



www.weR-holding.com



We **R** *the one-stop-shop organization for
people solutions and services that help
our clients achieve their business goals.*



“Our vision is to offer a 360° HR Advisory and Talent Management Solution to the job market by guiding excellence and transforming business to create sustainable working environments.”

**Rebecca Pitsika,
Founder & CEO, BoD Member, We R**



About Us

“We offer a comprehensive suite of services to respond to various aspects of our clients’ needs. Continuous and unpredictable change is the new norm in contemporary business.”



In this demanding and rapidly changing environment, we offer a comprehensive suite of people solutions and services to respond to our clients’ diverse needs.

Thus, our clients have a single point of contact, saving time, costs, and effort. Our experts will apply the best-fit methodology and expertise to meet our clients’ current and future needs.



MEET THE TEAM



REBECCA PITSIKA
FOUNDER & CEO



ATHINA PERATINO
SENIOR MANAGER
CEO OFFICE



DIMITRIS KAFALIS
STRATEGY ADVISOR
& BoD MEMBER



LYDIA KARYANAKI
CHIEF PEOPLE OFFICER



MARIETTA LAROZA
CHIEF FINANCIAL OFFICER



FILIO FOURLA
MARKETING & COMMUNICATIONS
MANAGER



GUIDING EXCELLENCE, TRANSFORMING FUTURES.

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People for Business
Member of We R

PEOPLE FOR BUSINESS

*Because **People** Strategy
is **Business** Strategy*





ABOUT US

Passionate for people

We R passionate about delivering exclusive solutions that create visible and sustainable value to our People, Clients and Candidates.

Flexible, fast and friendly

With open and friendly communication, **We R** flexible to adapt fast to the needs and goals of our stakeholders.

Business focused

We R consistent and reliable, actively contributing to our stakeholders' growth as true business partners.

*“ We Empower
Business
to Grow Through
People ”*

OUR VALUE PROPOSITION

We help companies deliver better customer experiences by connecting people, culture, and strategy.



OUR VISION

To shape a future of work where human potential and business success grow together.

OUR MISSION

To drive organizational growth by developing the right people, stronger performance, and better customer experiences.

PEOPLE AND CULTURE



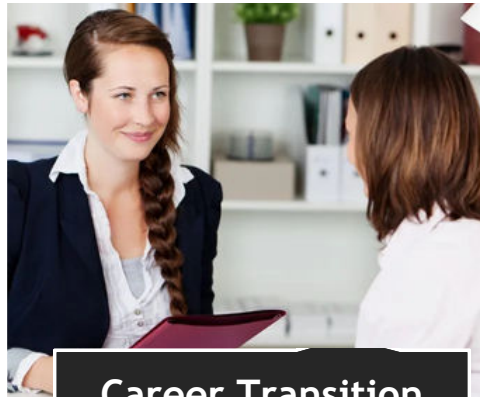
Premium Selection



Assessment and
Development Centers



Succession Planning



Career Transition
Counseling



Grow Young Talent



Outsourcing HR
Services

People Strategy is Business Strategy

- Cascading Corporate Strategy across Performance Indicators
- Organisational Effectiveness
- HR Policies
- HR Analytics & Metrics

HR Strategy

- AI Workforce Solutions
- AI for Voluntary Exit Schemes
- Project Management (PMO)
- Internal Communications

Change & Transformation

- Compensation and Benefits Strategy
- Performance Management Systems

Performance & Rewards

Milestones



THE EXECUTIVE TEAM



ANTIGONI XIONI
CEO



PANOS BALTAS
PARTNER | HR ADVISORY



NIKOS VASILOS
DIRECTOR
PEOPLE AND CULTURE

THE TEAM IN ROMANIA



MIHALIS KATSINAS
BUSINESS MANAGER I
ROMANIA



ANDREEA CIUBUC
PRINCIPAL
CONSULTANT, ROMANIA



People for Business
Member of We R

GOOD VIBES IN. GREAT SERVICES OUT.

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THE FUTURE OF LEADERSHIP IS YOU



WHO WE ARE

At N2Growth, we guide you through your most important investment: People. Our disruptive approach ensures your organization attracts, develops, and unleashes leaders who drive growth and create impact. Founded in 2006, N2Growth quickly established itself as a leading global executive search firm. We have been recognized by Forbes, Hunt Scanlon, and others as a top global executive search firm. We support organizations navigating growth, structural, and cultural change through executive talent.

Above all, we actively seek out values-aligned partners that want to build a better world.

92

Net Promoter Score

50

Markets

>70%

Fortune 500

6

Continents



With offices spanning across six continents, we combine deep local insights with world-class expertise to deliver leadership solutions wherever you are. Our global team of consultants advises leaders to grow, both personally and organizationally, driving lasting impact in their industries and communities.

EXECUTIVE & BOARD SEARCH

N2Growth's Executive and Board Search offerings provide a rigorous, transparent, and partnership-driven approach to identifying world-class leaders aligned with an organization's strategy, governance needs, and culture. As a global search firm, N2Growth differentiates itself through deep client immersion, expansive global sourcing, and full process transparency enabled by its proprietary N2Vue platform.

Through values-led search, diverse talent pipelines, and a proven end-to-end methodology backed by an industry-leading guarantee, N2Growth helps clients build exceptional executive teams and high-performing boards that drive long-term impact and sustainable success.

EXECUTIVE COACHING

N2Growth's Executive Coaching provides a personalized, science-based approach to developing high-impact leaders through validated assessments, one-on-one coaching, and close stakeholder alignment. As a global leadership advisory and executive search firm, N2Growth differentiates itself through a partnership model that goes beyond performance to focus on each leader's "Leadership DNA". By addressing the whole person—personality, motivations, and behavioural drivers, N2Growth enables sustainable leadership growth, stronger teams, and measurable organizational impact, ensuring leaders are well-equipped to execute strategy in complex and evolving environments.

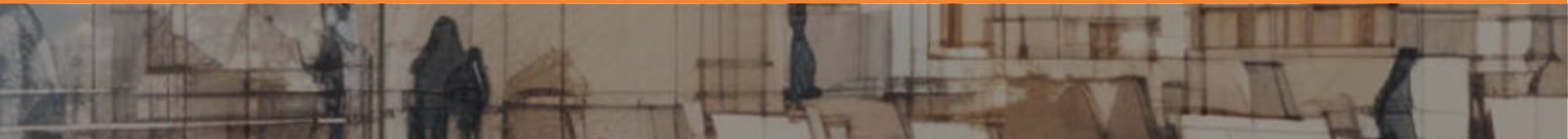
TALENT MAPPING

Talent Mapping provides targeted insight into where leadership talent exists, how accessible it is, and how it aligns with future business needs. By translating market intelligence into clear, actionable insight, N2Growth enables organizations to plan ahead, strengthen talent pipelines, and make informed leadership decisions before hiring becomes critical.



SUCCESSION PLANNING

N2Growth's Succession Planning helps organizations proactively safeguard leadership continuity by identifying critical roles, assessing future leadership capacity, and building ready-now talent pipelines aligned to long-term strategy. Through a structured, data-driven approach that integrates performance, potential, and behavioral insight, N2Growth enables Boards and Executives to reduce leadership risk, protect institutional knowledge, and strengthen organizational resilience. The outcome is a clear, actionable succession roadmap that ensures the right leaders are prepared to step in at the right time, supporting sustainable growth and business continuity.

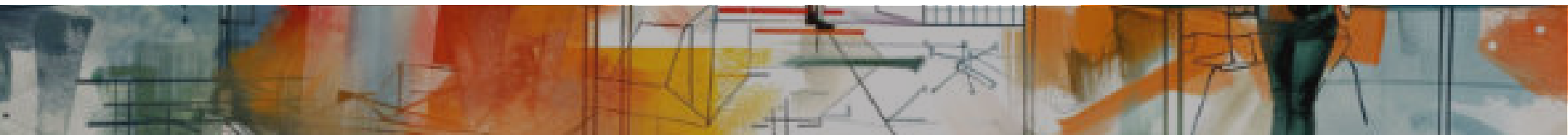


LEADERSHIP ASSESSMENT

Our Leadership Assessment expertise helps organizations gain clear, objective insight into leadership capability by uncovering how individuals think, behave, and lead in real-world contexts. Using scientifically validated assessment methodologies and expert interpretation, N2Growth goes beyond skills and experience to reveal underlying drivers, decision-making styles, and growth potential. The result is practical, data-backed insights that informs confident talent decisions, supports leadership development, and strengthens long-term succession and organizational alignment.

LEADERSHIP DEVELOPMENT

N2Growth's Top Team Effectiveness process helps leadership teams improve how they work together by strengthening trust, communication, and collective performance during periods of change. By combining individual behavioral assessments with facilitated team sessions, N2Growth enables teams to better understand themselves, leverage differences, and address dynamics that limit effectiveness. The result is a more aligned, resilient leadership team capable of collaborating effectively and sustaining high performance over time.





REBECCA PITSIKA

MANAGING PARTNER, GREECE



**VASSO
KAVALLIERATOU**
ENGAGEMENT PARTNER, GREECE



*TRUSTED BY LEADERS.
RECOGNIZED BY FORBES.*

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ExtraMilehr
Wellbeing
Solutions



In this era of constant change, holistic health & employee wellbeing are a top priority and a key measure of business performance & profitability.

At Extra Mile HR Employee Wellbeing Solutions, we can help you:

- ✓ Increase productivity
- ✓ Reduce medical expenses
- ✓ Tackle absenteeism
- ✓ Increase engagement in the workplace
- ✓ Boost creativity
- ✓ Retain valuable talent & reduce costs in recruitment and training
- ✓ Develop a wellness culture & facilitate workplace wellbeing

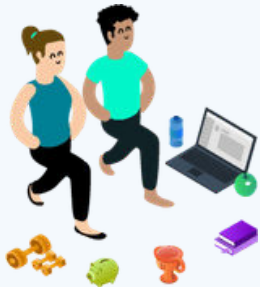
Why choose us?

Extra Mile HR offers businesses and organizations Consulting Services aimed at developing a workplace wellbeing strategy, supports the organization of events led by top experts in the field of personal and professional wellness, provides a Specialized Platform equipped with significant physical and mental wellbeing resources, as well as other programs tailored to the specific needs of each business.

We leverage our expertise, skills, knowledge and experience in designing and implementing supportive, healthy workplaces that directly result in increased productivity, engagement, and job satisfaction. We are dedicated to delivering evidence-based solutions and ergonomic designs that foster physical, mental, and emotional wellbeing.

By partnering with us, you can be confident in cultivating a thriving workplace culture that empowers your employees to excel and innovate.

Our platform is based on 6 fundamental pillars of Health and Wellbeing



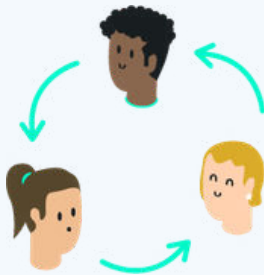
Physical Health



Emotional Health



Nutritional Health



Social Health



Financial Health



Environmental Health

*Designed to fit Greek culture.
Available in Spain, Italy, Portugal,
and across Latin America.*



***GO THE EXTRA MILE WITH YOUR EMPLOYEES' WELLBEING
AND BOOST WORKPLACE PRODUCTIVITY.***

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