



With years of local experience, our staff has the capabilities and expertise to start-up your business, combining our insights and skills with your Scandinavian strategic objectives, and in turn, your company.

It is not a day-to-day line management task setting up a new entity or subsidiary. With experience and local network we shorten your set-up time and avoid costly mistakes.

Our Services:

- Assess business plan from a regional perspective.
- Manage practical and legal, handle local contacts.
- Recruiting staff, setting up offices, production.
- Run the company during the start-up.
- Hand over the company to owner, line organisation.

Assess Business Plans:

Based on your goals and visions, we jointly create a clear picture of how success looks like. We evaluate your plans and come up with proposals for regional adjustments. Adapting the plan to local conditions simplifies the start-up and increases the success rate.

The business plan is based on measurable goals broken down to milestones and timetable. We determine what resources are required to reach the goals and make them tangible. With the roadmap in hand reaching the destination will be a smooth journey.

The practical:

Starting up a business involves lots of practicalities and red-tape ranging from registration, phones, internet, office, production or warehouse facilities that all will be smoother with local language and network. A good lawyer and a local network facilitates the process.

With real estate and construction experience we offer to set-up ranging from a home office to establishing new production units. We can provide insight where to best base your business.

Recruitment

It starts with people, attracting the right employee is essential to success. The new colleagues will determine how your company is perceived regionally.

Matching candidates values with your corporate vision and values in addition to preparing job descriptions and other requirements warrants success. Local awareness on remuneration packs and good relations with Unions ensures compliance and satisfied colleagues. In our network we offer different personality, trait and knowledge tests.

Manage the Start-Up phase

Leadership and management that are present and engaged is critical to the start-up phase. We have long experience managing Scandinavian people and can ensure that the team gets to a good start. Regular follow up's daily or weekly supports the team in the vulnerable stages before the team gets traction and build experience. Reporting ensures that you know the team is on track or if revisions are needed. Starting new teams requires different skill set compared to running a team.

Hand-over to line-organisation:

Once the team is stabile and functioning we assist with a planned hand over to your line management. The model is based on the line manager being involved at the earliest stage in the start-up pending workload. A formal hand-over process provides easy of mind to both the team and management. It can often generate a second boost with additional energy and growth as a result. Conducting follow-up interviews for learnings and possible adjustments during a time-period is recommended.