

# FLIES

WE WORK WITH PASSION FOR PEOPLE



## RECRUITMENT

- EMPLOYMENT
- SEARCH & SELECTION
- EXECUTIVE SEARCH
- INTERIM MANAGEMENT



## COUNSELING

- CAREER ADVICE
- MANAGEMENT SAVING
- STRATEGIC ADVISORY



## ASSESSMENT

- RECRUITMENT
- DEVELOPMENT AND SELF-INSIGHT
- TEAMWORK - MAKE EACH OTHER BETTER!



## TALENT & LEADERSHIP DEVELOPMENT

- STRENGTH AND COMPETENCE CLARIFICATION
- SAVINGS
- GROUP PROCEEDINGS
- WORKSHOPS



## OUTPLACEMENT

- GET READY FOR A NEW CAREER
- FIND THE RIGHT JOB
- BRING THE STRENGTH ON



## ARKTISK LEDELSE

- SPEAKERS
- ENTREPRENEURSHIP
- MANAGEMENT
- NETWORK
- INSPIRATION



# Recruitment

Flies HR offers recruitment of specialists and managers at both tactical and strategic level. We are professional recruitment experts who always ensure that we deliver the right solution. Our recruitment team has long-term relationships with clients and candidates, and we take pride in being able to deliver fast and flexible solutions to ensure the best match for your particular company.

The recruitment process is carried out as a combination of search supplemented with advertising in selected media - or possibly as a closed and confidential process, depending on your company's needs.

If your company needs the right specialist or manager, you can safely leave the job to us. We have carried out several Danish and international recruitments, and together with your company we would like to tailor an efficient process that suits you. At Flies HR, you will be assigned both a primary and secondary consultant throughout the process.

Our many years of experience in combination with well-developed processes, close management sparring and a strong palette of test tools and more means that you as a manager or board member will have Flies HR as your reliable recruitment partner.

## Why choose Flies HR the next time you recruit?

When recruiting at Flies HR, we use a thorough process that starts with a detailed timetable, which ensures that you as customers always know how far along we are in the process.

If you are not already a customer of Flies HR today, we will always familiarize ourselves thoroughly with who you are as a company. When starting a new task, it is crucial that we get around the organization and talk to relevant key people, so that we gain a thorough understanding partly of the role itself with tasks and areas of responsibility, partly of the company's strategic basis, culture, values, employee composition etc. All important knowledge, which we naturally bring into play in our dialogue with the candidates.

We do not compromise in our search for the right candidate. The search is targeted and does not stop simply because we have a good candidate. It continues until we have the right person for exactly the role and the business and value context in question in your company. During the entire process, we are in close dialogue with you as a customer. We continuously calibrate our aim with you and report on the progress of the process, so that you are never in doubt that we are on the right track.

We use selected person profile analyzes and logic tests as needed, as well as cases that reflect concrete job-related challenges and dilemmas, just as reference taking is a natural and necessary part of the process. Our thorough processes mean that the accuracy is high, and we reach the goal with all the processes we set in motion.

Flies HR guarantees a 100% job guarantee on all tasks.

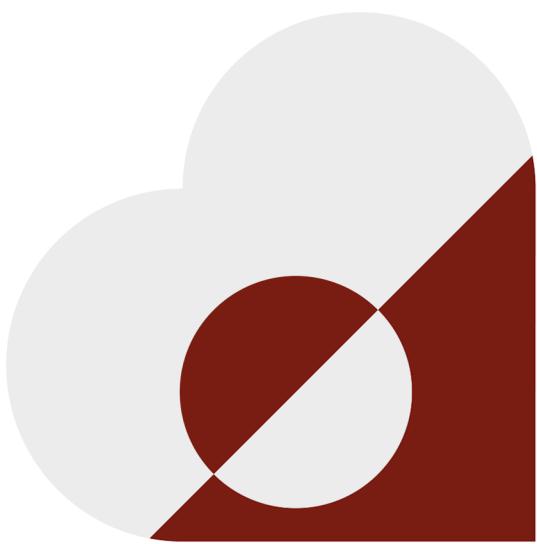
## Relocation

How do you as a company uncover the great potential of candidates who are currently living outside your own home country? And how do you ensure that they know about the job opportunities in Greenland and the Faroe Islands? Flies HR has, in combination with many years of experience, specialized in consulting and recruitment for the Arctic job market. As a company, you will therefore get a business partner who, in addition to great professionalism, also has a great passion and interest in the Arctic labor market.

We participate in various education and job fairs, and we hold two annual conferences in Nuuk each year.

We always give the candidate the necessary advice to be able to make the right decision about relocation. Against this background, we cover the entire Nordic job market to ensure the best match between your company and the candidate. In addition, we advise on the following:

- Taxation
- The Civil Service Act
- Moving
- Residence
- Greenlandic and Faroese relations
- Institution and school
- Transportation
- Purchase
- Jobs for cohabitants



## Counseling

We offer advice that can contribute to the success of your business. Consulting is one of our core competencies.

Whether you have an established HR department or not, as your external sparring partner we can help you with workflows and release resources.

**We offer, among other things:**

- Leadership sparring
- Competence clarification
- Career advice
- Strategic consulting
- External HR partner in your company

When we advise a company or manager, it is important for us to understand the culture and strategy of the company. We therefore use the necessary time and resources to understand your needs. Many years of experience combined with professionally skilled consultants, and a large number of different private and public companies as customers, help to ensure that we have the necessary tools to be able to advise you in the best possible way.



# Assessment

Personality tests have gradually become a natural part of both recruitment processes and employee development in many companies. Therefore, many people have gradually become familiar with what a personality test is.

The purpose of testing the candidates is of course to get a better impression of a person - regardless of whether it is employment or development. The test is often also used as a good dialogue tool, for example in the relationship between manager and employee.

Flies HR offers tests as part of a full recruitment process or as a sub-process if the company would like a second opinion on a recruitment process that it is responsible for. The personality test is also an essential part of our management and employee development course as well as career advice.

A personality test is an analysis that draws a qualified picture of what basic preferences and driving forces you have as a person. In this way, the profile is often a good tool for creating awareness and understanding of one's own and others' behavior patterns.

For that reason, personality tests are, in many contexts, also a good starting point for how a candidate will, for example, handle concrete tasks and work together with others in the team, department or organization.

However, a test can (and should) be used for more than that. For example, to ensure that the new employee also gets the optimal start in the company and the best opportunities to develop in the job. In addition, team profiles also have great value in terms of improving collaboration and communication in a team.

The use of personality tests enables both the company and the candidate to get to the relevant topics and questions more quickly, which are meaningful in relation to the individual candidate and the specific position – including match in relation to tasks, colleagues, and culture.

Who is best qualified for the job is about more than just professional qualifications. Creating the right match between company and candidate is also about acquiring employees with, for example, good social qualities, attention to detail and systematicity or creative and innovative abilities.

Flies HR is certified in test systems from e-stimate.

## When do you need a test?

- Recruitment: With a test, we can see the work preferences and behavior of the candidates
- Onboarding: Use the results to plan onboarding for new employees
- Manager development: Analyzes of the manager and team are valuable tools for both the manager's own development and the overall development of the team
- Outplacement: Use the results to identify jobseeker preferences

# Talent & Leadership Development

We have several different courses and development within talent and leadership development.

We hold e.g. an annual seminar aimed at relatively new managers or employees in a new position/function or an employee who has been given a new area of responsibility and new colleagues.

At the seminar we increase self-insight and you will get concrete and useful theoretical and practical tools that you can effectively use as a manager and in collaboration with your colleagues, which you will be able to effectively implement in your daily work from day one.

We always organize courses, seminars and presentations individually so that they are tailored to the companies.

You can contact the course leader, Brian Flies on +45 2248 0089 or [brian@flieshr.dk](mailto:brian@flieshr.dk) to hear more about the opportunities for your company.

## **Seminar - Know yourself**

The seminar is aimed at you who are a relatively new manager, or you may be employed in a new position/function, or

to you who have been given a new area of responsibility and new colleagues.

You would like to have increased your self-awareness, which will give you both theoretical and practical tools that you can effectively

use as a manager and in collaboration with your colleagues. At the seminar, you will get some concrete and useful tools,

which you will be able to effectively implement in your daily work from day one.

There will be group work with cases that challenge your role as a leader and in collaboration with others.

There will be an opportunity for sparring with the course leader both during and between the two course days.

There is a limited number of places for the seminar. Then register today at [mail@flieshr.dk](mailto:mail@flieshr.dk).

## Outplacement

Flies HR is a collaborative partner with both private and public customers in the Arctic and in Denmark.

Our consultants have many years of experience with outplacement and advising managers and trade union representatives. We help the terminated employee and manager move on with a professional counseling process, which can consist of a series of individual conversations, which we can supplement with tests, network meetings, ongoing sparring with both the manager and the employee. All people are different, and therefore it is important for us to start from the individual.

Flies HR ensures that there is close cooperation throughout the process with the starting point of getting terminated employees to move on well. We handle both individual processes as well as larger rounds of dismissal. Our knowledge of the labor market and experience with interviews with companies and candidates create a good foundation for helping dismissed employees quickly move on to new jobs.

"It is important to have competence clarified - to be proven about what needs to be developed".



## Arktisk Ledelse

Arctic Leadership is a knowledge sharing platform for managers, specialists and HR partners in Greenland. Flies HR has held Arctic Leadership for 9 years in Greenland, where we have had many exciting presenters to inspire our customers.

### Membership

A membership of Arctic Leadership in 2024 costs DKK 21,000 excl. VAT. The membership includes three places for each event, respectively. Wednesday 15 May and 30 September 2024.

For each event there are two presenters and afterwards plenty of time for networking and dialogue with the other participants and presenters.

If you want to buy a membership, you can write to [josephine@flieshr.dk](mailto:josephine@flieshr.dk).



MARGRETHE LEHRMANN

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