

Presentation to the
Danish-French Chamber of Commerce
June 13th, 2024

Holmgaard | Management

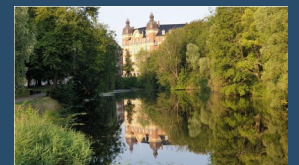
Executive Search & Headhunting | Interim Management | Executive Outplacement



The first question to you...

..."Did you speak to your Headhunter today ..."?

...."No - *why should I ...*"?

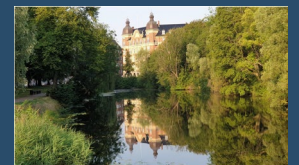


...”Did you speak to your Headhunter today ...”?
....”No - *why should I ...*”?

There are 3 main reasons:

- You, yourself, could be interested in a career move
- Your company makes a restructuring – your position is obsolete
- You are looking to hire new employees to your company

Therefore, I am happy to speak to you today ... 😊



So – who is Holmgaard Management ?

Since 2007, Holmgaard Management has provided services for Danish & international clients within three main categories:

- ❑ Executive Search/Headhunting/Recruitment
- ❑ Interim Management
- ❑ Executive Outplacement

We are 4 Partners/Consultants –
based in Copenhagen city, Esplanaden 7



”Parlons peu, parlons bien”....

Headhunting is all about :

- ☐ People
- ☐ Processes
- ☐ Systems



...so let us start with the people behind Holmgaard Management

Managing Partner Lars H. Linnemann

Holmgaard | Management

Focus on success for both candidate and client

Executive Search



Lars H. Linnemann
Tlf.: +45 70266144

Mail: lh@holmgaardmanagement.dk

- Founder & Managing Partner of Holmgaard Management
- 20+ years of industry experience
- Leadership positions in large Danish and international companies
- Search/recruitment of D- and C-level executives across industries
- Advisor and trusted partner to his clients
- Education from Niels Brock, ID Business Academy – Certified in Hogan, Deeper Signals, and Thomas International

Partner Britta Borch Egevang

Holmgaard | Management

Fokus på succes for både kandidat og klient

Executive Search



Britta Borch Egevang, Partner
Tlf.: +45 70266144

Mail: bbe@holmgaardmanagement.dk

- Partner at Holmgaard Management
- 20+ years professional experience with leadership positions
- Marketing, sales, CSR, HR/Recruitment, communication & public affairs
- Worked for VKR/Velux, DJØF (Trade Union) and smaller companies
- Master degree from CPH Univeristy. Previous studies in Montreal, Canada. Diploma in Board Management from Insead. Certified in Wave/Saville assesement og People Tools.



Martin Brandt Friis
Tlf.: +45 70266144

Mail: mf@holmgaardmanagement.dk

- Partner at Holmgaard Management
- 20+ years of professional experience in larger international corporations, e.g. ARLA, VKR (VELUX), ECCO etc.
- Leadership positions such as Head of Strategy and Senior Director HR
- Previously Management Consultant, working across the entire value chain
- Master degree, Århus University; Executive Board education from CBS



Birgitte Olrik, Partner
Tlf.: +45 70266144

Mail: bko@holmgaardmanagement.dk

- Partner at Holmgaard Management
- 15 years of professional experience, leadership position at **Coloplast; l'Oreal, Danone & Pechiney**
- 2006 move to the Search industry (e.g.Korn/Ferry & Stanton Chase)
- Search assignments at both top- and senior manager level
- Half French/half Danish;
- A graduate from CBS; Executive MBA degree, AVT Business School, CPH. Certified in SHL, Wave/Seville & Facet5 Assessment programs.

How do we run a recruitment/search processes

A systematic approach with 4 milestones & deliverables



What kind of positions have we filled in – and for which type of clients

CEO, Country Manager
Managing Director/General Manager

CCO, Chief Commercial Officer
Business Unit Directors
Key Account Managers
Head of Commercial
Field Sales Manager

CFO/Finance Director & Managers
Group Tax Director,
Financial/Business Controllers
Investment Manager/Asset Manager

COO, Operations Director
Supply Chain Director
Plant Director

CMO , Chief Marketing Officer
VP, Global Marketing
Brand Director/Brand Managers

E-Commerce Directors/Managers
Nordic Digital Manager/Director
Digital Content Manager

Business Intelligence Manager
Consumer Insight Manager

CHRO, VP People & Culture
HR Business Partner
Head of Legal, Nordic
Head of Compensation & Benefit



PANDORA

SYNLAB



FLSMIDTH

HEMPEL



Coloplast

Beiersdorf

OLYMPUS

GOTTLIEB
PALUDAN
ARCHITECTS

**”So why use headhunting/search -
Why not ”just” insert a job advertisement..?”**



”Why use headhunting/search - and why not ”just” insert a job advertisement..?

There are 3 main reasons:

- ❑ **You get access to a broader candidate universe**
Successful candidates/high performing candidates do not spend time looking at job ads –
They may have a potential interest for a career move
- ❑ **You do not have to spend time on screening/assessing 100+ applicants**
of which maybe only few are relevant;
you risk increasing your time-to-hire;
potential lack of quality in your candidate list
- ❑ **We know the market place & candidate networks and we have the systems & processes to attract them**



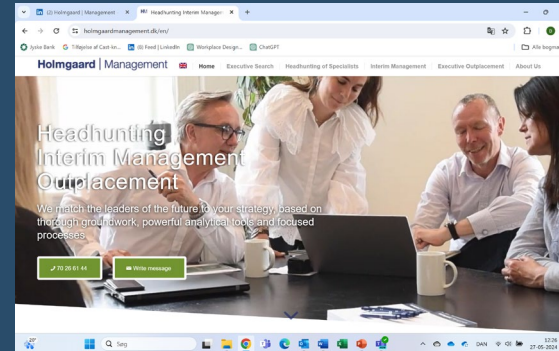
Holmgaard Management can provide a full end-2-end search process – and/or selected recruitment modules to sustain your talent acquisition objectives

How do you find us ?

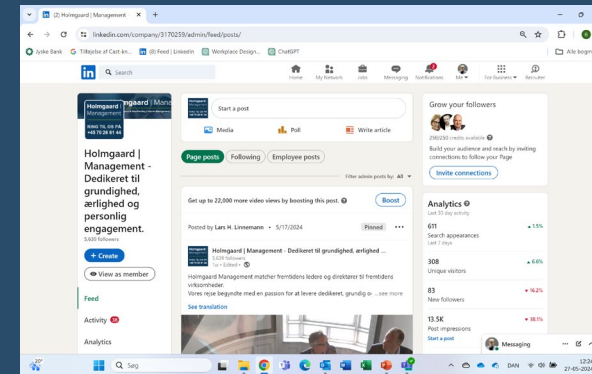
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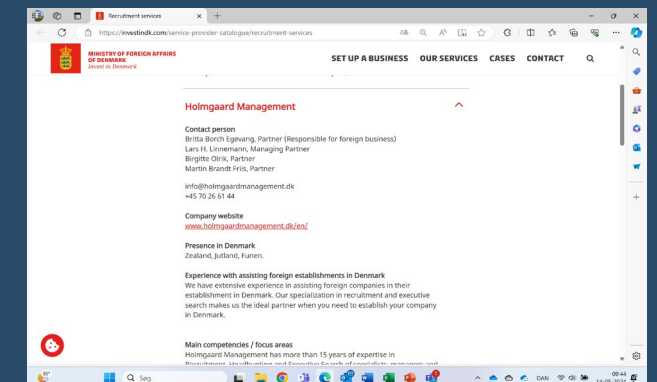
❑ **Our website:**
holmgaardmanagement.dk



❑ **Our LinkedIn page**



❑ **Website - Ministry of Foreign Affairs**
International companies looking to establish a company in Denmark and/or hire on-site Danish employees



... and of course ... through recommendations ... !!

More than 15 years experience with a high hit rate and up to 12 months guarantee

Good understanding of your business & industry dynamics ensuring a strong match with company and candidate

Senior Consultants/Partners with own hands-on senior manager experience

SO WHY Holmgaard Management

The Senior Consultant/Partner is in charge of all stages of the search execution from start to end

Diversity & Inclusion – we aim at presenting a diversity of candidates (across age, ethnicity, gender, education etc.)

We act as your "ambassador" and enhance your employer branding

Thank you for your attention

www.holmgaardmanagement.dk

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