



[www.weR-holding.com](http://www.weR-holding.com)





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


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

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



## *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 normative for the 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, they have only one organization of contact, saving costs and efforts. Our experts will apply the best fit methodology and expertise to meet our clients’ current and future needs.**



## *Our Services*

### 1. Advisory and People Strategy

We support our clients to move beyond and build sustainable working environments. In the digital world, the role of the human capital is revalidated as it is crucial for the business success. We work with corporations to understand the type of organization and people tools they need, based on their digital transformation and process automation.

### 2. Talent Development

Retain and develop talent is a major challenge in the contemporary market. For the first time in history, we have four generations at the same time in the job market and this increase the complexity degree for talent development actions. Through our Associate Companies, we support our clients to identify the talent in their organization, to focus on development areas. We support them to assess the Board and Top Team Effectiveness; to build the succession plan in their organization to ensure business continuity and increase corporate value.



### 3. Talent Acquisition

From Board Members till Blue Collars, our Associate Companies apply the relevant proven methodology and utilise to the maximum networks to meet our clients' needs. We work on the same side, as business partners and not just as a people provider. We use technology, assessment centres and reference check to ensure knowledge, expertise, and the competence level of proposed candidates.



#### **4. Wellbeing**

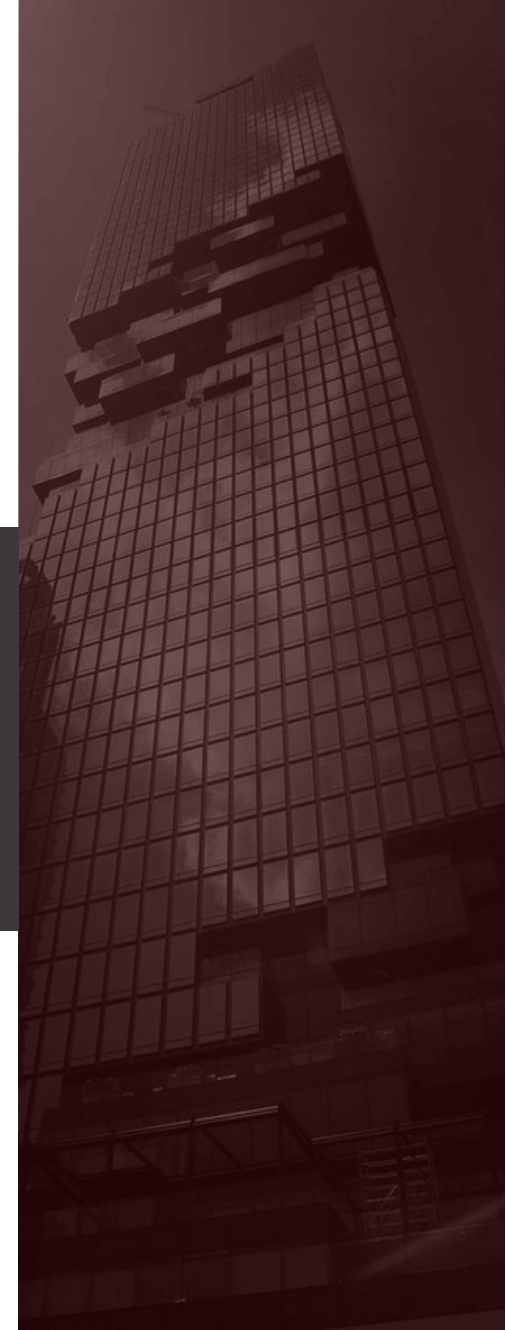
New generations - especially GenA - consider mental health and life harmony as a critical factor to choose employer. We provide an accredited mental health platform and networks of experts to ensure employees mental health and wellbeing.

#### **5. Behavioural Predictive Models**

Contemporary people business is not about statements and profiling. It is all about people analytics and behavioural predictive models for better decisions. For better cost control and people investments. We support our clients with proven behavioural predictive models to design efficient performance models, voluntary exit schemes and selection tools.

#### **6. Foresight**

Living in an constantly changing world, the foresight methodology is the necessary strategy tool to prepare scenarios for the future. We can not predict the future although we can formulate, by understanding the signals and the mega trends. We support corporations with our team of experts to get familiar with the foresight methodology or even beyond; to work on different scenarios “what if”.



# MEET THE TEAM



**REBECCA PITSIKA**  
FOUNDER & CEO



**ATHINA PERATINO**  
MANAGER | CEO OFFICE



**DIMITRIS KAFALIS**  
STRATEGY ADVISOR  
& BoD MEMBER



**MARIETTA LAROZA**  
FINANCIAL CONTROLLER



**FILIO FOURLA**  
MARKETING & COMMUNICATIONS  
SPECIALIST



*GUIDING EXCELLENCE, TRANSFORMING FUTURES*

*Get in touch with us*

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People for Business  
Member of We R

## Your Premium Advisor on People & Culture

Best  
Workplaces™

for Women

Great  
Place  
To  
Work.

HELLAS  
2024

Great  
Place  
To  
Work.

Certified  
DEC 2023-DEC 2024  
GREECE

***“As Business Partners, we maximize efficiency and ensure continuous improvement, by aligning People and Culture with overall corporate strategy.”***



## ABOUT US

### Passionate for people

We **R** passionate in 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 **R** passionate in delivering exclusive solutions that create visible and sustainable value to our people, clients and candidates.



# MILESTONES



Since day one, we use our expertise to design, deliver, align and review premier people & culture strategies to maximize the value for our stakeholders

Awarded by Sir Stelios Haji-loannou for our business performance, as “Best Young Entrepreneur For Greece”

CEO We R was distinguished by FORTUNE to be in the Greece’s 30 Most Powerful Women

Holding was founded by Rebecca Pitsika, to offer 360° HR Services, via a dynamic consortium of companies; People for Business N2Growth Greece Extra Mile

2007

2010-  
Onwards

2012

2014

2017-  
Onwards

2020-  
Onwards

2024

We support the Association of Chief Executive Officers in Career Services

CEO We R participated in the International Visitors Leadership Program, by the State Department, USA, focused on “Small / Medium Business Development” and Job Creation

Certified as a Great Place to Work



People for Business  
Member of We R

## *1. Premium Selection*

*We do not just recruit; We **R** HR Business Partners. We offer consultancy and our experts support talent acquisition strategy and process, in a reliable and efficient way. This is why we focus on roles and functions that add value to our clients.*

*Key elements of our success are:*

- Deep Market Knowledge and Expertise*
- Extensive Business Network*
- Structured Process*

## *2. Leadership Development*

*We truly support our clients achieving optimal levels of performance, by locating and developing talent to leaders across the company. We increase their engagement through in-depth developmental insights that lead to improved leadership effectiveness.*

*We offer tailor-made services, based on each client's culture, needs and goals. We use a range of documented and customizable tools with proven credibility, that produce measurable business results.*

### *3. Succession planning*

Effective succession planning and implementation have a positive impact on performance management. Ensures business continuity, as key positions remain filled with competent performers. Saves money on external recruitment and training, which can be significantly more expensive than promoting from within.

We apply a specific and structured methodology to build a succession planning strategy.

### *4. CTC*

In this changing and demanding job market, Career Transition Counseling confirms the ongoing development of an employee's life and emphasizes continuity rather than disruption.

We address change and deal with the effects of transition by guiding participants through alternative career options, using a structured methodology to meet their goals.

- Reshape your career
- Be an entrepreneur

# HR ADVISORY

- Translate Corporate Strategy into Performance Indicators
- Organisational Effectiveness
- HR Policies
- Manpower Planning
- ESG Consulting
- 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

- Internal Management Trainees programs
- External Management Trainees programs

## Grow Young Talent

- HR Advisor
- Acting HR Manager
- Interim HR Administration

## Outsourcing HR services

# MEET THE TEAM



**ANTIGONI XIONI**  
CEO



**PANOS BALTAS**  
PARTNER | HR ADVISORY



**NIKOS VASILOS**  
DIRECTOR  
PEOPLE AND CULTURE



**LYDIA KARYANAKI**  
MANAGER | HR ADVISORY





People for Business  
*Member of We R*

***YOUR PREMIUM ADVISOR ON PEOPLE & CULTURE***

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**WE FIND AND DEVELOP THE WORLD'S  
BEST LEADERS**

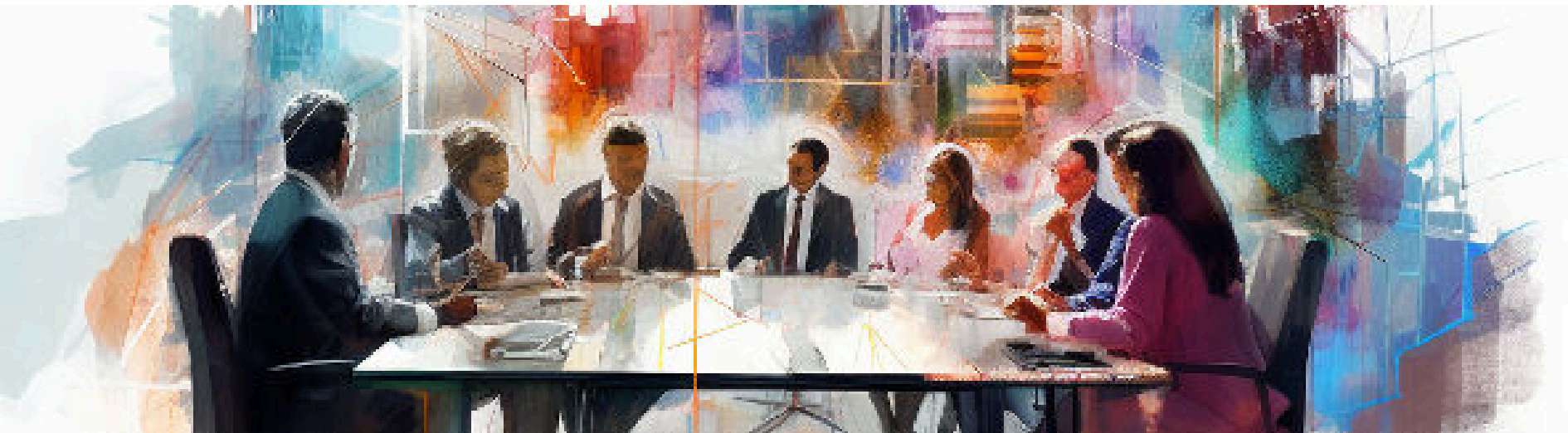
## WHO WE ARE

Founded in 2006, N2Growth quickly established itself as a leading, global executive search firm. For the past seven years, 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. Our mission at N2Growth is to put the right leaders in the right chairs to help our clients achieve their bold visions for the future.




## OUR VALUES

- We do the right thing, always,
- We care about the people we work for and with,
- We relentlessly pursue excellence,
- We choose to be positive, and
- We embody professionalism in all that we do.



## RETAINED EXECUTIVE SEARCH

A background image showing a group of business professionals in a meeting, with a man in a suit pointing at a screen. The image is semi-transparent and serves as a backdrop for the text.

N2Growth's start lies in leadership coaching and development and we've taken care to ensure that it has always been woven into the heart of our executive search practice. This holistic, whole-person evaluation approach offers clients a comprehensive decision-making paradigm for prospective executive hires. Our search solutions are enhanced by our market-leading and innovative client portal, Vue, which delivers unmatched search engagement and market insights. Our generalist approach to retained executive search covers six continents, a wide range of industries, and is offered across nearly all functional roles.

## RETAINED BOARD SEARCH

In an era of heightened scrutiny, boards face immense expectations for engagement, ethics, and performance. Yet, diversity and leadership gaps persist. Our seasoned corporate board recruiters specialize in search solutions, leveraging decades of expertise to secure the right leaders amid an all-time high of pressures from multiple stakeholders, including capital markets, media, and regulators. Boards must offer strategic value during executive transitions and market complexities. Whether guiding individual members, committee chairs, or the entire board, we're acclaimed consultants and a premier board search firm, providing top-tier advisory solutions to clients.

## MARKET MAPPING

Our Market Mapping solutions yield profiles of interest and market insights. This enables you to make a more informed talent decision that pair perfectly with search, coaching, advisory, or succession planning solutions based upon the outcome of our market discoveries.



## SUCCESSION PLANNING

Our extensive experience across diverse industries ensures customized strategies that align with your organization's needs. Beyond identification, we focus on comprehensive leadership development, preparing potential leaders for their roles. With a collaborative partnership and end-to-end support, N2Growth's Succession Planning delivers effective leadership transitions that drive sustained success.

## EXECUTIVE SEARCH SOLUTIONS

## EXECUTIVE COACHING

Our team brings deep experience in leadership development, strategy, innovation, team building, organizational design, and more. The depth and breadth of experience our coaches possess, combined with the range and flexibility that our coaching offerings is what makes us unique. Our coaching and assessments are backed by the data of thousands of executives and rooted in behavioral and cognitive sciences. Whether you are a CEO looking for an experienced advisor, a senior executive looking for one-on-one coaching experience, a CHRO looking to design and implement a global coaching program, or a board looking at composition governance, we are uniquely positioned to address your organizational leadership needs.

## EXECUTIVE ASSESSMENTS

N2Growth helps organizations glean valuable insights with a robust offering of best-in-class assessment tools, assessment debriefs, and interpretation into actionable outcomes. Our assessment process makes your executive management team better by collectively enabling leaders to recognize and take appropriate action based on precise data and analytics.

## TOP TEAM EFFECTIVENESS

The Top Team Effectiveness process encompasses two phases: individual assessments with debriefing and tailored coaching sessions addressing your team's cultural dynamics. In today's landscape, teams must be autonomous, adaptable, and consistently enhance their interdepartmental collaboration. Our curated solution, distinct from traditional executive team programs, is pivotal for sustainable organizational change. Top Team Effectiveness offers a research-backed, inside-out strategy for senior leaders, rapidly building trust and forging deep connections. Each engagement is bespoke, based on individual assessments, ensuring lasting transformation within executive teams and fostering enduring change.

## BOARD EFFECTIVENESS SOLUTION

As the sole provider of this service in North America, BES enhances board performance and prepares for the future. We address current trends like diversity, ESG, and cybersecurity, preventing a mere maintenance mode. Powered by Better Boards, our facilitated solution offers year-over-year insights and outcomes. Grounded in research, our data-driven approach empowers your board with performance-boosting insights based on the Effective Boards framework. Advisors collaborate to pinpoint improvements and offer tailored success strategies.



## OUR SEARCH

N2Growth is truly global organization with the capacity to deliver executive search and advisory solutions on every continent. Our global footprint continues to grow enabling us to serve our clients in every region they operate.

### **NORTH AMERICA**

- United States
- Canada
- Mexico

### **SOUTH AMERICA**

- Colombia
- Venezuela
- Chile
- Brazil

### **EUROPE**

- The United Kingdom
- France
- Belgium
- Switzerland
- The Netherlands
- France
- Spain
- Italy
- Poland
- Serbia
- Greece

### **MIDDLE EAST**

- Saudi Arabia
- United Arab Emirates
- Kuwait
- Bahrain
- Qatar
- Oman

### **OCEANIA**

- Australia

### **ASIA**

- South Korea
- India
- Singapore
- Malaysia

### **AFRICA**

- South Africa
- Kenya
- Angola
- Lesotho
- Eswatini



**REBECCA PITSIKA**  
MANAGING PARTNER, GREECE



**VASSO KAVALLIERATOU**  
ENGAGEMENT PARTNER, GREECE



***WE PROPEL ORGANIZATIONS TO GREATNESS BY INVESTING IN  
WHAT MATTERS MOST: PEOPLE***

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