

TEAM IN-HOUSE

Recruitment
HR
Employer Branding
Training

Sleep well.
We'll take care of your HR.

2023



Our job is to **save** your **time**: Jump where you need. **Content.**

- 1.Our story Page 2
- 2.We were responsible for
team growth @ Page 3
- 3. Our clients Page 4
- 4. Why choose us in recruitment Page 5
- 5. Recruitment package consists of ... Page 6
- 6. Executive search Page 7
- 7. Implementation of
HR processes Pages 8-9
- 8. Employer branding Page 10
- 9. Coaching & training Pages 11-12
- 10. Contacts Page 13

TEAM
IN-HOUSE

Our story

We are Marta and Viktorija, we have over 10 years of experience in Recruitment, Headhunting, HR Processes, and Employer Branding. We were responsible for the whole HR units in the leading Lithuanian companies, one of them became Unicorn 🦄

We spent most of our time designing teams, looking for the best people, creating the culture, and nurturing talents.

Some extras:

- Marta hired people in Lithuania, USA, Poland, Estonia, Latvia, and the whole team in Ukraine.
- Viktorija hired people in Lithuania, the Netherlands, Latvia, Estonia, Germany, and the whole team in Vietnam





We were responsible for
team growth @:



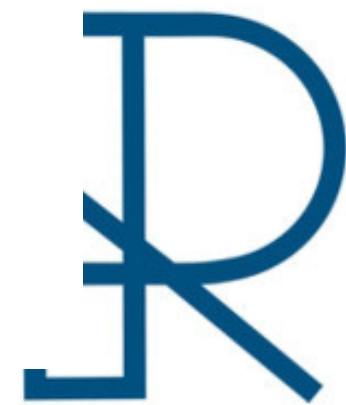
Our clients



BURGA



bilietai.lt



**sixteen.
media**



fullreach



Why choose us in recruitment?



Your open positions will be taken care of by us directly, and we are experts in the field.



We will analyze not only your history, culture, and products/services but, also, what is the feeling to be part of your team.



We have experience on both sides: in recruitment agencies and as Heads of HR inside companies. We worked directly with C-level management and this experience gives us the advantage to be business goals oriented.



We work as if you have a TEAM IN-HOUSE: learning deeply about all the aspects of the company, which gives a possibility to present you to the candidates in a very professional way, in addition, to be ambassadors of your culture.



We give a 6 months guarantee for a hired candidate. If the Client decides to let go of a person within this period, or the person decides to leave, we will find you another professional without any additional cost.

Recruitment package consist of:

- Position detailing with your team.
- If there is a possibility - one or several working days we spend in your office to get a feel for the culture and the atmosphere so we could become your ambassadors.
- Conversations with 3-5 key members of your team.
- Job ad preparation.
- Posting of the ad on job search portals and social media (Facebook, LinkedIn).
- Reviewing your existing candidate base.
- Active headhunting of candidates.
- Initial interviews with suitable candidates and presentation of "the right ones".
- Presentation of candidates' competences, expectations, and ambitions in descriptive form and/or live discussion with the hiring manager.
- Organizing interviews with 3-5 final candidates.
- Collecting feedback from candidates.
- Assistance in formulating and submitting job offer.



Executive search

Executive search requires discreteness, delicacy, and a strong understanding of business to schedule an interview with a candidate whose calendar is booked 24/7.

To make such a candidate interested in a new opportunity, the recruiter must not only have a good understanding of the position, company specifics, industry, and relevant legislation, but also the global events that can impact the business as well as the broader social environment. Such candidates value time above all, and we aim to make them feel like they have gained information when talking to us rather than lost an hour of their lives.

We have a lot of experience not only seeking or directly working with highest-level executives, but also being long-time members of executive teams ourselves.





Implementation of HR processes (1)

Is your company growing fast? Are you feeling that it is becoming too hard to manage the expansion and that you no longer have the time to talk with every team member and keep your finger on the company's pulse? Are you uncertain whether the team's competencies are growing? Maybe you have an internal HR officer but feel that he/she could use a mentor? These are all common scenarios.

To keep running smoothly, companies need both proven and newly adapted processes. Every organization and team is unique, so textbook approaches do not always provide the best solution for the situation. By understanding your existing processes, team, culture, challenges, and victories, we will create the HR processes your company needs.



Implementation of HR processes (2)

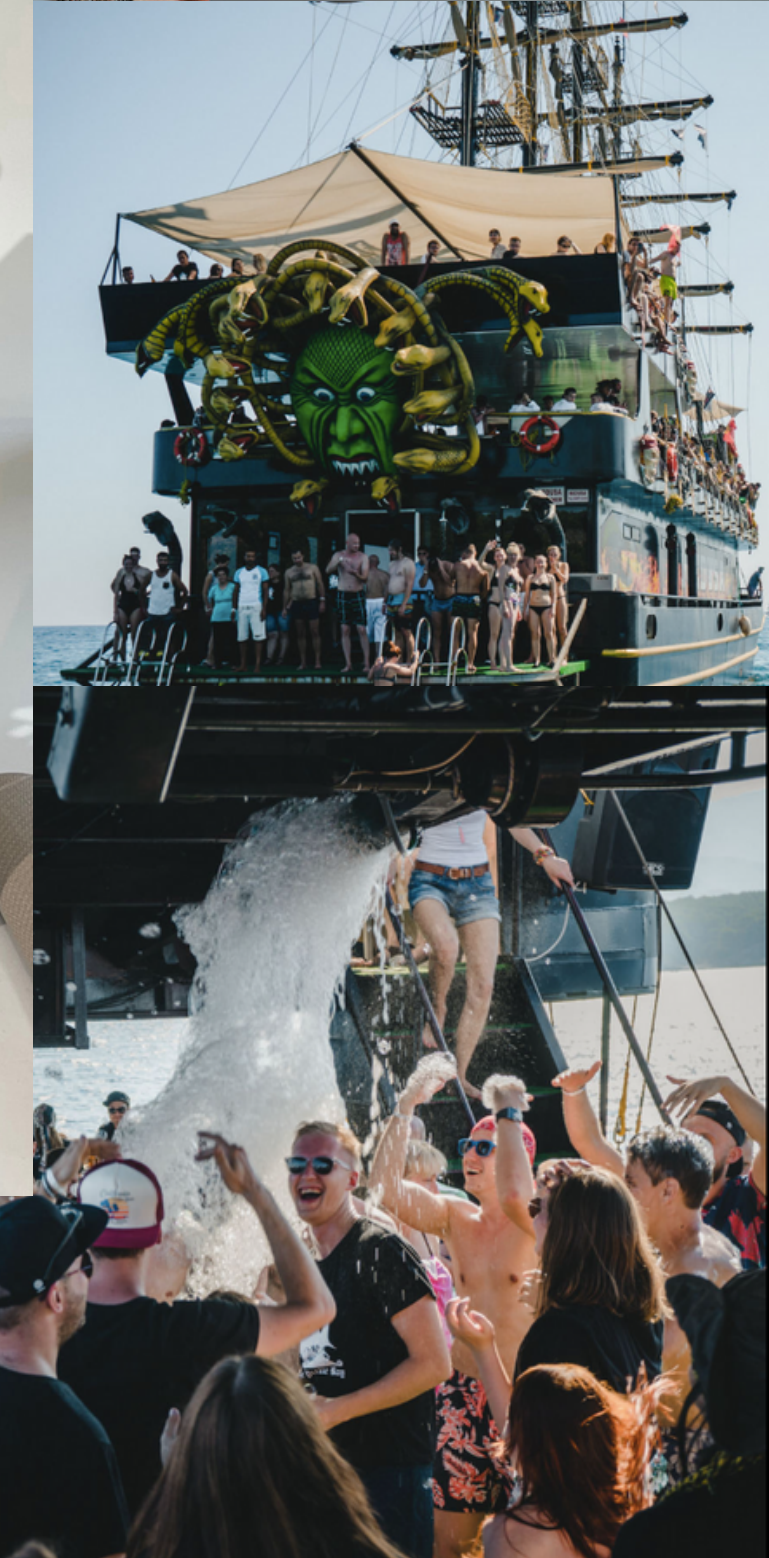
Allow us to outline the various ways in which we can be of assistance in streamlining your HR processes:

1. Creating your HR processes and assembling a proficient team right from the ground up.
2. Providing valuable coaching to your existing HR team, imparting our extensive knowledge and expertise.
3. Offering consultations to address any specific HR concerns or queries you may have.
4. Conducting strategic sessions to aid you in your HR planning endeavors.

Employer branding

This is an area we love most. We believe that every employer starts its branding from the inside. The way how people feel when going to work constitutes the company's image which we later help to broadcast externally.

For this reason, we begin creating employer branding strategies by reviewing the company's internal culture. After auditing the existing brand image, running surveys and interviews with employees, we identify the company's cultural strengths and weaknesses. We then create a plan and suggest specific solutions for solving existing problems, as well as entrenching the positive aspects that are valued in the company.



Coaching & training (1)

Do you know the term "Coacher"? We believe you do. What we also believe is that coaches cannot coach without very broad experience.

When you go through fire and ice while implementing HR processes, make fast and furious recruitments, try to catch the best C-level people, and implement crazy employer branding ideas, you gain valuable insights. This is what we have done during the past 10 years in top Lithuanian companies, startups, and recruitment agencies.

So, what can we teach your team?
(Next page, please)



Coaching & training (2)

1. **Strategic sessions:**

- Where we are? Where do we want to be?
- What do we have to do?
 - Project retrospectives
 - Process mappings
 - Bottleneck finder
 - Action points

2. **Recruit** like there's no tomorrow

3. **Feedback:** Giving and receiving

4. **Public speaking** without trembling legs

5. Managing **organizational change** from start to finish

6. **People development.** Stepping out of comfort zone

7. **Internal communication.** Not lost.

8. **Employer Branding.** Unlock unique identity.

9. **Mid-management development.** Key to your business growth.

10. **Gen Z workforce.** What to expect?



Let's talk



Marta Sprogytė-Čekavičienė



marta@teaminhouse.lt



+370 622 79 369



[LinkedIn](#)



Viktorija Pranckietytė-Žalėnė



viktorija@teaminhouse.lt



+370 685 11 836



[LinkedIn](#)