

The most  
significant  
management  
changes  
February 2018



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## Czech most significant Top Management changes in February 2018

In total there were 44 Top Management position changes in February 2018 including 28 transfers and 16 promotions.

There were 6 changes in CEO positions

13 changes in Top Management member's positions on board level

25 changes in Senior Management positions

The number of personnel changes was the highest in sales management.

The most transfers between companies occurred in media and production fields.

The highest number of promotions monitored was in IT & Telecommunications.

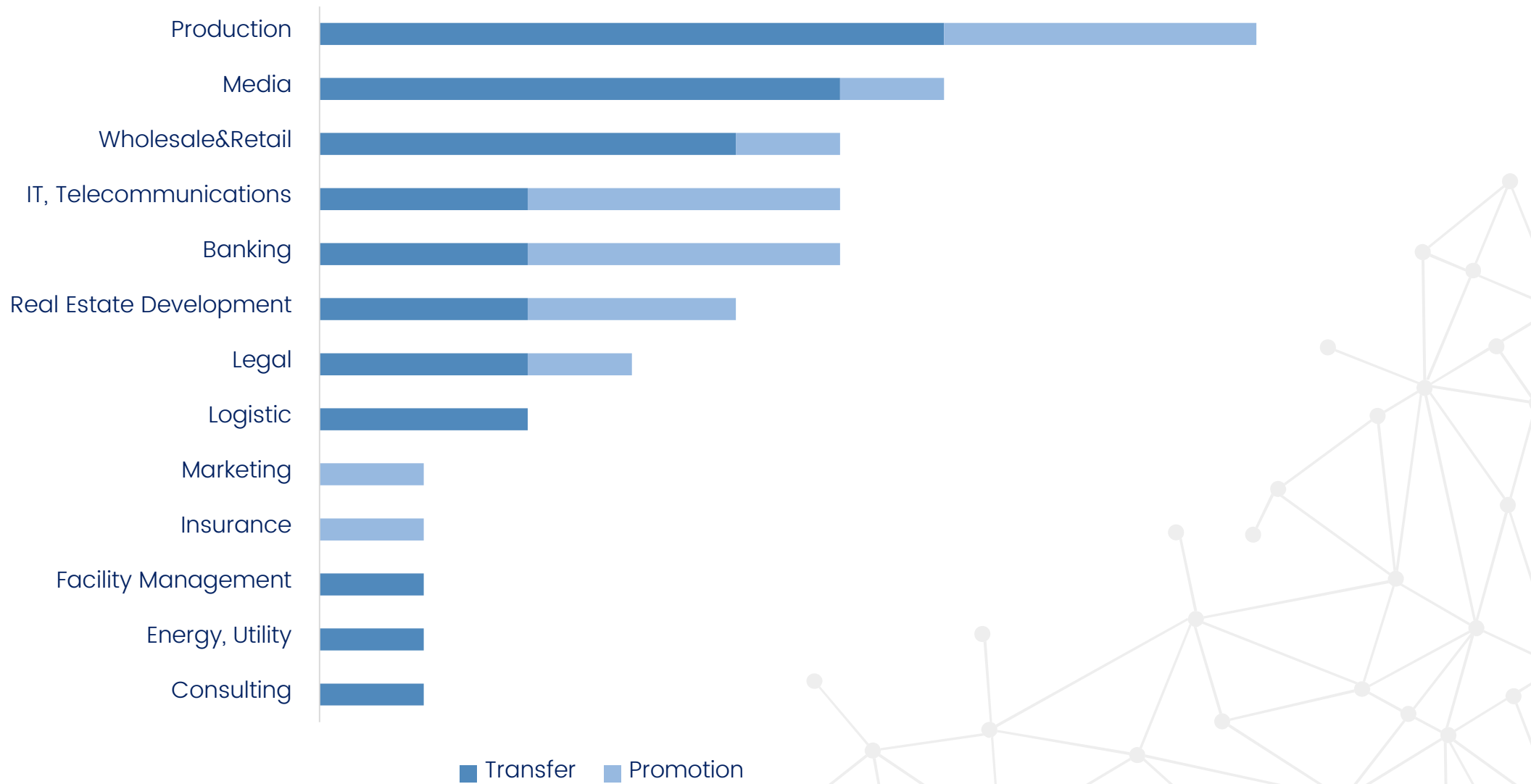
## Top 11 new management transfers:

<b>Company</b>	<b>Name</b>	<b>Position</b>
Škoda Vagonka	Martin Bednarz	CEO
ABS Jets	Radek Doubek	Chief Financial Officer
Centropol	Zdeněk Martinec	CFO
DPD	David Žežulka	Head of Sales and Marketing
Adexpres	Tomáš Bůřil	Commercial Director
Mall Group	Igor Matejov	Chief Commercial Officer
Remy Cointreau	Petr Havlíček	Marketing Director
T-mobile	Jiří Vacek	Chief HR Officer
Mars	Zuzana Lošáková	Corporate Affairs Director
Mars	Ursula Irwin	Market Director CZ/SK

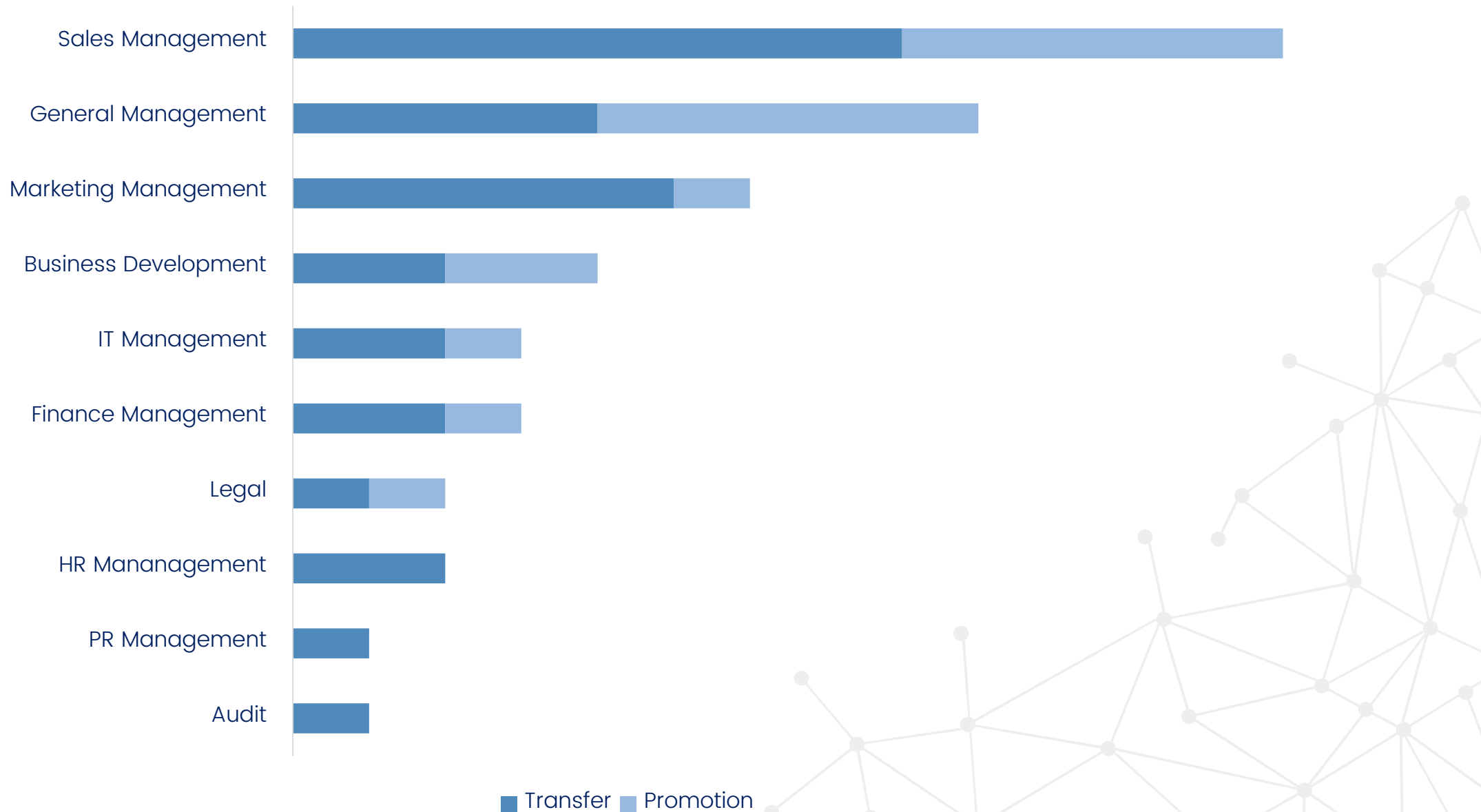
## Top 7 new management promotions:

<b>Company</b>	<b>Name</b>	<b>Position</b>
NN	Maurick Schellekens	CEO
KONE	Joseph Giorgi	CEO
Asahi Brands Europe	Petra Maričová	Finance Director
Unicredit Bank	Tomáš Drábek	Head of Retail and Private Banking
O2	Richard Siebenstich	Chief Commercial Director
O2	Jan Hruška	Chief Technology Officer
Heineken	Agnieszka Gorecki	Marketing Director

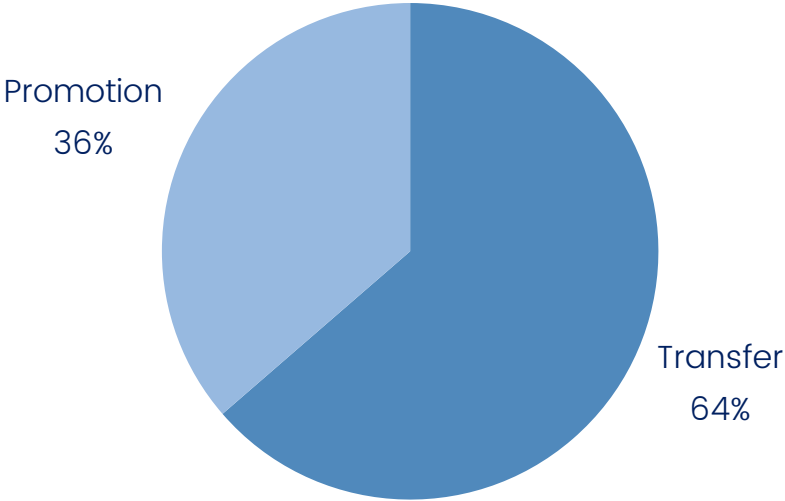
# WHICH INDUSTRIES WERE MOST AFFECTED BY MANAGERIAL CHANGES ?



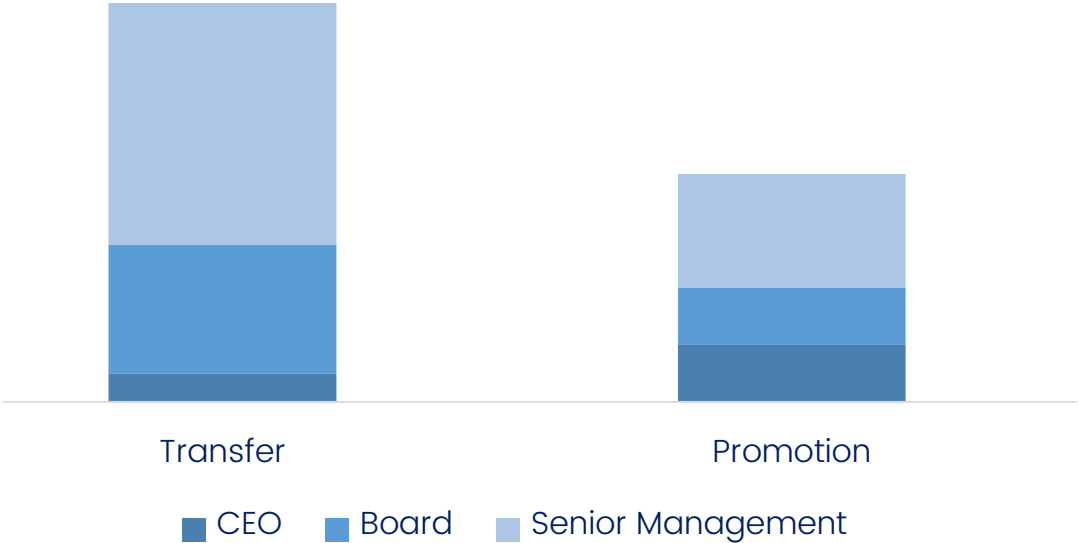
# WHICH SENIOR ROLES WERE AFFECTED BY CHANGES THE MOST?



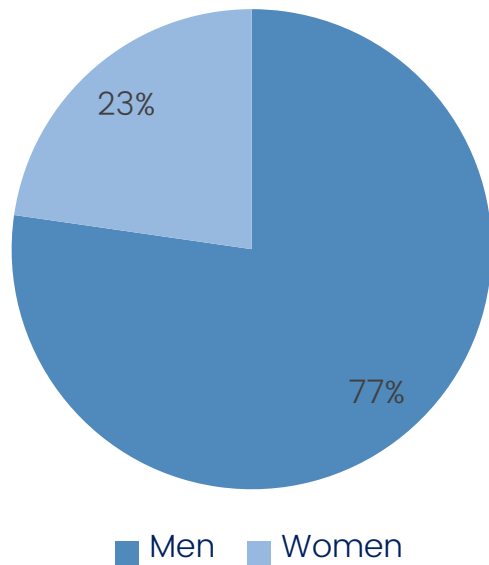
# TOP MANAGEMENT RATIO TRANSFERS VS. PROMOTIONS



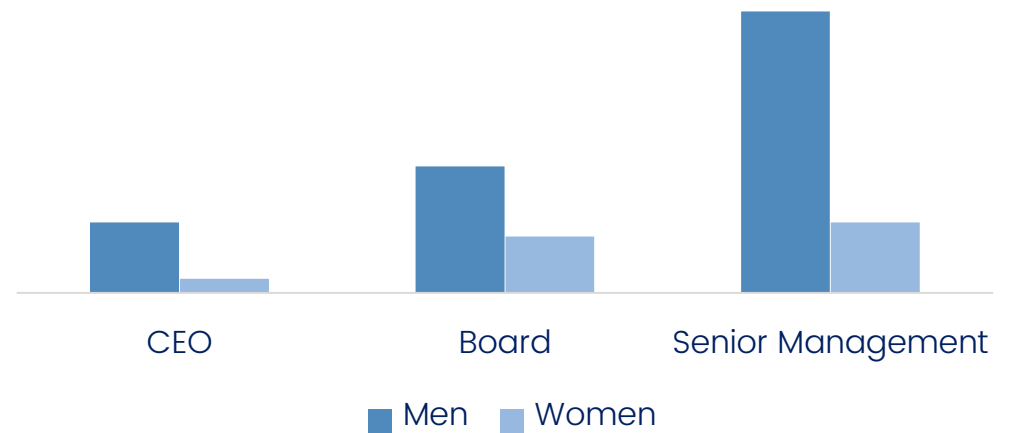
# WHICH TOP MANAGEMENT LEVELS INDICATE THE MOST CHANGES ?



## TOP MANAGEMENT RATIO MEN VS. WOMEN



## WHICH GENDER IN TOP MANAGEMENT LEVELS INDICATE CHANGES THE MOST ?





# 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

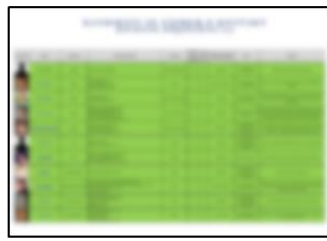
Do you want to know who are the top people you should know? Hire them now or in the future and what motivates them to work for your company and under what conditions.

### Market Mapping output

Analysis and data summary



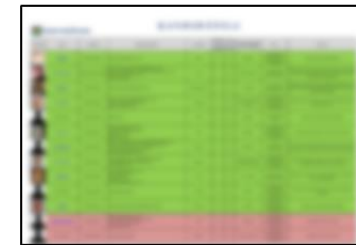
Candidates interested in contact by type of field



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  
teisler@andersonwillinger.com, mlcoch@andersonwillinger.com

# 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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