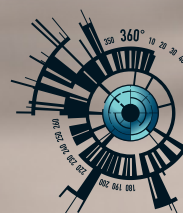


Integrity,
proximity &
uncompromising quality



LAIGAARD™
EXECUTIVE SEARCH

Candidate market
External factors



The candidate

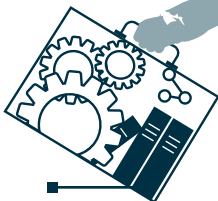


MOTIVATION

- Change
- New challenges
- Increased responsibility
- Personal development
- Career advancement
- Better location

MINDSET
VALUES

PERSONALITY



KNOWLEDGE
PRACTICAL
THEORETICAL



DEMOTIVATION

- Poor chemistry
- Lack of responsibility, challenges and development
- Routine tasks
- Limited advancement opportunities
- Dissatisfaction with salary package
- Unfavourable location



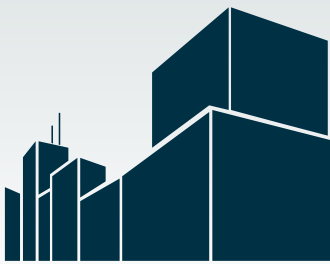
ACTIONS
PERFORMANCE



MOTIVATION

- Change
- New challenges
- Increased responsibility
- Personal development
- Career advancement
- Better location
- Opportunity for an improved salary package

Company
External factors
globally and
internal factors
locally



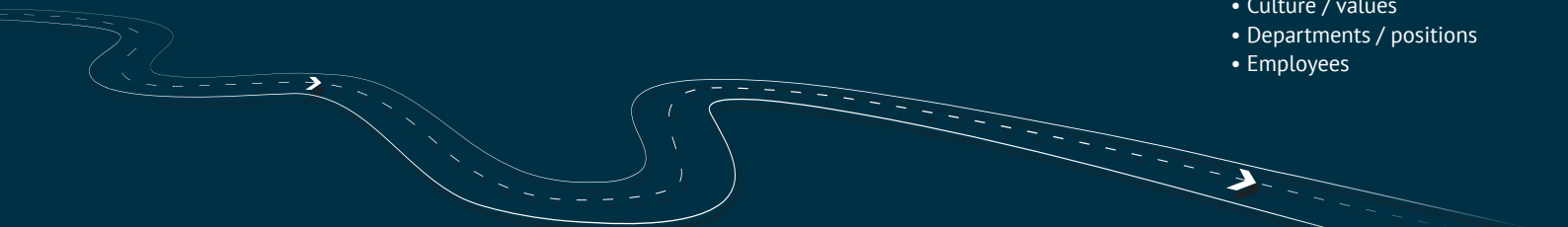
NATIONAL / INTERNATIONAL

EXTERNAL FACTORS

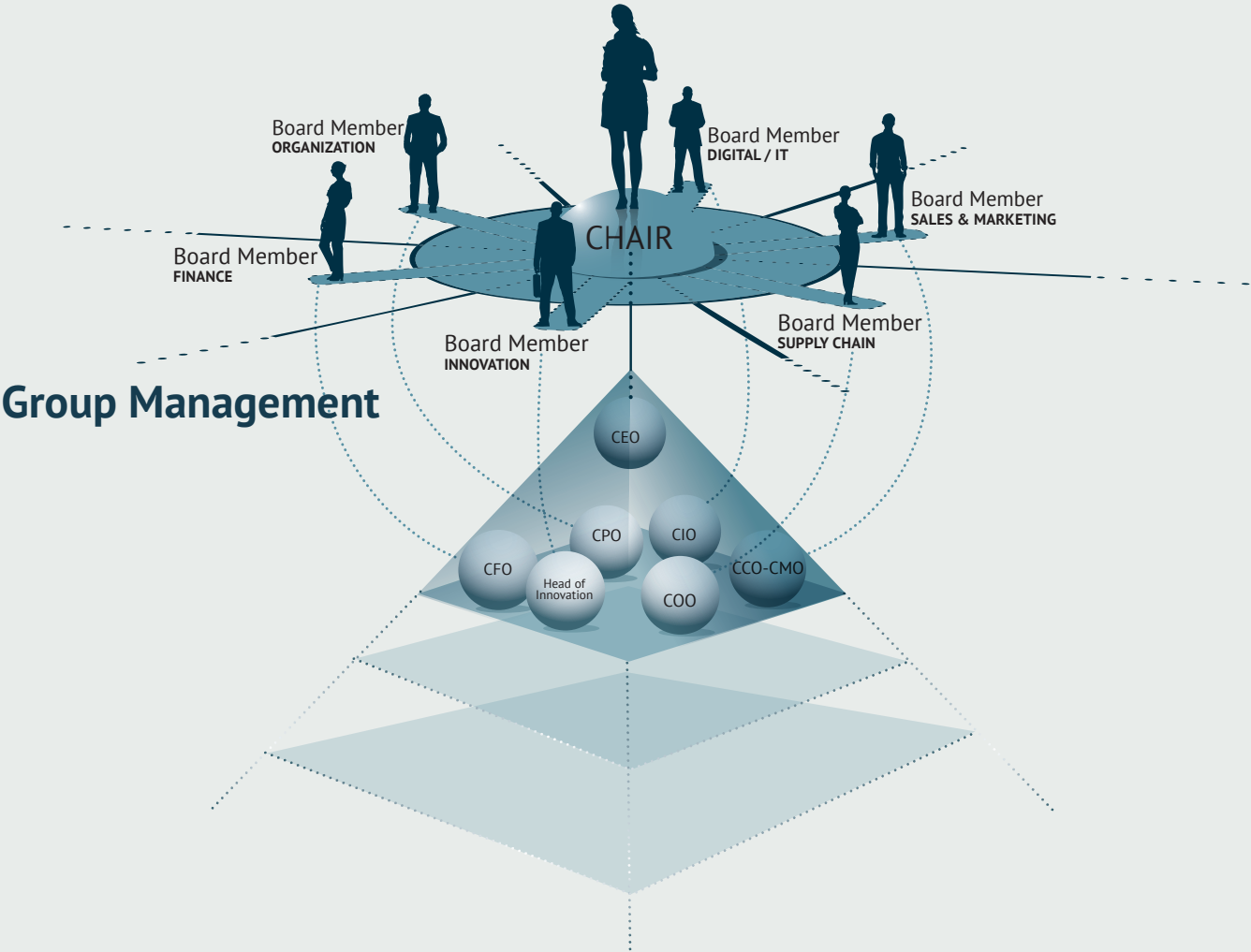
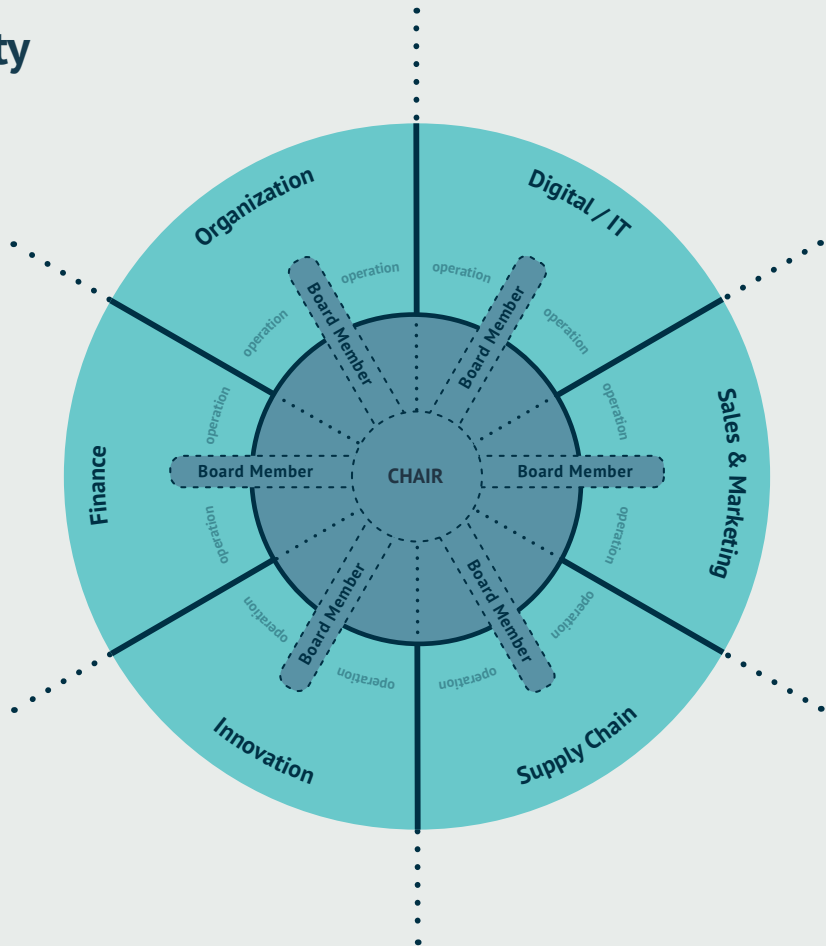
- Market
- Market position
- Customers / consumers
- Image
- Suppliers
- Competitors

INTERNAL FACTORS

- Ownership structure
- Economic situation
- Products / services
- Physical facilities
- Geographic location
- Production capacity
- Tools / software
- Organization
- National / international
- Culture / values
- Departments / positions
- Employees

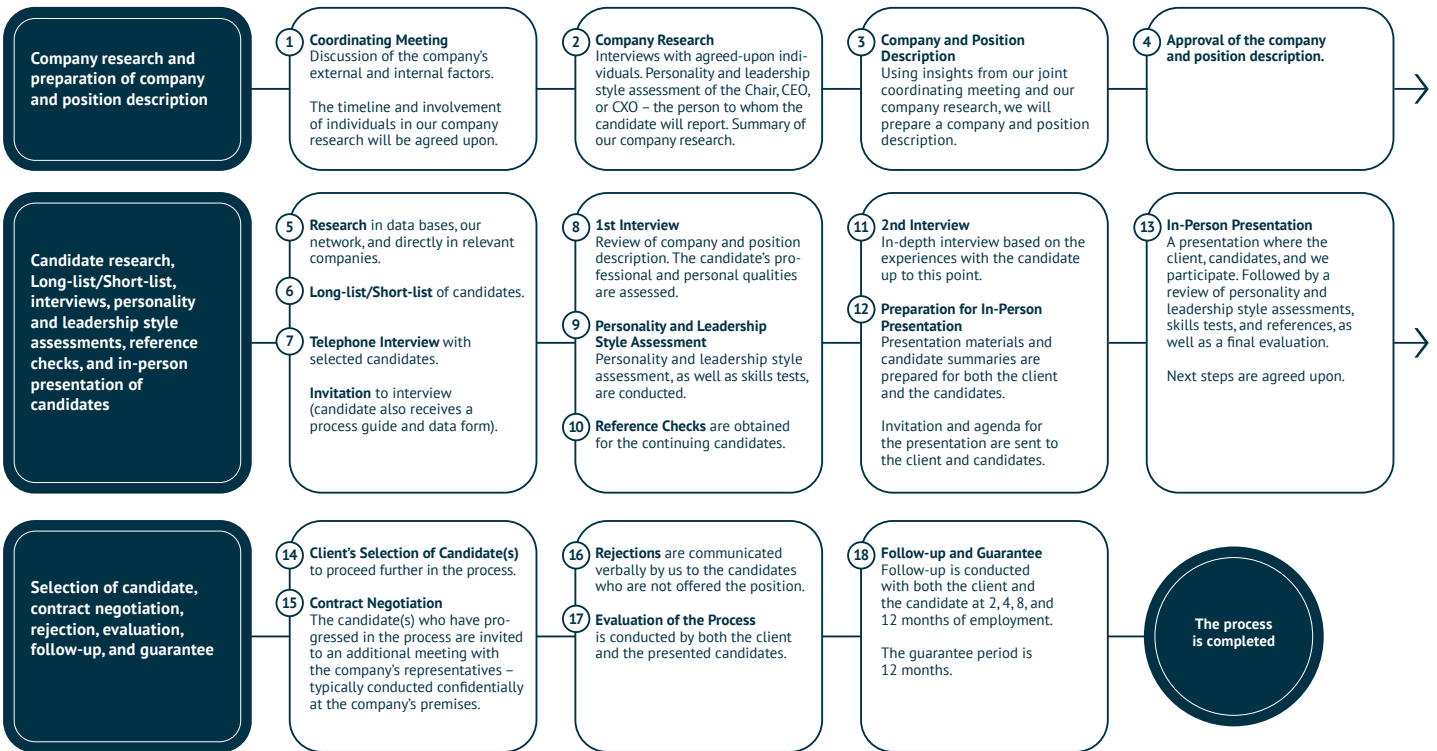


Board Diversity



Executive Search

CEOs, CXOs and Senior Managers



Executive Search

Chairs and Board Members

