



Din Utvikling Consulting AS, Norway Local Marked Developments

Torino, 20. october 2017



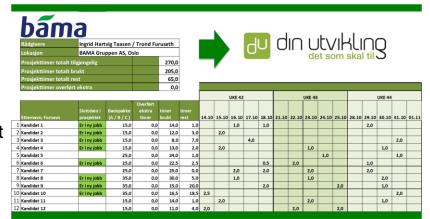
Competative Changes in our business

- 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 guidence
- 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.





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 <u>INTERNAL</u> 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 ATTOURNEY 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
 -

