



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 that 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 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.



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

Retaining and developing talent is a major challenge in the contemporary market. For the first time in history, four generations coexist in the job markets and this increases the level of complexity for talent development initiatives.

Through our Associate Companies, we support our clients to identify the talent in their organization and 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 to Blue Collar Professionals, our Associate Companies apply the relevant proven methodology and fully leverage their 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 checks to ensure knowledge, expertise, and the competence level of proposed candidates.



4. Wellbeing

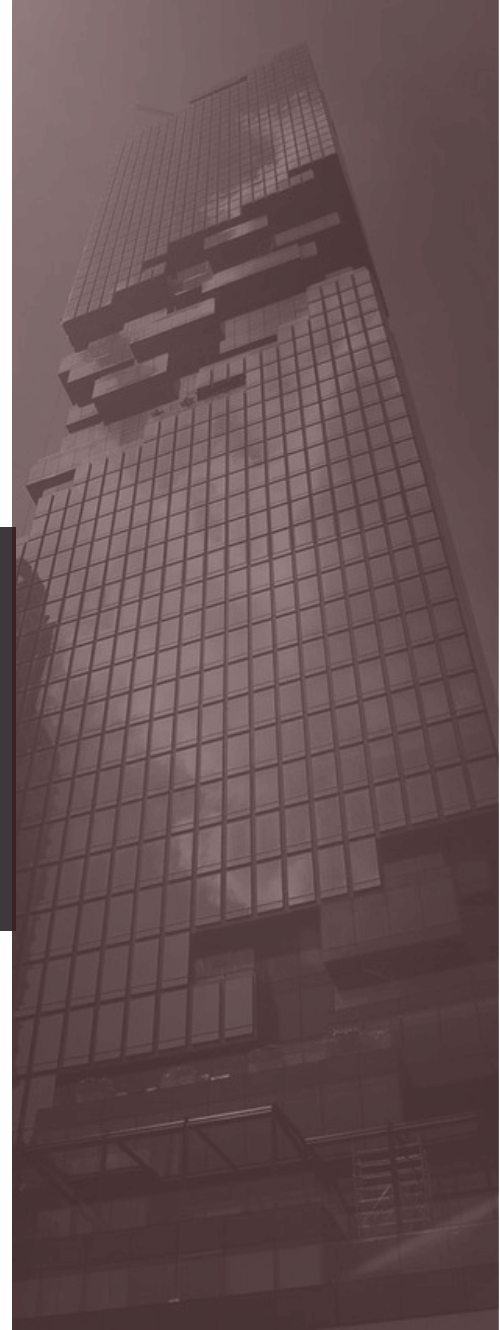
New generations consider mental health and life harmony as critical factors when choosing an employer. We provide an accredited mental health platform and networks of experts to ensure employees' mental health and wellbeing.

5. Behavioural Predictive Models

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

6. Foresight

In a constantly changing world, foresight methodology is an essential strategic tool for preparing future scenarios. While we can't predict the future, we can shape it by understanding signals and megatrends. Our team of experts supports organizations in adopting foresight practices—and even going beyond—to explore "What if" scenarios and build future-ready strategies.





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

Email : info@wer-holding.com

Phone : +30 210 68 38 618

Website : weR-holding.com

Address : 17, Paradeissou st. - 151 25 - Maroussi - Greece

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 ”**

MILESTONES



Since day one, we have used 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 & as an inclusive working environment by the Diversity Charter of Greece



People for Business
Member of We R

OUR VALUE PROPOSITION

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



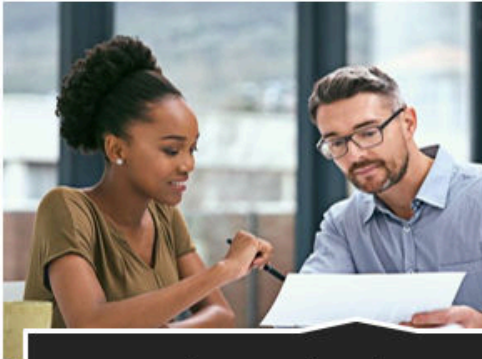
OUR VISION

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

OUR MISSION

To drive organizational growth through the development of the right people, stronger performance, and better customer experiences.

PEOPLE AND CULTURE



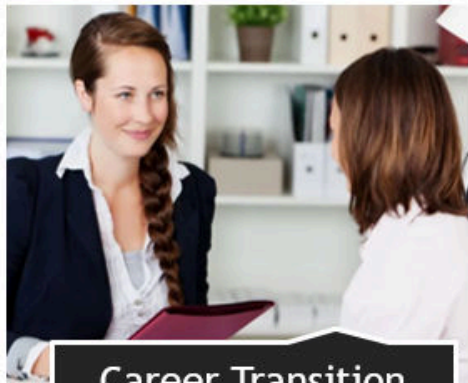
Premium Selection



Assessment and
Development
Centers



Succession Planning



Career Transition
Counseling



Grow Young Talent



Outsourcing HR
Services

From Business Strategy, to People 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

MEET THE TEAM



ANTIGONI XIONI
CEO



PANOS BALTAS
PARTNER | HR ADVISORY



NIKOS VASILOS
DIRECTOR
PEOPLE AND CULTURE



People for Business
Member of We R

GOOD VIBES IN. GREAT SERVICES OUT

Email : info@pfb-group.com

Phone : +30 210 68 00 251

Website : pfb-group.com

Address : 42, Zoodochou Pigis str. - 152 31 - Chalandri - Greece



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.

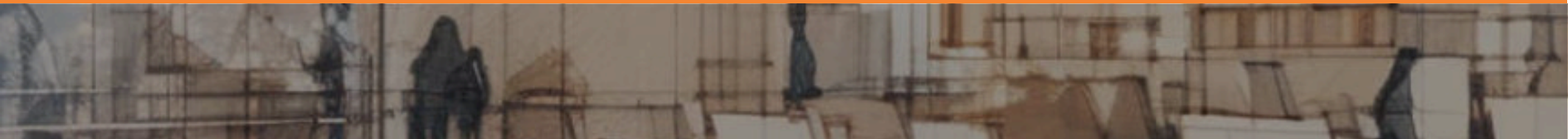
TALENT MAPPING

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.

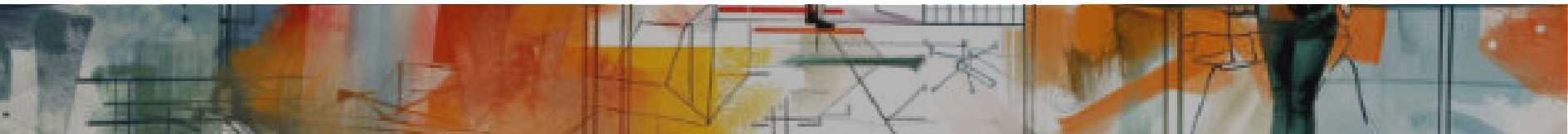


LEADERSHIP ASSESSMENT

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 insight 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 behavioural 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.*

Email : v.kavallieratou@n2growth.com

Phone : +30 210 68 38 618

Website : n2growth.com

Address : 17, Paradeissou st. - 151 25 - Maroussi - Greece



*ExtraMilehr
Wellbeing
Solutions*



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

At Extra Mile HR Employee Wellbeing Solutions, 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

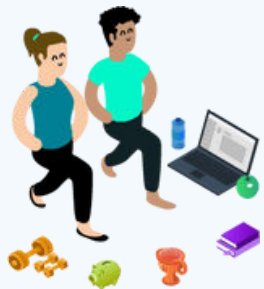
Why choose us?

Extra Mile HR offers businesses and organizations Consulting Services aimed at developing a workplace wellbeing strategy, assists the organization of Events headed 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 specific needs of one's business.

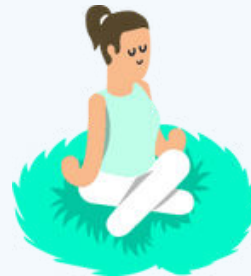
We leverage our expertise, skills, knowledge and experience in designing and implementing supportive, healthy workspaces that directly result in increased productivity, engagement, and job satisfaction. We are dedicated to delivering evidence-based solutions and ergonomic designs that foster physical,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



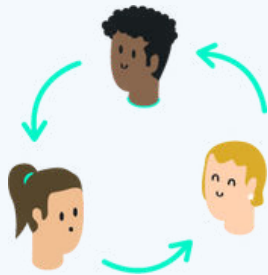
Physical Health



Emotional Health



Nutritional Health



Social Health



Financial Health



Environmental Health

*Suitable for Greek culture.
Available in Spain, Italy, Portugal,
as well as in Latin American countries.*



***GO THE EXTRA MILE WITH YOUR EMPLOYEES' WELLBEING
AND SEE WORKPLACE PRODUCTIVITY INCREASE***

Email : info@extramilehr.gr

Phone : +30 2155406135

Website : extramilehr.gr

Address : 10, Lykavittou st. - 106 71 - Athens - Greece



We R
HOLDING

NGrowth

P f B
People for Business

M EXTRA
MILE HR
HUMAN CAPITAL SOLUTIONS

www.weR-holding.com

