<u>Garuda</u>

the students become aware of their own forces and development points.

Integrator

Make sure collaboration and communication work Activities and processes that lead to the development of effective collaboration, based on the individual's understanding of and willingness to take an individual as well as a shared responsibility.

Developer

Ensure that there are some renewal and strategic development Factors leading to the formulation and successful implementation of strategies, changes, innovations, and the development of innovative power.

Baser

Ensure that basic tasks are in order Factors that ensure the existence of the rules, frameworks, systems, and structures that most appropriately support the solution of the tasks and the actions of the employees.

Results

Demonstrate action and create fast results Activities, processes, attitudes, and values lead directly to faster and better results





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<u>Garuda</u>

 The foundation of Garuda was based on the personality tests that became a standardised part of the job interviews conducted in the 1970s. These tests originated from psychology studies that screened for certain mental illnesses and were used – unaltered – to assess whether the employee was suitable for the job or not.

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- The founder of Garuda, Finn Havaleschka, found this problematic. With his experience and education within the field of social science, he sat out to develop an accessible job interviewing tool that was produced solely for the business community and that would help employees and employers understand each other – and themselves – better.
 - Read more about the profile on the homepage



