

Evolution of  
transfers and  
promotions  
Q4 2017–Q1 2018  
and analysis  
Q1 2018



**ANDERSON WILLINGER**

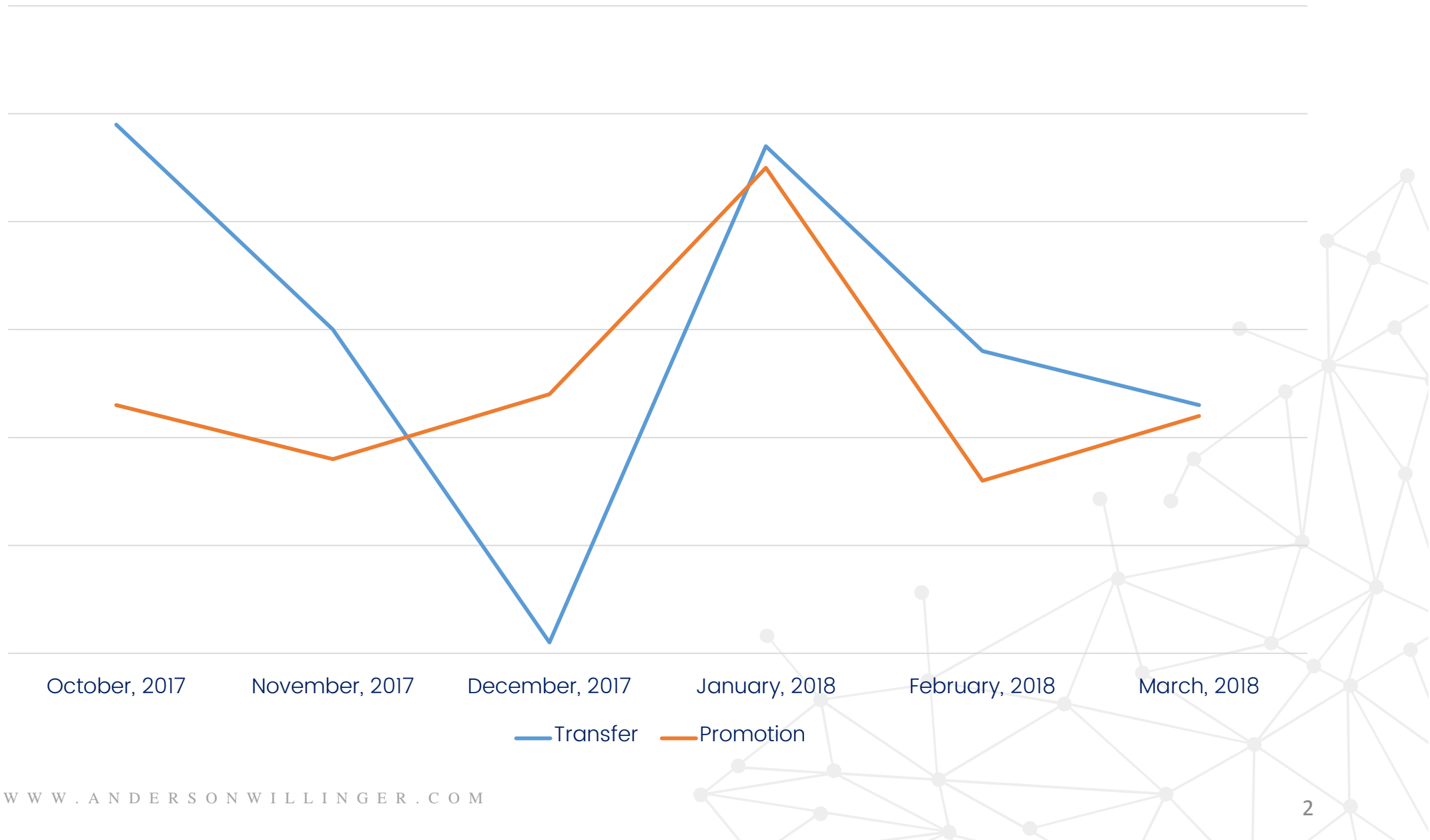
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Since October 2017, there were 326 senior management position changes, 201 transfers and 125 promotions.

## EVOLUTION OF TRANSFERS AND PROMOTIONS Q4 2017 – Q1 2018



# WHICH SENIOR ROLES WERE AFFECTED BY CHANGES THE MOST ?

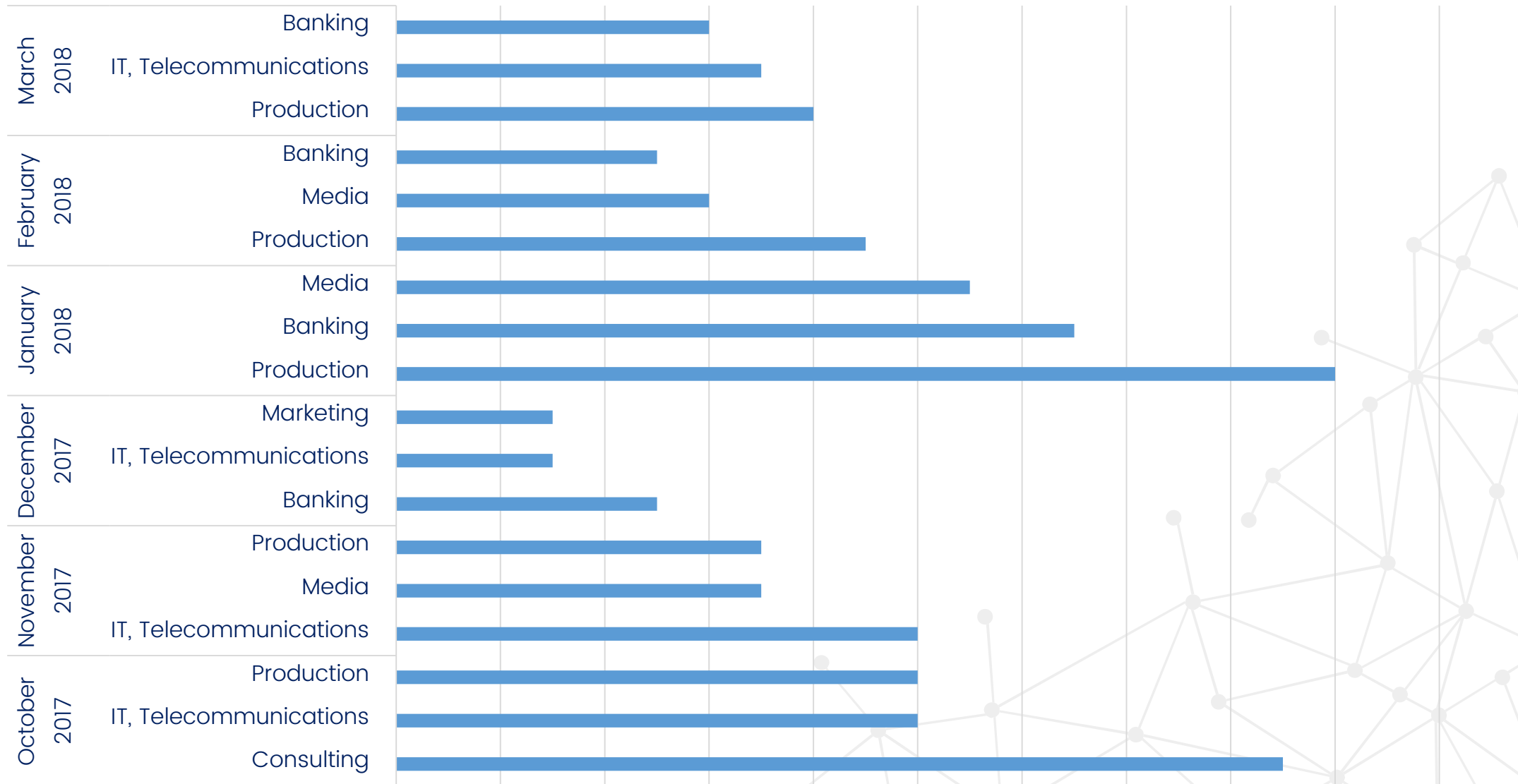
Q4 2017 – Q1 2018

from lowest to highest



# WHICH INDUSTRIES WERE MOST AFFECTED BY MANAGERIAL CHANGES ?

Q4 2017 – Q1 2018  
from lowest to highest



## News in march 2018, Transfers:

Company	Name	Position
Českomoravská stavební spořitelna	Tomáš Kořínek	CEO
Wüstenrot	Martin Horčíčka	COO
Nordic Telecom	Martina Lovčíková	Director, Retail
Foxconn	Nicky Monaghan	Division EMS Director
Wüstenrot	Marek Hornyh	Head of Sales
Kiwi.com	Marco van Leperen	Head of Airline Partnership

Managerial changes in [January and February](#) and other [case studies](#).

## News in march 2018, Promotions:

Company	Name	Position
Unipetrol	Krzysztof Zdziarski	Chairman of the BoD
Česká Exportní Banka	Jaroslav Výborný	CEO
Leaseplan	Martin Brix	General Manager
Assa Abloy	Martin Benda	Managing Director, Commercial Doors
HB Reavis	Marian Herman	CEO
Ergo pojišťovna	Jana Jenšová	Chairman of the BoD
ČSOB	Hélène Goessaert	Chief Risk Officer
ZOOT	Martin Komora	Marketing Director

Managerial changes in [January and February](#) and other [case studies](#).

## Top managerial Transfers at the beginning of April 2018:

Company	Name	Position
IPG Mediabrands	Jan Pfeifer	CEO
Fidelity International	Christian Staub	Europe Managing Director
Stavební spořitelna	Ondřej Čtvrtečka	Member of the BoD
ROCHE	Radka Pekelská	Head of HR

Managerial changes in [January and February](#) and other [case studies](#).

## Top managerial promotions/changes at the beginning of April 2018:

Společnost	Jméno	Position
Publicis One	Tomáš Varga	Central Europe Director
Amundi	Franck du Plessix	CEO
Amundi	Pavel Hoffman	Zástupce CEO
NN	Mark Vermeule	Chief Risk Officer
ČSOB Leasing	Tomáš Korbas	Director Corporate and Bank Credits
Volkswagen Financial Services	Jiřina Tapšíková	Member of the BoD

Managerial changes in [January and February](#) and other [case studies](#).





# ANALYSIS OF Q1 2018

## Czech most significant Top Management changes in 1. quarter 2018

In total there were 181 Top Management position changes in 1. quarter 2018, 98 transfers and 83 promotions.

36 changes on CEO positions.

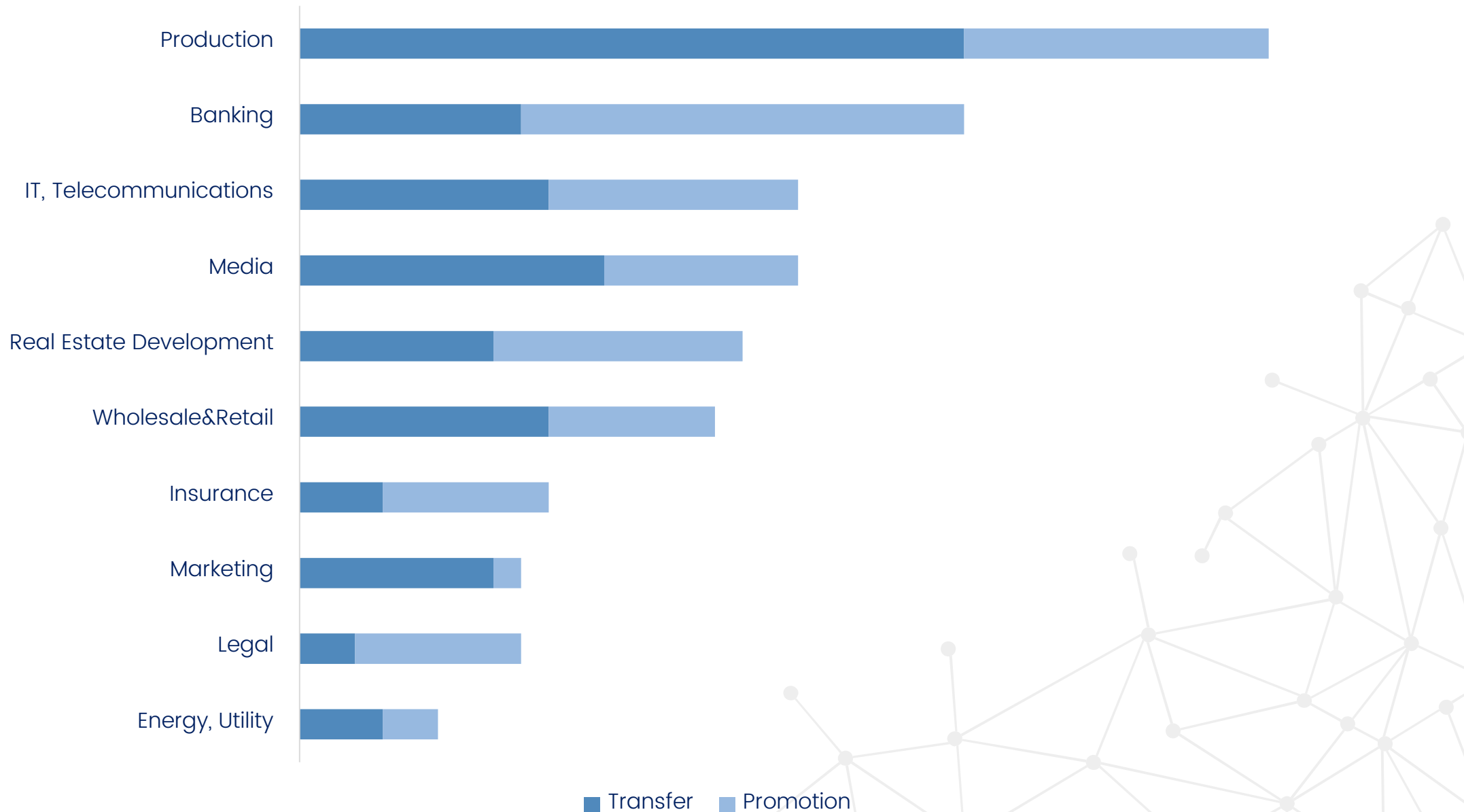
73 changes in Top Management members positions – board.

72 changes in Senior Management positions

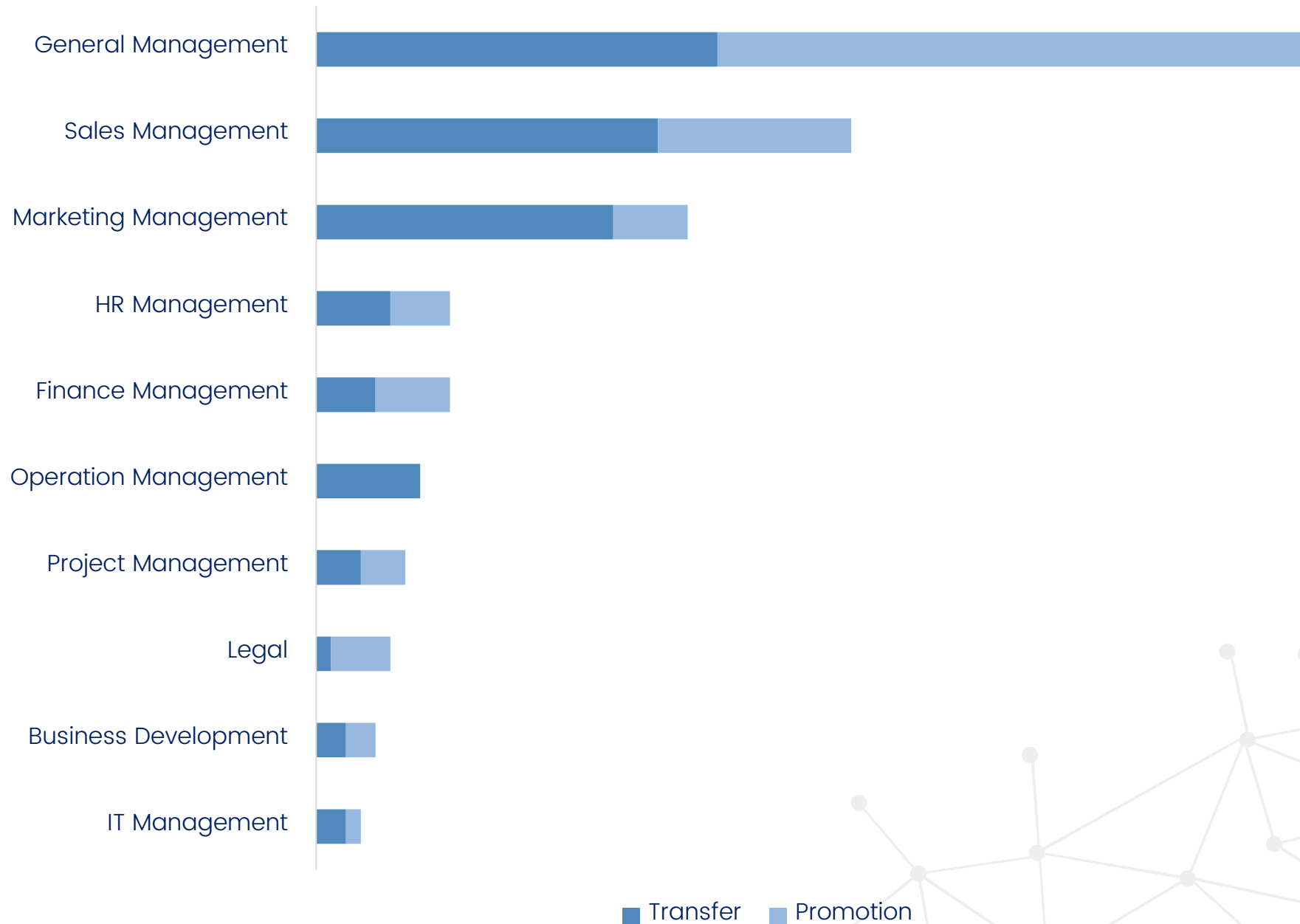
Most changes were made in manufacturing and banking.

Senior managers in General management and Sales management positions were changed the most.

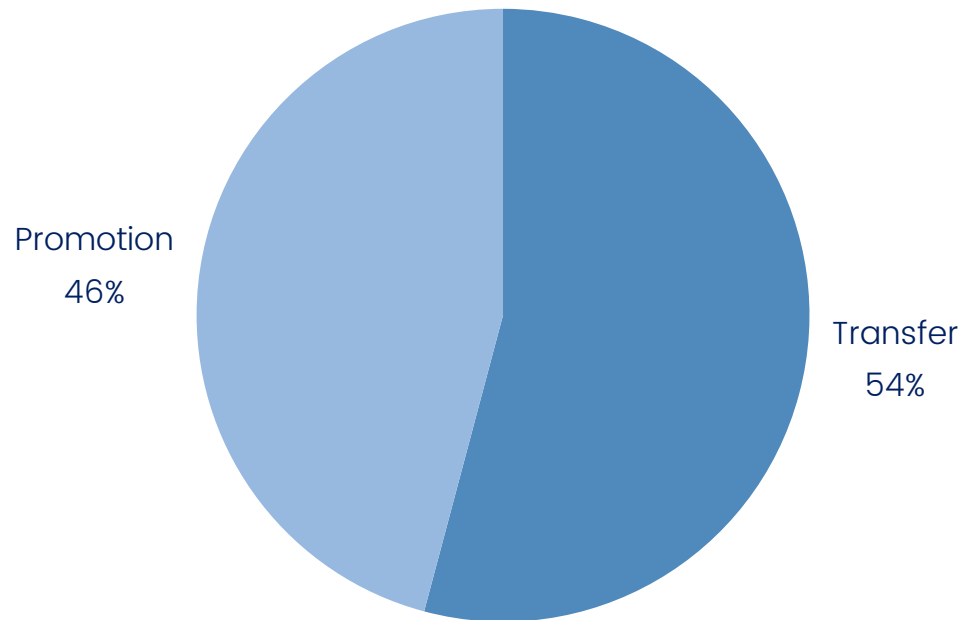
## WHICH INDUSTRIES WERE MOST AFFECTED BY MANAGERIAL CHANGES ?



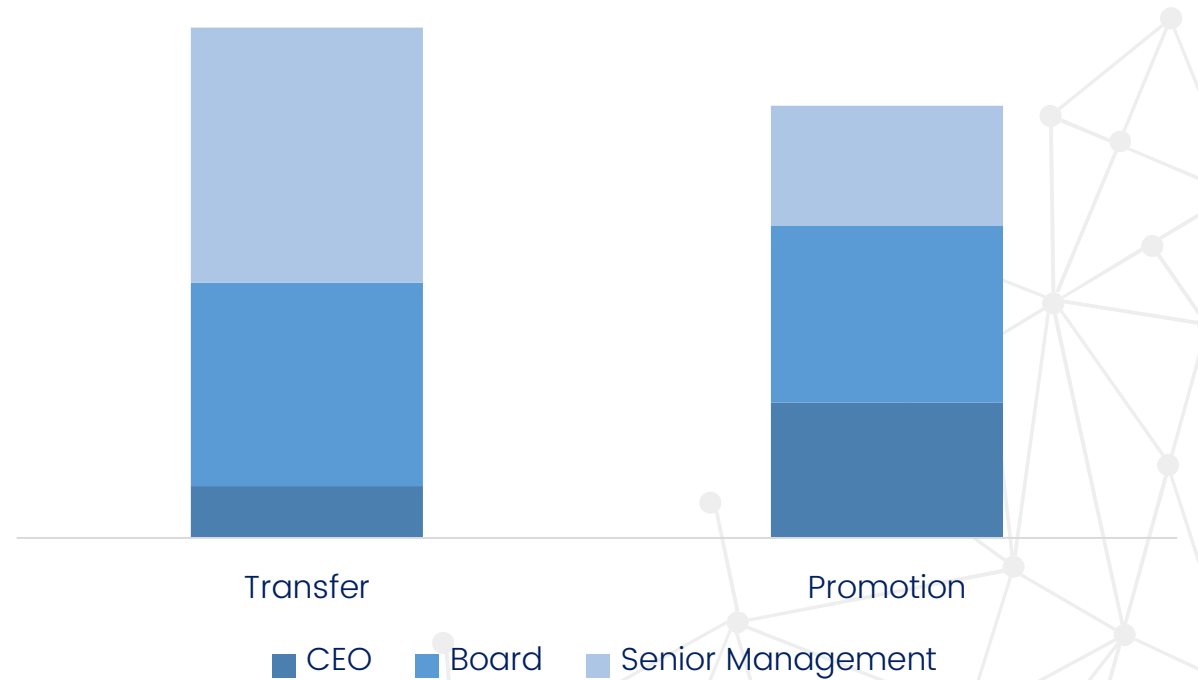
## WHICH SENIOR ROLES WERE AFFECTED BY CHANGES THE MOST ?



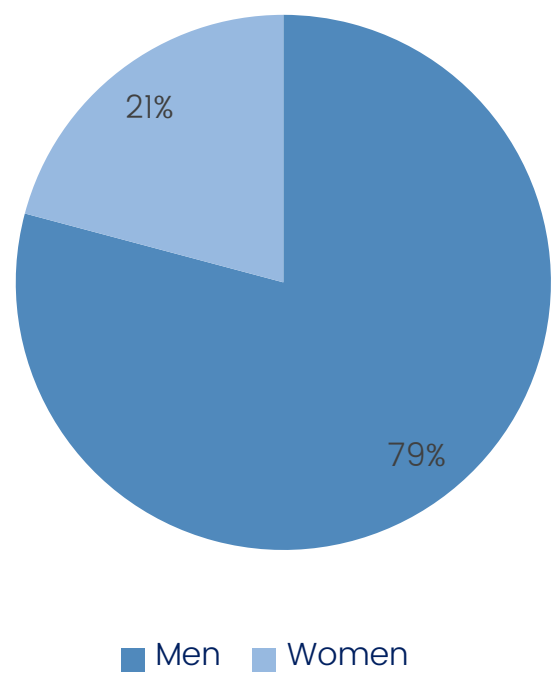
## TOP MANAGEMENT RATIO TRANSFERS VS. PROMOTIONS



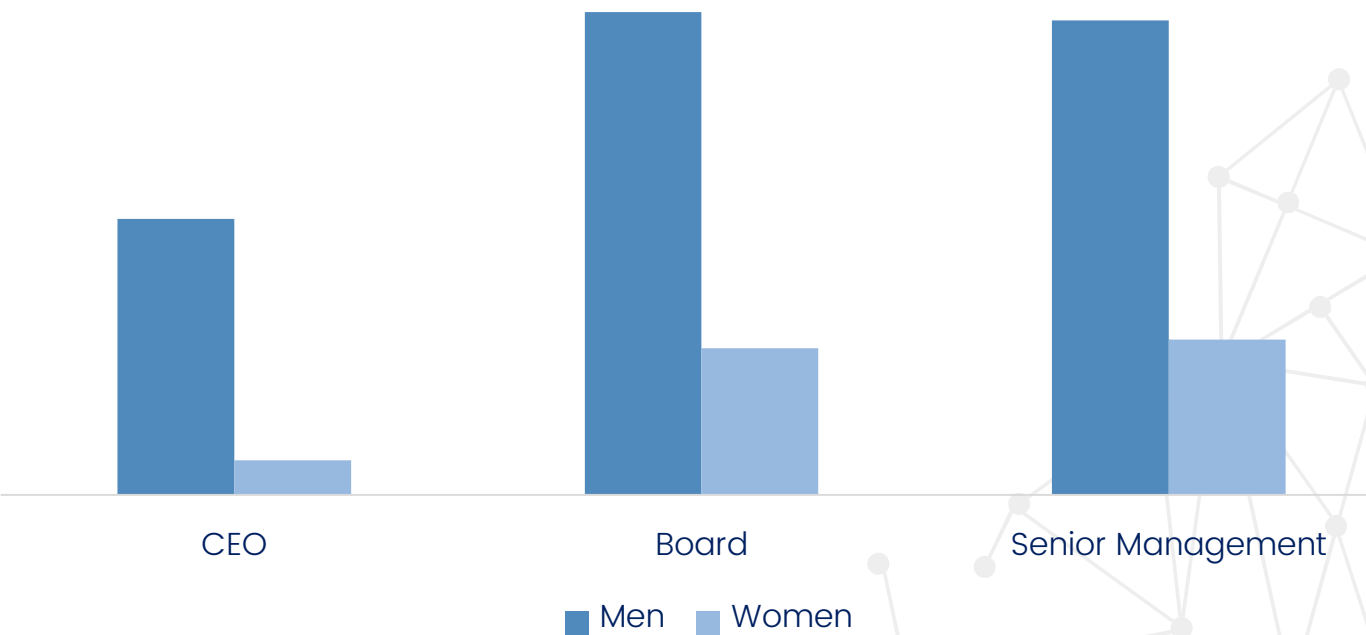
## WHICH TOP MANAGEMENT LEVELS INDICATE THE MOST CHANGES ?



TOP MANAGEMENT RATIO  
MEN VS. WOMEN

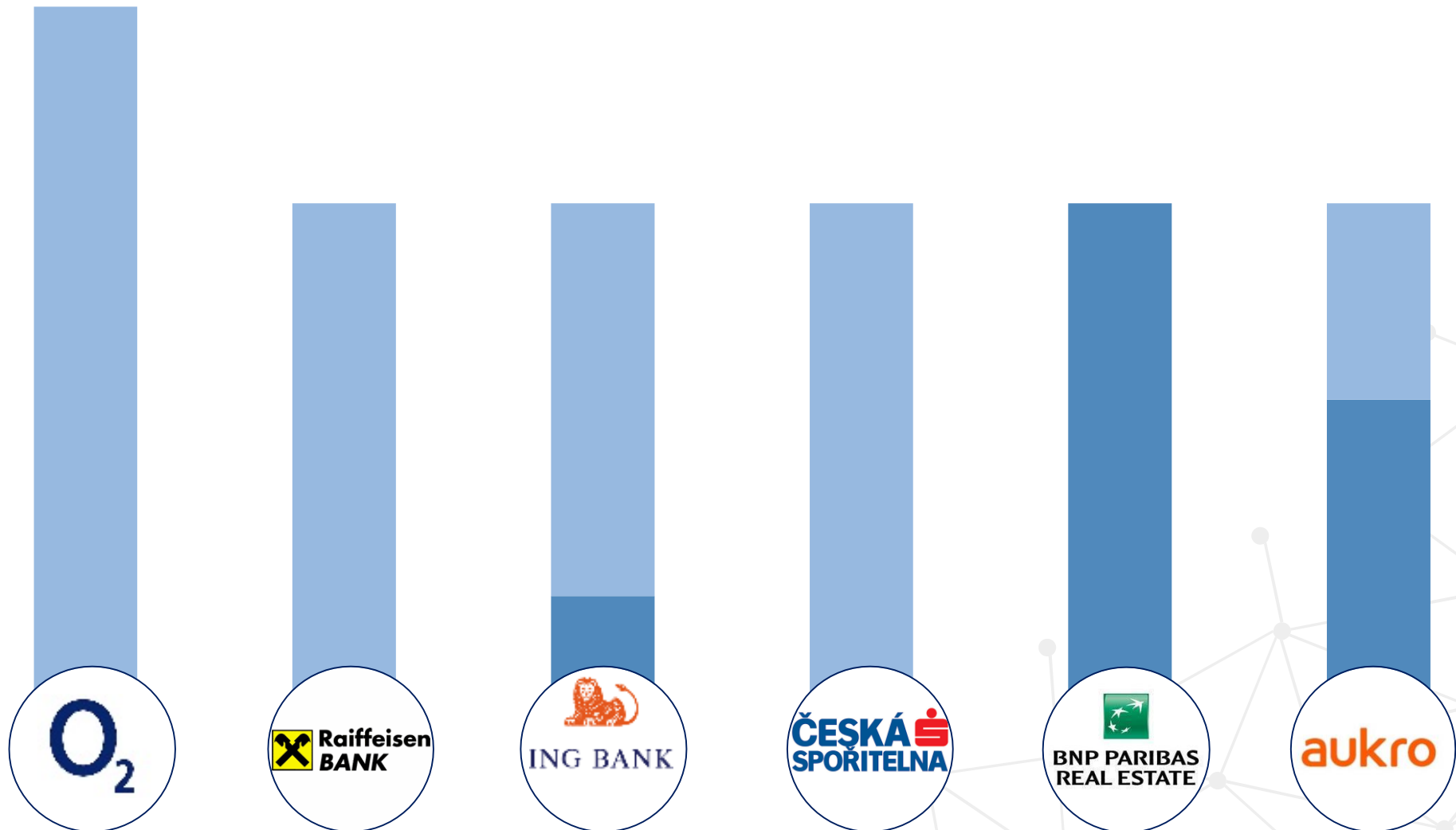


WHICH GENDER IN TOP MANAGEMENT LEVELS  
INDICATE CHANGES THE MOST ?



## WHICH COMPANIES CHANGED THEIR TOP MANAGEMENT THE MOST ?

■ Transfer ■ Promotion





# ANDERSON WILLINGER MARKET INTELLIGENCE

## HOW CAN IT HELP?

We put it into the Data and People context. We associate Objectivity with Emotions for better business decision-making and your selection of key people.

Our Market Mapping and Business Intelligence is best suited If:

- you want to know who the best people are for you
- you want to compare of your managers to the market
- you want to make a personal reserve so you do not expect to have a new manager for 6 months
- you want to know which specific results have been achieved and by whom, how or why

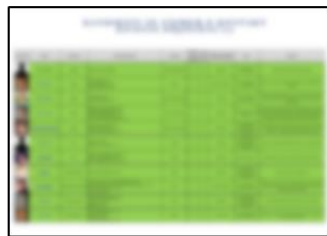
Do you want to know who are the top people you should know? Hire them now or in the future and what motivates them to work for your company and under what conditions.

### Market Mapping output

Analysis and  
data summary



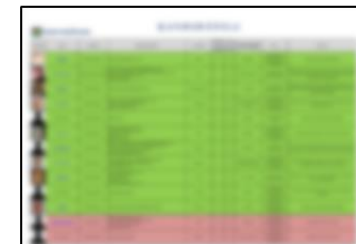
Candidates interested in  
contact by type of field



Organizational  
structure



Candidate profiles



We would like to introduce you 10min DEMO, please contact us (420) 222 71 84 91, 731 440 080, 731 440 101  
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# ANDERSON WILLINGER NEWS

The future of work is coming

Companies around the world, from technology start-ups to multinational banks leave **traditional system**, where senior managers manage and subordinate execute their orders.

Great power are given to a **small multi-functional teams that are self-governing**. It is called **agile method**. A modern, effective form of management that completely **changes the game**.  
What it is?

And what does the Czech and Slovak HR Directors think about it?

You will find more: [Agile management in business and HR](#)

More information about Agility, new dates of seminars, please contact:

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# ANDERSON WILLINGER

Anderson Willinger Group is one of the leading companies in the Executive Search and Career Management in the Czech Republic and Slovakia as well as a successful Executive Search company in Central and Eastern Europe.

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1. We have successfully deployed **more than 2.000 senior managers** in Cenral and Eastern Europe.
2. We have our own **unique product on market mapping**, with which we map out 7.000+ leaders, including their career and strenghts.
3. As the only Executive Search we have developed **our own evaluation tool** based on the Walt Disney strategy.
4. The first is to **select the candidate alsi** in terms of his/her compatibility with the existing client team and **the potential impact on his/her work performance**.
5. Thanks to our efficient tools, we enable new managers to **get faster integration** through our „first 100 days“.
6. Thanks to our projects, we are able to conduct **continuous market and trend analyzes in your field**.

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