



CONSULTING AB

RECRUITMENT & SECOND OPINION

Right person. Right decision. Every time.

*You should never have to guess your way to the right person.
I lead the recruitment process from start to finish –
with structure, validated tools and 25 years of experience.*

The right person in the right place changes everything.

Magdalena Hagström Ståhl · By M Consulting AB

APPROACH

This is how we work together.

Every engagement begins with an initial conversation – an opportunity for us to get to know each other, understand the situation and see whether we can achieve something meaningful together. If there is a shared direction, we set a plan. Nothing starts until we have agreed on what we want to accomplish.

Methodical

I work in a structured and transparent way. You always know where we are in the process and why we are doing what we do.

Open & honest

I share what I observe – even when it is uncomfortable. Honest feedback is part of the value delivered, not a side note.

Feedback-driven

I want to know if something is not working. The sooner, the better. Course corrections are a natural part of a good collaboration.

Communication throughout

We agree on format and frequency from the outset. No surprises. If something changes – I will say so directly.

If something does not go as planned

It happens in every engagement that reality looks different from the plan. My responsibility is to say so early – and propose how we adjust. I expect the same openness in return.

+ Digital structure as added value

I can also help you set up and structure your digital work environment – Microsoft 365, domains, licence management and basic IT infrastructure – so that your organisation has the right foundations from day one.

S E R V I C E S

Recruitment & Second Opinion.

You should never have to guess your way to the right person. I have conducted thousands of interviews and candidate assessments – using validated tools as the foundation, not gut feeling. Need a second opinion before a critical hiring decision? I give you a clear and well-founded answer.

Recruitment of managers and specialists

- I lead the entire process – from role profiling and search to interviews, selection and decision support. You get a thorough foundation on which to base your decision.

Executive search

- For roles where the best candidates are not actively looking. I identify, approach and evaluate – discreetly and professionally – with a focus on the right match for your business in its next phase.

Role profiling

- The foundation of a successful recruitment is laid long before the first interview. I help you define what the role truly requires – not just on paper, but in your specific context and culture.

Structured interviews and selection

- Gut feeling is a complement, not a decision-making tool. I use competency-based and structured interview methods that provide comparable assessments and minimise the risk of bias and mis-hires.

Second opinion before a hiring decision

- You are close to a decision but uncertain. I review your materials, ask the questions that may not have been asked, and give you an honest, transparent and neutral assessment.

Candidate assessment using validated tools

- I work with research-based and validated tools for personality, motivation and ability – providing structure and depth to the assessment. Not answers – but better questions to bring into the conversation.

ENGAGEMENT PLAN

This is what an engagement looks like.

01 Getting-to-know meeting

We meet without a set agenda. You describe your situation, I explain how I work. If we like what we hear and see a way forward – we set a plan.

02 Goals & engagement plan

Before we begin, we agree on what we want to achieve, how long it is expected to take and what responsibility I will take. Everything is documented and approved by you.

03 Delivery

I drive the engagement – methodically, transparently and with ongoing communication. You choose the level: I run it end-to-end, or we run a train-the-trainer model.

04 Follow-up & review

We review progress against the goals. What worked? What can be improved? The engagement concludes when we are both satisfied – not just when time is up.

Choose your model

Full delivery

I take full responsibility for the delivery. You set the direction, I drive the process. Suited for when you want an experienced partner to take the full weight.

Train the trainer

I run the engagement together with your organisation and build internal capability along the way. Suited for when you want to strengthen your own capacity over time.

What do you want to achieve?

Mark what is relevant – we will go through the details together when we set the engagement plan.

- | | |
|--|--|
| <input type="checkbox"/> Recruit a manager or specialist | <input type="checkbox"/> Identify candidates via executive search |
| <input type="checkbox"/> Develop or quality-assure a role profile | <input type="checkbox"/> Conduct structured interviews |
| <input type="checkbox"/> Get a second opinion before a hiring decision | <input type="checkbox"/> Candidate assessment using validated tools |
| <input type="checkbox"/> Strengthen internal recruitment capability | <input type="checkbox"/> Other – we will discuss it at our first meeting |



ByM

CONSULTING AB

Ready to take the next step?

*The initial conversation is always without cost.
Tell me about your situation – and we will see if and how I can help.*

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The right person in the right place changes everything.

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