Ostergaard & Co

A company introduction
We will become the partner of choice by securing our clients’ success through access to the best talent and training available.

Success for our clients
We make our clients successful. All our decisions conform with this goal. We understand that if our clients succeed, we will have achieved our mission.

Business understanding
We earn the right to be entrusted with our clients business by sparing no effort to truly understand their business. We select only industries that we understand. We hire associates who are experts in their industries.

Life time clients
We want life time clients. We take on assignments on a selective basis and limit the number of on-going projects to ensure that we can commit the necessary resources to provide a personalized approach and deliver a top notch solution. We expand alongside our clients. We understand that a referral from a satisfied client is priceless.

Communication
We recognize that frank yet respectful communication is a pre-requisite for a coherent organization. A challenging situation is best countered in its infancy.

Our team
We foster an environment of fun and informality. We attract people with a passion for improving themselves and for winning. We understand that success comes from within and we trust our associates to do the right thing.
Company overview

Ostergaard & Co is a boutique human resource services firm. As licensees of leading companies in the field we help our clients attract, hire, retain and improve ROI on their human capital.

- Incorporated in China, Hong Kong and Singapore in 2007 (fully licensed)
- With own offices in Shanghai, Hong Kong and Singapore, we cover all of Asia with exclusive agents in Thailand, Vietnam, Indonesia and Taiwan

Our main business areas are:

- Executive Search
- Psychometric assessment
- Cognitive ability assessment
- Leadership training
- Sales training and assessment
Executive search
Executive search

The best headhunter is one that knows your business and who can help you promote your company’s selling points effectively to potential candidates.

We have a very narrow industry focus. We work exclusively for companies in industries that we have worked for ourselves. Our partners and associates have held senior positions in the industries we serve. We know the challenges you face – we have walked a mile in your shoes.

We source candidates from our own networks – there is rarely more than 2 degrees of separation from the candidates we introduce. Either we have worked directly with them or somebody we worked directly with has.
Executive search - our process

- Retained and contingency based searches
- Customized process (personality assessment, IQ testing, pre-screening)
- Strong system support
- Weekly progress reports
- Regular follow-up for three months after completed probation
- 360 immersion to truly understand our clients “organizational psyche”

**Understand**
- Kick off Meeting with client to understand position and company specific needs

**Source & Screen**
- Market Research
- Internal Database Research
- Advertisement (opt.)
- Screen candidates
- In depth interviews
- Testing (opt.)

**Select**
- Evaluate
- Create individual profiles incl. skills, professional experience and personal attributes
- Shortlist candidates

**Present**
- Present short-listed candidates to the client
- Arrange client interviews
- Attend client interviews (opt.)

**Finalize**
- Reference check
- Support remuneration and contract negotiations
- Finalize placement
- Keep ongoing contact with client and candidate after contract signature.

Continuous Flexible Support Of The Whole Client Recruiting Process
Our focus industries

Maritime, Logistics / 3PL, Procurement & Supply chain
- CEO/COO/CFO/CCO
- MDs/GMs/VPs
- Business Unit heads
- Air & Ocean managers
- Contract logistics heads
- Project logistics heads
- Brokers / Charterers
- Air & Ocean procurement
- Category managers
- Sourcing managers
- Sales managers
- Trade lane heads
- Operations managers
- Key account managers
- Vertical managers
- Supply chain managers
- Commercial managers
- Surveyors
- Port captains

Generic positions & functional heads
- HR managers
- C&B managers
- Recruitment managers
- OD managers
- Training managers
- Finance managers
- Admin managers
- IT managers
- Executive / personal assistants
A handful of our executive search clients

- Panalpina
- Agility
- Maersk
- Norden
- Ceva
- DSV
- Global Transport and Logistics
- Wing Hang Bank
- Shipco Transport
- V.Ships
- H&M
- Roche
- Merck
- Standard & Poor’s
- Nutricia
Psychometric Assessment

PI Worldwide
Predictive Index ® (PI®)

Ostergaard & Co is an official licensee of PI ® Worldwide and their portfolio of organisational improvement tools. The flagship product is the Predictive Index ® – the words most thoroughly validated personality assessment.

Quick and Easy to Use: The PI is a practical, quick, and easy-to-use solution for gathering employee insights. The assessment takes approximately 10 minutes to complete, and allows for clients to interpret results on a candidate or employee immediately.

Based in Science: The Predictive Index is work-related, free of bias, valid and reliable. It can be used for both selection and career development opportunities. We've conducted hundreds of statistical studies demonstrating the extent to which the PI predicts workplace performance. These studies cover dozens of industries, such as healthcare, financial services, hospitality, business services, transportation, manufacturing, and many others.

Broadly Applicable: The PI is used widely across multiple industries, jobs, levels, company sizes, growth trajectories, and business models. It is available online in 65 languages, and is used in more than 140 countries.

Unlimited Internal Use: The PI is based on an annual investment basis reflecting the client’s size, making it extremely flexible and scalable. This unique approach provides clients with unlimited internal use of the instrument with candidates and employees, allowing use of the PI throughout the organization.

Self-Sufficient: The Predictive Index system is built on a model of self-sufficiency rather than per click or consultant dependency. Managers are trained on the use and application through the PI Management Workshop™, the companion Knowledge program to the PI assessment. This program is often referred to by participants as the best management development program of their careers.
How does the Predictive Index ® help you?

By giving you valuable insight into your team members personality traits and motivational needs The Predictive Index ® (PI®) can assist you in all these endeavors:
A handful of Predictive Index® (PI ®) clients:
Cognitive ability assessment
The Professional Learning Indicator® (PLI ®)

Ostergaard & Co is an official licensee of the Professional Learning Indicator®, which is the world’s leading accurate cognitive ability assessment system.

The PLI test system is available in 50+ languages and measures the cognitive abilities in your organization and among candidates for recruitment. This information will not just measure alertness and capability, but paired with a psychometric personality system like the Predictive Index® (PI), it will provide comprehensive information for you about your individual employee’s capacity for performance.

The results of the PLI test enable you to match your positions with your candidates and to tailor communication and training to best match the individual employee’s potential.

Successful organizations across the world use the PLI to develop their businesses. These companies span a wide number of industries and have differing challenges but have one thing in common: a need to develop and find talented people.

The PLI assessment is the most cost-efficient and practical way to turn that knowledge into a competitive advantage in day-to-day HR operations, using Cognitive Abilities as a solid data-point when assessing individuals. Easy to administrate, cheating-proof due to the unique contents of each test yet with 1-1 comparable results on all tests, and taking only 12 minutes for candidates to complete.
The Professional Learning Indicator® (PLI®)

Sample questions

Question 1
Which of the following is the opposite of the word “dormant”?
A attentive B receptive C difficult D active

Question 2
You have invited 88 people to a meeting. Of those people, 12 from the North cannot attend, 4 from the South cannot attend, 6 from the East cannot attend, and 12 from the West cannot attend. How many people should you expect to attend the meeting?
A 50 B 64 C 34 D 52

Question 3
Which of the figures below comes next in the sequence of figures shown above?
A B C D

Question 4
Severity is to tendency as cruelty is to
A softness B neglect C compassion D permanence

Question 5
What is the next number in the sequence below?
1 12 8 28 14
A 10 B 6 C 7 D 12

Output format

PLI

Professional Learning Indicator™ - Test Result

Test person
Age
Gender
Nationality
Education
Job function
Test language
Test date
30
Male
UK
MSc
IT
English (British)
1/1/2011

Raw Score
29
Answered Correct
29

Comments

Correct Answered

Verbal
10
12

Numerical
8
12

Abstract
11
13

Total
29
37

PLI Quartile Distribution

4
3
2
1

PLI Normal Distribution

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A handful of Professional Learning Indicator® (PLI ®) clients:
Training
Brian Tracy International

Ostergaard & Co’s trainers are certified trainers of Brian Tracy International’s host of seminars.

Brian Tracy International is an international training organization specializing in the training and development of individuals and organizations. The mission of the organization is to help individuals and corporations achieve their goals faster and easier than ever thought possible.

Many of the world’s finest companies are using Brian Tracy Seminar Systems to build their people and give them the skills necessary to compete in today’s challenging marketplace. With “real life” work experience our trainers pepper the courses with useful anecdotes from their professional careers in China.

- Focus on sales, leadership, organizational- and individual development
- Practical put-to-immediate-use tools and techniques
- Make permanent positive changes to your organisation

“Your company’s most valuable asset is how it is known to its customers” – Brian Tracy
Logistics & Shipping specific training

Given our long experience in the logistics and shipping field we have designed three programs specifically aimed at these industries. We combine award-winning modules from Brian Tracy International with real life experience and offer the following programs:

- **Logistics Sales 101** – for anybody with customer contact regardless seniority. Covers such areas as defining value proposition, building trust with customers, sales negotiation and much more

- **Logistics Telesales** – for in-house sales personnel and customer service. Covers such areas as phone manners, campaign management, call script generation, handling objections and much more

- **Logistics Advanced Sales** – for senior sales personnel and key account managers. Covers such areas as consultative selling, key account management plans, Stakeholder management and much more
Optimize your organization
Organizational constellation analysis

One of the reasons high performers perform well in an organization is that they have been placed in jobs that match not only their skills but also their personality traits. Skills can be taught but a person's personality is formed early in life and does not change dramatically.

More often than not, the right placement of a person in an organization happens more by coincidence than by design and it often goes wrong. Who has not encountered the perfect sales person struggling the very moment she becomes a manager and have to be tough with people?

Using the personality assessment tools we make use of in our recruitment activities, we take the guesswork out of setting the perfect high-performing team in your organization.

- Full assessment of your team with recommendation of ideal positions
- Behavioral/personality, leadership assessment
- Increase productivity, training efficiency and output quality

“Coming together is a beginning. Keeping together is progress. Working together is success” – Henry Ford
What is in it for you?
Choose Ostergaard & Co because:

- Who better to recruit people in your industry than people from your industry?
- We come from backgrounds of managing large companies in China & Asia
- We have successfully filled hundreds of positions in your industry
- Many of your competitors use Ostergaard & Co
- We represent two of the most respected names in training, personality assessment, cognitive assessment and organizational improvement, PI Worldwide, PLI and Brian Tracy International and Sirrah
- We customize our training seminars to your company
- Our training clients have seen demonstrable results from our courses
- We strive for lifetime clients

We make it our business to know your business™