PEOPLE & CULTURE FOR REMOTE AND INTERNATIONAL TEAMS

Your people deliver on time. *But who takes care of them?*

An ongoing monthly service for companies with hybrid and fully remote teams, across countries and cultures.

Zenos Business consulting

01	02	03
A review of your team	Monthly care for your people	People who stay with you

Your people deliver on time. *But who takes care of them?*

Who this is for

You run a growing company with a hybrid or fully remote team, often spread across countries and cultures. Your people are good at what they do. They know their craft and deliver on time. You take care of the tasks, the deadlines and the clients.

But no one works with your people.

In remote teams, motivation and satisfaction drop faster. People feel disconnected from the company, even more so when they come from different cultures. They do their job, but they don't feel part of something. And one day, they leave.

You can't do this too. You need to focus on your business. That is where we step in.

> YOUR TEAM HAS THE HARD SKILLS
>
> We take care of *the human side.*

What we do

Does this sound familiar?

1. Your people deliver, but you don't really know how they feel.
2. Someone you counted on resigned, and you didn't see it coming.
3. The team rarely talks to each other outside of tasks.
4. Small misunderstandings between cultures turn into real tension.
5. New people are told to "figure it out" in their first weeks.
6. People work hard, but no one has asked them where they want to grow.

With your team

- Regular meetings with your people, as a team and one-on-one
- Individual development and career plans for every person
- Online activities that connect your team and keep people motivated
- Better communication across countries, cultures and time zones
- Care for each person's growth, so they see a future with you

For you

- We define what kind of people you need, and which competences
- We tell you openly how your team feels and where the hot spots are
- We show you what needs to be fixed, and help you fix it
- We help you find and hire the right people for your team
- We onboard new people so they feel part of the team from day one

THE BRIDGE BETWEEN YOU AND YOUR PEOPLE

We stand between you and your team. *We make it work better.*

We improve the relationship, make things work better and make people more satisfied. In the end, you see it in two places: **productivity, and how long people stay with you.**

START

A free 30-minute conversation, followed by a review of your team.

FORMAT

An ongoing monthly service, online.

SCOPE

Tailor-made, depending on the size and needs of your team.

ROLE

We act as your People & Culture team.

WHAT YOU WILL HAVE

People who are satisfied, motivated *and stay with you.*

And alongside them: clear roles and competences, a team working agreement, an onboarding process, development and career plans, and regular insight into how your team really feels.

Ena Fejzagić Livančić

Intercultural Communication Specialist and certified CQ Facilitator, with more than 10 years in strategic management and a whole career in international teams.

Dr Ema Burić

PhD in Economics, professor of human resource management and talent management at several universities, and creator of TM9.

Let's talk

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We'll tell you honestly whether we can help.

BOOK A FREE 30-MIN CALL

calendly.com/ema-buric/30min