

# Professional Search



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We offer professional search solutions for line management, specialist, CxO, and board members. Our core competencies are within the CEO, CFO, general management, Board Members, Investors, and other specialists.

All search tasks are solved with close coordination and communication with the client's stakeholders to create the most value.

A typical search task starts with writing a thoroughly analyzed Profile Requirement or Job Description for the vacancy. We take a holistic 360c view of the company, all stakeholders, the role, and the profiles to ensure long-term engagements by both parties. When this document is mutually agreed upon, we make a gross list of 50 – 100 candidates, of which we go deep with 20-30 CVs, meet with 10-15 profiles and present 2-4 candidates for the client. The candidates we present are motivated and meet the requirements, but we leave it to the client and the candidate to assess their mutual "chemistry," which is the most used final selection criteria and ensures a long-term, lasting relation.

From the signing of a search contract to the presentation of the candidates, we usually use four weeks' preparation.

International professional search standards recognize our paperwork, systems, processes, tests, interviews, and references. We offer personality, ability- and assessment tests if required.

We are giving a six-month "no-excuse" guaranty.

Our core values are integrity, competence, experience, and confidentiality.

[www.laegaard.net](http://www.laegaard.net)

# Interim Management



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We provide interim managers within five working days.

Based on our own hands-on experience as interim manager and international experience as CEO, CFO, Investment Director, and Board member, we find the right qualified and motivated interim specialist.

As in the executive search process, we do a thorough analysis of required competence, personality, duration, costs, and many other factors to provide the best fit for the actual needs.

We are working with our network and database as well as our professional research capacities.

Highly qualified interim managers can help develop and execute practical strategies to navigate successfully through the change process. Each and everyone has a solid track record of driving change through complexity in a positive direction. Each interim manager brings to the organization; broad operational experience, knowledge of a specific industry, market, or country, functional area, and expertise in driving this to successful delivery. Additionally, our interim managers ensure proper embracing and integration into the organizations before leaving the assignment.

Our interim managers solve many different tasks and functions for a limited period, e.g.;

- Extra workload by projects such as M&A, ERP, growth, turn-around, EXIT
- Special need for competence and experience
- Change management
- Growth- and Turn-around cases
- Execution of new strategy plan
- Project management
- Special assignments for a limited period
- Maternity leave, lay-offs, sick leave, absence of staff,
- And more

Or how about Try-for-hire. Instead of a normal recruiting process, get an interim manager with the potential for fixed employment.

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# Selected clients



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