



greensearch

GREENSEARCH



## ABOUT OUR COMPANY

**Our company has over 20 years of experience in the search and selection of specialists and managers.** The members of our team have international backgrounds. Our employees hold themselves to high standards, constantly developing our methods and tools.

**Our company is part of an international consulting association** which comprises companies from around the world who believe in international cooperation, a wide range of approaches, and shared knowledge. This organisation is fully aware that it is the local consulting professionals who have the best knowledge of a given market. **We make good use of the synergies, but we respect the boundaries.**

Our partners are primarily companies for whom tailor-made services, personalised attention are important, not only the price.

As far as industry coverage is concerned our strengths are in the B2B related fields, i.e. automotive, construction, building services engineering, chemical, metallurgic and pharmaceutical industries. We have many years of experience in Retail and FMCG industries as well.

Due to increased customer demand and market development in the field, we launched our **Digitalisation Service** last year. As its name says, we deal not only with IT, but also with other kind of positions, such as Digital Marketing Manager, Robot Welder, CAD/CAM Engineer, Gamification Designer and Data-driven Sales expert.

### **Positions searched for:**

- line and senior managers
- specialists (IT experts, engineers, sales engineers, financial controllers, specialists in the field of HR, marketing and logistics)

**We are proud that we are always able to innovate, grow and be amongst the first to create something new.** More than half of our projects belong to the “mission impossible” category, but after several years of cooperation our partners know that in the end we will find a solution. How can this be possible? Is it due to experience or to our extensive network of contacts? Or is it because of our consultancy skills? In our opinion being dedicated to what we do, our diligence, and our strong desire to deliver the best outcome for partners and candidates is the approach that bears fruit.

**It is expertise that counts in the long run.  
However sometimes you need to be able to let go of habits and leave the beaten track.  
This is the key for development.**



## SERVICES

(greensearch introduction)

DIRECT  
SEARCH

DIGITALIZATION  
INDUSTRY

OUTPLACEMENT  
SUPPORT

COACHING

STRATEGIC  
PLANNING





## **DIRECT SEARCH** ([direct search](#))

Traditional direct search using all the modern tools currently available in the market: direct search for candidates in the given industry or industries.

We directly look for people working in a similar position at companies in the selected/requested industry. This way we can ensure that they will most likely to be the ones who best meet the expectations. In addition, our Client gets information about the market and if the name of the Client can be revealed they will get feedback about their own company (image) as well. We continue the search until the right candidate is found for the given position.

## **DIGITALIZATION INDUSTRY** ([digitalization industry](#))

We believe in innovation, expertise, and quality. That is why we decided at the beginning of this year that we start our new Business Unit: Digitalization! We cover not only IT but other areas as well. Greensearch Digitalization positions include Digital Marketing Manager, Robotic welding Engineer, Gamification Designer, Telecom Project Manager, and many more...

We have expanded our services to more innovative and exciting fields that will show many new opportunities for the next generations.

## **COACHING** ([coaching](#))

### **Leadership support, leadership development**

#### ▪ **Individual coaching**

We believe that only those who are aware of themselves, their values, strengths and areas for improvement can be truly successful in their work and private lives. In our role, we see how complex managers' jobs are today and what new challenges they need to face e.g. managing virtual teams, working effectively from home, managing stress, or shifting to "empowerment"-based leadership. Via our leadership support service, we increase the level of leadership responsibility, help to identify and provide support to solve leadership issues and to improve leadership skill by strengthening key competencies.

**On request, the service is available online as well.**

## Team support, team development

### ▪ Team coaching

This is a means of development that promotes improvement, increases the efficiency and effectiveness of teams consisting of different individuals fighting for a common goal. It is important to point out that it allows real-time intervention during the work between the coach and team members during each coaching session, and therefore results in immediate changes in the way team members operate. During team coaching, we not only diagnose the problem, but also help the team to be able to solve them on their own, thus ensuring deep and permanent changes. This is where its strength lies and has become one of the most effective team development tools available today.

### When is team coaching recommended?

- exploring and resolving conflicts and communication problems within the team
- increasing team performance
- during organizational changes, transformations
- clarifying the responsibilities and competences within the team
- clarifying the goals and tasks of the team
- for the cooperation of a team with other teams by defining their own roles and tasks
- developing collaboration between middle or senior management teams

## OUTPLACEMENT SUPPORT [\(outplacement support\)](#)

One of the most difficult – if not the most difficult – times in a company's life is when they have to lay off individuals or groups of people. This situation is uncomfortable for both the employee and the employer, which also raises additional emotional, social, and legal issues. By using our "OUTPLACEMENT SUPPORT" program, you can provide such a service to affected employees that will be of real assistance to them in the often-challenging process of finding a job.

### Service benefits:

- keeping the retained employees motivated
- boosting morale at work
- avoiding labour lawsuits
- "not spoiling the atmosphere"
- employer branding
- demonstrating social responsibility

### Types/forms of our outplacement support program:

- individual outplacement support: knowledge transfer via individual consultations
- group outplacement support: via group training and individual consultations

**On request, the service is available online as well.**







## STRATEGIC PLANNING [\(strategic planning\)](#)

**How can the pricing strategy be developed in the most optimal way? How, why, and at what price discount to be differentiated for different customers?**

Huge databases, lots of data available, all of which contain valuable information, but most companies only process a fraction of these data and base their decisions on them. If they applied data-driven thinking, they would be able to make better and more confident decisions, even in HR matters. Many owners and CEOs believe that there is not much point in optimizing revenue since the company is profitable. If the question phrased: “Has the company got the most out of the revenue?” I.e. “have they maximized their revenue?” You would probably get the answer that there are still provisions, but they do not know where. They may not even need to lay off a single employee despite their plan to do so. Or, they may not need to hire additional people i.e. with a slight reorganisation, re-thinking they could solve arising challenges.

### **Content elements of Revenue Optimisation:**

- Developing a pricing strategy
- Creating a 1-page senior management sales strategy
- Establishing market segmentation
- Creating a clear sales service and service matrix
- Rethinking management reports together
- Demonstrating a data-driven mindset
- Demonstrating tailored revenue optimization and maximization techniques
- Revenue planning and forecasting
- Assisting product analysis
- Market analysis, benchmark, Trend analysis, CRM, sales channel analysis and exploration,
- VMPC >>> analyze the interaction between quantity – price – product portfolio mix – cost and their impact on the company’s on revenue