,0
 Prosjekttimer totalt brukt: 205,0
 Prosjekttimer totalt rest: 65,0
 Prosjekttimer overført ekstra: 0,0

Etternavn, Fornavn	Slutt dato i prosjektet	Basispakke (A / B / C)	Overført ekstra timer	Timer brukt	Timer rest	UKE 42			UKE 43			UKE 44										
						14.10	15.10	16.10	17.10	18.10	21.10	22.10	23.10	24.10	25.10	28.10	29.10	30.10	31.10	01.11		
1 Kandidat 1	Er i ny jobb	15,0	0,0	14,0	1,0			1,0														
2 Kandidat 2	Er i ny jobb	15,0	0,0	12,0	3,0		2,0															
3 Kandidat 3	Er i ny jobb	15,0	0,0	8,0	7,0				4,0													2,0
4 Kandidat 4	Er i ny jobb	15,0	0,0	13,0	2,0		2,0				1,0											1,0
5 Kandidat 5	Er i ny jobb	25,0	0,0	24,0	1,0							1,0										1,0
6 Kandidat 6	Er i ny jobb	25,0	0,0	22,5	2,5				0,5		2,0											1,0
7 Kandidat 7	Er i ny jobb	25,0	0,0	25,0	0,0				2,0	2,0		2,0										2,0
8 Kandidat 8	Er i ny jobb	35,0	0,0	30,0	5,0				1,0			1,0										2,0
9 Kandidat 9	Er i ny jobb	35,0	0,0	15,0	20,0					2,0												1,0
10 Kandidat 10	Er i ny jobb	35,0	0,0	16,5	18,5	2,5																2,0
11 Kandidat 11	Er i ny jobb	15,0	0,0	14,0	1,0		2,0					2,0										1,0
12 Kandidat 12	Er i ny jobb	15,0	0,0	11,0	4,0	2,0								2,0								2,0

Evolution of our industry locally/globally

- Locally - Norway
 - Need of a digital platform which supports a coaching process (will be finished march 2018)
 - Increased focus on career transition – INTERNAL AND EXTERNALLY
 - Have available the right competence and tools for mapping, analysis and guidance services
 - Helping the customers to be more proactive to meet the future, challenges and opportunities.
 - Be a chosen sparring partner for our customers when it comes to internal, possibly external, career transitions
 - **JUST AS A TIP: GET IN TOUCH WITH THE ATTORNEY COMPANIES (DIVISION WORK LEGAL), THEY OFTEN HELP THEIR CUSTOMERS IN QUESTIONS AND ACTIONS RELATED TO DOWNSIZING, TERMINATION OF EMPLOYMENT, SUPPORTED WORKING ENVIRONMENTAL OBJECTIVES.**
 - To recommend their own customers to use your company / OIGP for help in this processes and eventual mapping, analysis, outplacementprograms etc.
- Globally
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