

"The Covid job market is not like 2008, nor really like anything anyone has observed seen since the birth of modern capitalism.

In classical business cycles, the number of openings decrease and the number of applicants increase, or vice versa. But this crisis is one of disequilibrium and structural change. Some industries and firms are devastated while others thrive, are unaffected, or have been able to rebound exceptionally quickly.

Harvard Business Review

# Significant management changes in 2020 and predictions for 2021

## Czechia, Slovakia and the CEE Region

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## HOW WAS THE YEAR 2020?



*'We've moved a few things around. Travel books are  
in the Fantasy section, Politics is in Sci-Fi, and  
Epidemiology is in Self-Help. Good luck.'*

# TOP 10 HIGHLIGHTS OF 2020

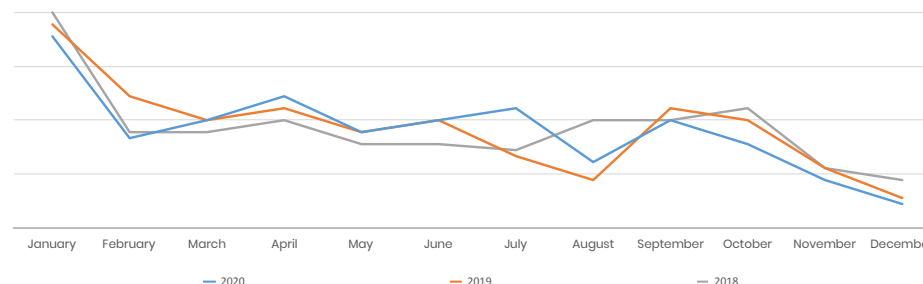
- ▶ The number of senior management changes in 2020 **remains similar** to previous years.
- ▶ Q4 was the least active in hiring in the last three years. **Prediction for January 2021 is a 15 % decrease compared to previous years.**
- ▶ In 2020, the number of hired CEOs externally increased by 12% compared to previous years.
- ▶ Majority of changes happened in **General Management, Sales, and Marketing.**
- ▶ Senior managers leave to **smaller companies, start-ups, or different segments** even more in 2020. Company size does not play a key role in attracting the best talent.

- ▶ On the contrary, **board members are promoted internally** (25 % increase compared to 2018). External hire kept for **CFO roles in the whole CEE region.**
- ▶ Hiring for **key roles (CEOs, Board, and Board-1) continues.** B-2, B-3 levels have been promoted internally or wider responsibilities have been given to existing roles.
- ▶ Interest in hiring senior managers with international experience increased significantly. **49 % of hired CEOs come with international working history.**

- ▶ Hiring **from other industries increased by 4 %** compared to 2018 at the senior management level. **The most conservative remain the roles of CEO and Sales Management.** For those roles, the tendency is to keep the industry knowledge.
- ▶ **Executive tenure is shortening** (in the last 5 years from 4.5 years to 3.6 years).
- ▶ **IT, Banking, FMCG, and Pharma** were the most active industries in hiring senior management.

	2020	2019	2018
CEOs:	147 changes	150 changes	104 changes
Board:	105 changes	74 changes	137 changes

Comparison of 2020 – 2018 in the number of management changes by months



*"The key challenge of 2020 was to look ahead and do not get stuck in the old procedures and processes. We have become pioneers in the use of technology for recruitment and training. Speed of learning and adapting to change is a must."*

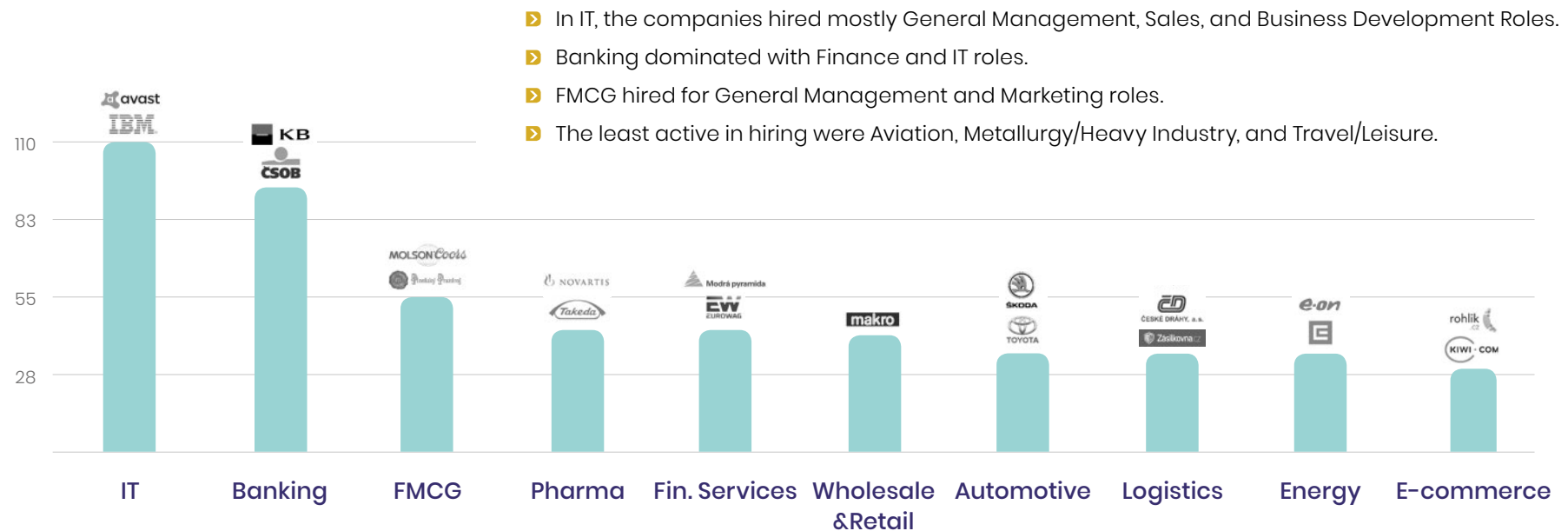
Soňa Schwarzová, HR Director, Air Bank

# COMPARISON OF CEE EXECUTIVE HIRES

Number of Management Changes in Different Countries, 500 TOP Companies



# THE MOST ACTIVE INDUSTRIES IN HIRING 2020

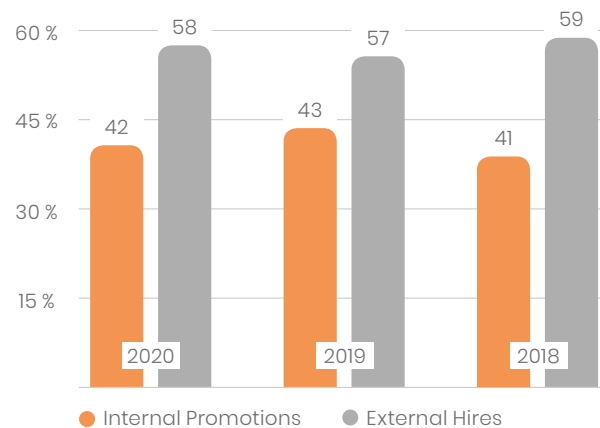


*"For e-commerce, 2020 was about the ability to react extremely quickly and efficiently to the significant increase in sales (in the field of HR that meant an acceleration of selection process and training of newcomers) and to adapt to increased customer demand. Towards the end of the year, there was an increased interest in employment from other industries (e.g. HoReCa segment)."*

**Zuzana Jiráňková, HR Division Director, Alza**

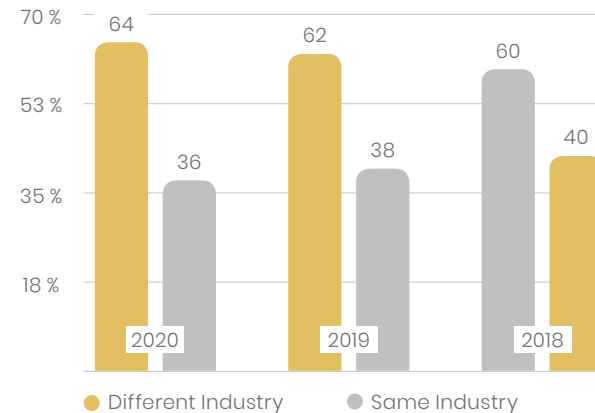
# CHANGES IN HIRING TRENDS

Internal Promotions vs. External Hires



- External Hires happen mostly in ICT and Logistics, on the other hand in Banking, FMCG, Energy and Pharma prevailed Internal Promotions.

Cross – Industry Changes



- Hiring from other industries increased by 4 % compared to 2018 at the senior management level.
- ICT, Banking, Logistics and e-commerce are very flexible.
- Real Estate Development, Facility/Security and Construction remain conservative.



„2020 showed a slow down in external recruitment in the Healthcare industry, however, hiring of highly specialized roles continued. Internal moves and changes were really common. Our organisation focused on agile transformation and new squad lead operating model adoption, which meant a change in the ways of working, mindset and behaviours.“

**Radka Pekelská, Director of Human Resources and Sustainability, Roche**

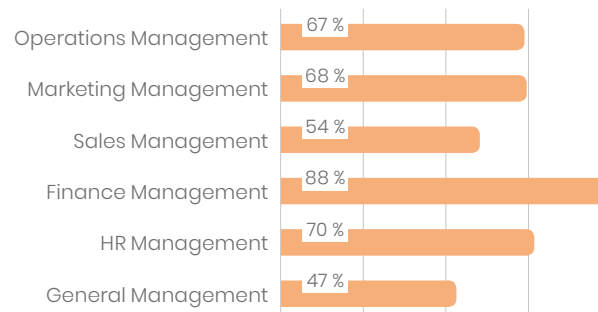
# ROLES – KEY FACTS 2020

Which roles were most hired across industries?

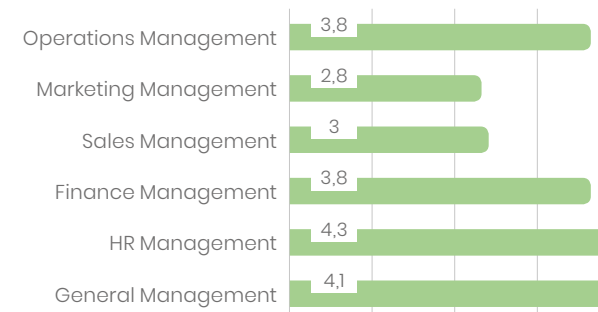
Operations Management → <b>BANKING</b>	Sales Management → <b>IT</b>	HR Management → <b>BANKING/ENERGY</b>
Marketing Management → <b>FMCG/WHOLESALE &amp; RETAIL</b>	Finance Management → <b>VARIOUS</b>	General Management → <b>IT/LOGISTICS/PRODUCTION</b>

- ▶ The **most conservative in hiring from other industries remain the roles of CEO and Sales Management**. For those roles, the tendency is to keep the industry knowledge.
- ▶ **Finance, HR, and Marketing Roles** are flexible
- ▶ Our hypothesis is that hiring from other industries remains random and for the future, **we recommend for the companies to think systematically in ecosystems**.
- ▶ **Executive tenure is shortening.**
- ▶ In the last 5 years, it reduced from 4.5 to 3.6 years.

## Percentage of Cross-Industry Changes



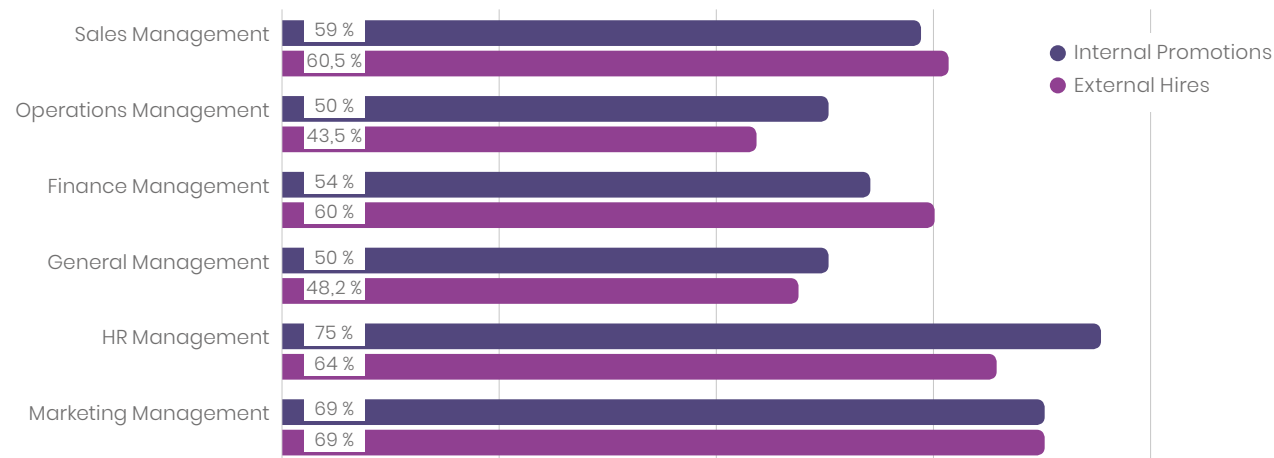
## Average Manager Tenure (in years)



## ROLES – KEY FACTS 2020

- ▶ Companies still hire more externally than promote internally (58 % vs. 42 %) and this trend is similar with previous years.
- ▶ HR and Operational Roles are more hired externally compared to last year.
- ▶ Sales, Marketing and General Management remained the same.
- ▶ Financial Roles are hired externally less than last year (6 % decrease).

### Percentage of External Hires in Senior Management Roles



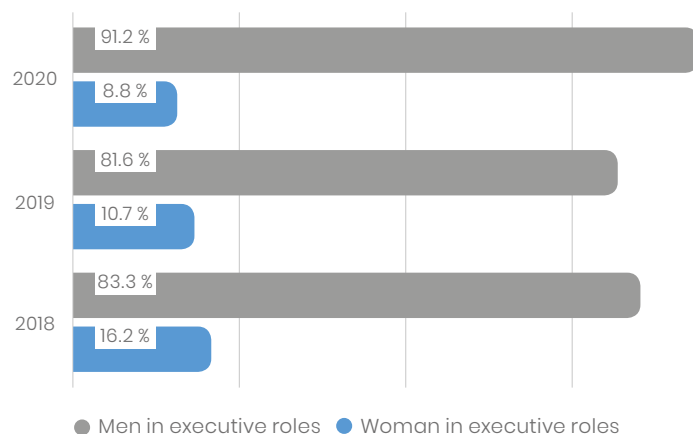


# WOMEN IN EXECUTIVE ROLES

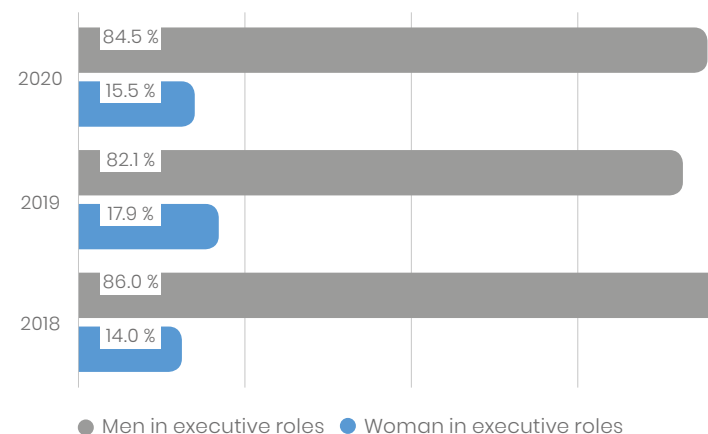
- ▶ In the Czech Republic, 19.2 % of women were in B-1, B-2 roles, compared to the CEE Region (14,5 % in 2020).
- ▶ 8.8 % of the top roles of CEOs or Board Members are held by women.
- ▶ Compared to last year, the increase is minimal.
- ▶ In the Czech Republic, Pharmaceutical field dominates with the highest number of women.



Czechia and Slovakia Overview



CEE Region Overview



# TOP WOMEN CHANGES CEE 2020



**Anamaria Acristini**  
Chief Corporate  
Development Officer  
**Electrica**  
Romania



**Laura Paál**  
Managing Director,  
Program Management  
**GE Infrastructure CEE**  
Hungary



**Malgorzata Lasota**  
HR Director, Board  
Member  
**GSK**  
Poland



**Jaroslava Haid-Járková**  
General Manager Laundry & Home  
Care  
**Henkel**  
Austria



**Karolina Szmidt**  
President  
**Henkel**  
Poland



**Joanna Kijas-  
Janiszowska**  
Member of the Board of  
Directors CFO  
**Ikea Retail**  
Poland



**Jitka Haubová**  
Board Member  
**Komerční banka**  
Czech Republic



**Barbara Dorić**  
Board Member  
**INA**  
Croatia



**Olga Draguinea**  
CFO  
**Lidl Romania**  
Romania



**Zofia Paryla**  
President  
**Lotos**  
Poland



**Daria Dodonova**  
CFO  
**Magyar Telekom**  
Hungary



**Melinda Szabó**  
Deputy Chief Commercial  
Officer  
**Magyar Telekom**  
Hungary



**Jurgita Šlekytė**  
CEO Maxima Groupe  
**Maxima**  
Lithuania



**Eve Bourdeau**  
CFO  
**Orange**  
Slovakia



**Wioletta Czemmiel-  
Grzybowska**  
President  
**PGE Górnictwo  
i Energetyka  
Konwencjonalna**  
Poland



**Veronika Brázdilová**  
Director Commercial  
Operations  
**Vodafone**  
Czech Republic



**Istenesné Solti  
Andrea Erika**  
Director of the Board,  
HR Manager CEE  
**Shell**  
Hungary

# CEOs AND SUPERVISORY BOARDS

- ▶ The number of CEOs hired externally is increasing (12 % compared to 2018).
- ▶ External hires on this level are most common in IT and Wholesale & Retail.

## International Context

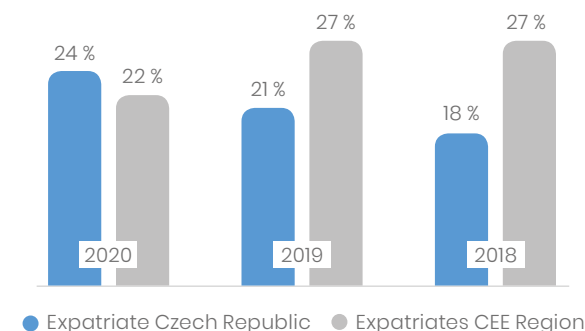
- ▶ Half of all new CEOs in the Czech Republic in 2020 had previous international experience.
- ▶ Managers coming from abroad change the status quo. They also build relationships and contacts outside their current local network, something extremely crucial for business nowadays.

## Supervisory Boards

- ▶ In the second half of the year, the members of the supervisory boards changed more. Once a formal position, today it is necessary for Supervisory Board Members to have deep knowledge, expertise and experience.
- ▶ The reasons for this are increased shareholders' control as well as strengthening reputation and influence.
- ▶ Market turbulence and growing risks are leading shareholders to pressure on more active supervision of companies and thus on increased demands on members of supervisory boards.

## Expatriate CEOs – Czech Republic vs. CEE Region

- ▶ Number of Expatriate CEOs is increasing.
- ▶ In 2020 Expatriate CEOs were mostly hired in Automotive, FMCG a Pharma.
- ▶ In the CEE region, expatriate CEOs in 2020 accounted for 24 %.



# TOP CEOS CZECHIA, SLOVAKIA 2020



**Vítězslav Lukáš**  
Country Managing  
Director  
ABB

He has worked in the ABB group since 1998, most recently in the position of Director of Robotics and Automation.



**Roman Cabálek**  
CEO  
Dell Technologies

He returned to the CEO role after being an independent mentor and coach. He had worked 15 years for Microsoft, most recently as the General Manager.



**Joao Paulo Pereira  
da Silva**  
CEO CZ/SK  
Atalian

He was with the Lafarge Cement group since 1997, most recently as the General Manager for the Czech Republic.



**Lubomír Lízal**  
Předseda představenstva  
Expo Bank

Previously a member of the Supervisory Board of Expobank. Before that, he was a member of the Bank Board of the Czech National Bank.



**Vladek Šležingr**  
CEO  
Atos IT Solutions  
and Services

He previously held the role of CEO of the Czech branch of IBM and subsequently a member of the leadership of IBM Global Business Services for the entire CEE region.



**Petr Faltejsek**  
General Manager CEEME  
Hills Pet Nutrition

He took over the position in Hills Pet Nutrition after being a General Manager for the Colgate-Palmolive Czech Republic and Slovakia for 9 years.



**Jan Kadaník**  
CEO  
ČETIN Group

Before joining the CETIN Group, he was the CEO of Ameropa Group which is active in cereal and chemical fertilizer retail.



**Pavel Spilka**  
CEO  
LEO Express

He has previously held managerial roles at companies including Škoda Transportation, O2, and regional energy supplier Jablonecká energetická.



**Didier Stoessel**  
CEO CZ/SK/RO/SL  
CME

He took over the new role after working for Modern Times Group, HSBC Investment Bank, and Merrill Lynch International.



**Jiří Petržilka**  
Vice President  
Menzies Aviation

He previously held the position of Executive Director of Non-Aviation Business at Prague Airport.



**Ivan Bednárík**  
CEO  
České dráhy

He has previously managed the subsidiary ČD Cargo for six years. Before that, he was the Board Member and Sales director at Express Group.



**Jaroslav Heran**  
CEO  
Metrostav

Working for Metrostav since 1989, he has held various managerial roles, most recently Director of Division 1.

# TOP CEOS CZECHIA, SLOVAKIA 2020



**Zdeněk Havlena**  
Country Lead  
Molson Coors Beverage  
Company

He previously held the position of Commercial Director of Molson Coors. Before that, he worked for Anheuser-Busch InBev.



**Petr Pavlík**  
CEO  
Rohlik.cz

Before joining Rohlik.cz, he worked for four years in the top management of the supermarket chain Albert.



**Michiel Kernkamp**  
CEO CEE  
Nestlé

Before joining Nestlé CEE, he has led the transformation of Nestlé's business in the Scandinavian countries over the past five years.



**Branislav Baláž**  
Managing Director  
Schindler CZ/SK

He has been working at Schindler since February 2018 as a Business Area Director for the New Installations Division in Southern and Eastern Europe.



**Jaroslav Gaisler**  
CEO  
NetBrokers Holding

He took over the new role after years spent abroad. Most recently he served as Chief Executive Officer of Home Credit International in Indonesia.



**Pavel Adamovský**  
CEO  
Securitas

He took over the management of SECURITAS after having previously spent 14 years at UPS, where he managed branches in the Czech Republic, Slovakia, Poland, Russia, and Belarus.



**Radek Hovorka**  
Managing Director/CFO  
Penny Market

Before joining Penny Market, Radek Hovorka was a Board Member responsible for Finance, ICT, Procurement, and Logistics at the Prague airport.



**Michal Heřman**  
CEO LATAM  
SOLEK Group

He has previously held the role of the Chairman of the Board at OKD and other executive roles at companies including České dráhy, PG Silesia.



**Pavel Čejka**  
CEO  
Raiffeisen stavební  
společnost

He took over the role after holding the position of COO for International Banking and Financial Services in Société Générale in France.



**Thomas Schäfer**  
CEO  
SKODA AUTO

He previously held the role of the Chairman and Managing Director of Volkswagen Group South Africa, responsible for the development of the Group brands in the sub-Saharan Africa region.



**Pavel Krbec**  
CEO  
RIXO

He worked as an executive director of RIXO.cz. Previously, he spent four years at Home Credit International as a Director for Online Strategy.



**Milan Polák**  
CEO  
ZOOT, a.s.

The Founder of the e-shop Different which he started in 2008 and lead, the company has recently expanded into 9 European countries.

# TOP CHANGES CEE 2020



teva

**Gary Paul Baker**

General Manager

**TEVA**  
Hungary



Whirlpool

**Andrea Riggio**

General Manager CEE

**Whirlpool**  
Poland



GE

**Neil Haworth**

Managing Director,  
Regional Leader

**GE Infrastructure CEE**  
Hungary



ArcelorMittal

**Mard de Pauw**

Chief Executive Officer

**ArcelorMittal Poland**  
Poland



Orange

**Julien Ducarroz**

Chief Executive Officer

**Orange**  
Poland



ArcelorMittal

**Mauro Longobardo**

Chief Executive Officer

**ArcelorMittal Kryvyi Rih**  
Ukraine



Carrefour

**Tareck Ouaibi**

Chief Executive Officer,  
Director of Operations

**Carrefour Polska**  
Poland



Volkswagen

**Pavel Šolc**

Chief Executive Officer

**Volkswagen Group**  
Poland



SPP

**Milan Urban**

Chairman of the Board

**SPP**  
Slovakia



E.ON

**Markus Kaune**

Chief Executive Officer

**E.ON**  
Slovakia



Metro

**Adrian Ariciu**

Chief Executive Officer

**MetroCash & Carry**  
Romania



GSK

**Nikos Xydias**

General Manager

**GSK**  
Poland



Telekom

**Vladan Pekovic**

Chief Executive Officer

**Telekom Romania**  
Romania



Metro

**Thierry Guillon Verne**

Chief Executive Officer

**MetroCash & Carry**  
Hungary



Signify

**Tomasz Książek**

General Manager Poland  
& the Baltics

**Signify**  
Poland

# TRENDS FOR 2021

## When Hiring, Think of Ecosystems not Competition

- ▶ We should no longer focus on hiring people from the competition.
- ▶ The future of hiring is to think in ecosystems, meaning new networks, relationships, and businesses that our industry will be forced to enter. The world of electronics is now the Internet of Things, Amazon is selling prescription drugs, and telco companies are launching payment systems or media.
- ▶ Our competition is no longer only our direct competitor, in terms of companies as well as managers. Our competition is anyone whose algorithm of thinking can be useful for a specific situation. It will require a much more complex hiring strategy focused on how and why the specific person achieves specific goals.



*"Hiring did not decrease on the senior level, however, the hiring process is much more complex with focus on demonstrated experience. Senior cluster roles and C-roles are hired more externally. Candidates are more careful when changing job. They are mostly motivated by the growth opportunity. Companies that understand that now is the time to hire the best people on the market will be the ones to succeed."*

**Alena Patrovská, HR Director Cluster SEE, STADA Group**

## Corporate Culture of the Future

- ▶ Working remotely will become a common benefit for many employees. However, some companies will want their people to work in the office. They may need to pay them more, or change a 5-day working week to a 4-day working week to motivate them.
- ▶ The other option will be for them to build a highly transparent company culture with decision-making authority made of high-fliers and performers, for whom this culture will be an incentive and a way to self-realization and fulfillment.

## Reducing the number of management levels

- ▶ The trend of recent years, which has manifested itself sharply this year, is to reduce the number of B-1, B-2 positions in companies and increase accountability with greater day-to-day responsibility at the Board level.
- ▶ The first step to change was the implementation of agile management.
- ▶ It turns out, higher and middle management only passed the information and did not have the sufficient value.
- ▶ Flattening the organizational structure will become more and more common in Banking and IT. The pioneer and the media start in this trend in the Czech Republic is the IT company Y Soft.

*"The importance of employer branding, proactive recruitment and social recruiting will grow. The challenge of 2021 remains attracting qualified talents with the right skills and experience."*

**Radovan Klement, Human Resources Director, Porsche Engineering Services**



# TRENDS FOR 2021

## Diversity is not about gender or skin color

- ▶ After approving Merkel's boardroom gender quota, female diversity is a big topic. There were 19,2 % of women in senior management in the Czech Republic. However, in the roles of CEOs and Board Members, the number is much lower, 8,6 %.
- ▶ The real value of diversity is not in gender but in the diversity of opinions and ways of thinking. One of the great examples is Nestlé with 14 Supervisory Board Members and 12 out of them with completely different business and functional experience. It has led to many questions about who Nestlé is and who it will become in the upcoming years.



*"The key challenge in the area of HR is to create new ways of working ( using online tools, implementation of digital tools) to keep engagement & motivation & performance of associates on a high level in COVID times. The other important aspect is building up the culture of belonging – being together in difficult times."*

**Roman Závurka, HR Senior Manager Slavics & Ukraine & Georgia , Avon**

## Hire For Authenticity or Adaptability?

- ▶ We are used to labels and trends. Once very trendy Authenticity then changed to Adaptability. The core of Adaptability is in listening, connecting the dots, and self-reflection. It is a great complement to Authenticity. For business success nowadays, Authenticity and Adaptability are musts, but they are not the only key success factors.
- ▶ In times of decline or start-up stage, which most of the businesses are facing now, delivery skills (critical thinking, planning, implementing, and executing) should be combined with discovery skills as they strengthen the courage to innovate.
- ▶ The discovery skill for generating innovative ideas are especially associational thinking (connecting the dots other people miss). People who more frequently engage in the behavioral skills of questioning, observing, networking, and experimenting will embrace a mission for change and take the risk to make the change happen.

*"Building trust among colleagues has been the most critical part of people management recently. Building trust using mainly the technology is the new capability for managers to adopt".*

**Jan Ambrož, Human Resources Director East Europe, Assa Abloy**





# OVERVIEW OF TOP CHANGES

## HR MANAGEMENT

(Alphabetical order)

COMPANY	NAME	ROLE
ABRA Sowtware	Lukáš Skála	HR Director
Air Bank	Soňa Schwarzová	HR Director
Arval BNP Paribas Group	Alena Kastelic	Head of Human Resources
AUTOCONT	Kristína Šmída	HR Director
Canon EMEA	Andrew Krenek	Regional HR Director CE
České dráhy	Monika Horáková	HR Director
České dráhy	Vendula Hochová	Human Resources Project Manager
ČSOB	Ondřej Vychodil	Executive Director, Human Resources
Diebold Nixdorf	Hana Štefanová	HR Director
Edwards Lifesciences	Amanda Bowen Chartered	Director – HR Solutions EMEA & JPAC
GasNet	Erika Vorlová	Chief Service Officer and Member of the Management Board
Globus ČR	Marie Martinková	Head of People and Culture
Hello Bank	Vendula Ostrá	HR Director
Iron Mountain	Blanka Řihová	Senior HR Director EMEA
KONE	Kateřina Lupova	HR Director
Lear Corporation	Marian Ferenčík	Country Human Resources Manager
Liberty Ostrava	Jakub Juríček	HR Director
Makro Cash & Carry ČR	Radek Šrom	HR Director
Molson Coors	Ilona Kratochvílová	HR Director Central & Eastern Europe
Moneta Money Bank	Klára Escobar	HR Director
Raiffeisenbank	Dana Fajmonová	HR Director
Rohlik	Daniela Razimová	Group Chief People Officer
SAP	Ladislav Kučera	HR Director
Sev.en Energy	Barbora Pencova	Group Human Resources Director
Schindler	Štěpánka Zdvoráková	HR Director
STADA Group	Alena Patrovská	HR Director Cluster Southern and Eastern Europe
Veolia	Jitka Schmiedová	HR Director CEE
W.A.G. Payments Solutions	Kristi Ansberg	Group Chief People Officer, Board Member
WOOD & Company	Lucie Bergerová	HR Director

## SALES & MARKETING MANAGEMENT

(Alphabetical order)

COMPANY	NAME	ROLE
Albert	Kateřina Harris	VP Marketing
Alza	Petr Bena	Vice-Chairman of the Board
Arval	Jiří Havel	Commercial Director
Arval BNP Paribas Group	Jiří Havel	Sales Director
Axis Communications	Petr Hrabálek	Distribution Manager Eastern Europe
British American Tobacco	Michal Brzobohatý	Head of Sales
Coca Cola	Patricie Sedivá	Head of External Communications
Coface	Petr Ouška	Commercial Director CZ/SK
Česká Zbrojovka	Filip Potůček	Sales Director
České dráhy	Jiří Jeřeta	Board Member
ČMZR banka	Pavel Krivonožka	Board Member
ČSOB Penzijní společnost	Ladislav Rokos	Sales Director
Eurowag	Sunny Mehta	Group Chief Commercial Director
EY	Jiří Caudr	Chief Marketing Officer
Generali Česká Pojišťovna	Marián Zelko	Chief Marketing & Customer Officer
Globus ČR	Jan Navrátil	Managing Director Sales
HELUZ	Jiří Weis	Sales and Marketing Director
Chytrý Honza	Pavel Pastorek	Board Member, CSO
Kiwi	Golan Shaked	Chief Commercial Officer
Komerční banka	Hana Kovářová	Head of Brand Strategy and Communication
MallGroup	Jakub Štěpík	Chief Commercial Officer
MallGroup	Martin Komora	Marketing Director
McDonald's	Martin Troup	Marketing Director
Mindshare	Michal Beran	Commercial Director
Packeta Group	Aneta Uhlíková	Marketing Manager CZ&SK
Pilulka	Martin Navrátil	Chief Commercial Officer
RIXO	Martin Dolanský	Chief Sales Officer
Rohlik	Zlata Ulrichová	Chief Marketing Officer
Seznam	Tomáš Bůřil	Commercial Director
Škoda Auto	Jiří Maláček	Executive Director of Sales and Marketing
Toyota	Michal Velická	Marketing Director
Ušetřeno	Lukáš Příkryl	Chief Marketing Officer
Yves Rocher	Galina Vondráček Pohlavá	Marketing Director CEE
Zásilkovna	Jan Došlý	Sales Director

# OVERVIEW OF TOP CHANGES

## FINANCE MANAGEMENT

(Alphabetical order)

COMPANY	NAME	ROLE
AbbVie	Miroslava Stodalíková	CFO CZ/SK
Aures Holding	Jiří Soukup	CFO
Czechoslovak Group	David Chour	Vice-Chairman of the Board, CFO
ČSOB	Blanka Horáková	Executive Director for Finance
E.ON	Christian Leifeld	Board Member
Essilor Group	Tomáš Hrnčál	County Finance Manager CZ&SK
Kiwi	Iain Wetherall	CFO
Kooperativa	Christopher Rath	Board Member
Kovosvit MAS	Václav Záhradka	Board Member
Makro Cash&Carry	Jens Schumacher	CFO
Mars	Jan Záhumenský	CFO Central Europe
mBank	Roman Fink	CFO CZ/SK
Modrá pyramida	Vladimír Pojer	Board Member
Mondi Group	Anna Wydrzyńska	CFO
MPSS	Vladimír Pojer	Board Member
PORR	Martin Hanáček	Board Member
Raiffeisenbank	Tomáš Jelínek	Board Member
Rixio	Petra Bedřichová	Board Member
Rohlik	Sonia Slavtcheva	Group CFO
Sazka	Martin Klímek	CFO
Škoda Electric	Miroslav Prokop	Board Member
Ušetřeno	Roman Kykal	Financial Director

## OPERATIONS MANAGEMENT

(Alphabetical order)

COMPANY	NAME	ROLE
Expobank	Jan Winkler	COO
Allianz	Robert Altfahrt-Riedler	COO
ING bank	Martin Vurm	COO
FootShop	Martin Katzer	COO
Assa Abloy	Robert Muller	COO East Europe Commercial
Saint-Gobain Construction Products CZ	Radomír Kamler	Operations Director
Wüstenrot Stavební spořitelna	Jiří Huml	COO
Komerční banka	Jitka Haubová	COO

## OTHER SIGNIFICANT CHANGES

(Alphabetical order)

COMPANY	NAME	ROLE
Albert	Bram Neervoort	Chief Digital Officer
Avast	Vítězslav Šantrůček	Chief Product Officer
Avast	Miroslav Umlauf	Chief Data Officer
Česká spořitelna	Michal Skalský	Chief Digital and Transformation Officer
E.ON	Michal Hátle	Head of Digital
Economia	Štěpán Burda	Board Member, Product & IT Division
GasNet	Jiří Nováček	Chief Digital Officer
Kiwi.com	Jan Kubiček	Director of Security
Modrá pyramida	Jaroslav Ševčík	Board Member
Prague Airport	Jakub Puchalský	Board Member
Škoda Auto	Karsten Schnake	Board Member, Purchasing
Tesco	Jiří Černý	Legal Director Central Europe

# OTHER SIGNIFICANT CHANGES CEE 2020

(Alphabetical order)

COMPANY	NAME	ROLE	COUNTRY
Avon	Maciejak Wojciech	CFO	Poland
Carrefour Polska	Jean Francois Dohogne	CFO, Vice President, Real Estate and Expansion	Poland
ENEA	Tomasz Angielniak	Vice President, Corporate Affairs	Poland
ENEA	Marcin Pawlicki	Vice President, Operations	Poland
GSK	Grzegorz Maciazka	Vice President, Area Medical Director Europe	Poland
Ikea Retail	Joanna Kijas-Janiszowska	CFO	Poland
Kia Motors Slovakia	Lee Jae Yoon	Vice President, Procurement Division	Slovakia
Lidl Polska	Ryszard Machoj	COO	Poland
Lidl Romania	Olga Draguinea	CFO	Romania
Magyar Telekom	Daria Dodonova	CFO	Hungary
Magyar Telekom	Melinda Szabó	Deputy Chief Commercial Officer	Hungary
Metro Kereskedelmi	Alexis Maudelonde	Commercial Director	Hungary
Naftogaz of Ukraine	Otto Waterlander	COO	Ukraine
Orange Polska	Jacek Kunicki	CFO	Poland
Orange Slovensko	Eve Bourdeau	CFO	Slovakia
Philip Morris	Marta Filipowicz	Head of Consumer Experience	Poland
Philip Morris	Denys Strobykin	Director of the Commercial Strategy Department	Poland
REWE	Raffaele Balestra	CFO	Romania
Romgaz	Toader Mihaela Virginia	Director of Strategy, International Relations, European Funds	Romania
Telekom Sloveije Group	Tomaž Jontes	Board Member, B2B and B2C, Central Marketing	Slovenia
T-Mobile Polska	Cezary Albrecht	Director for Legal, Security and Compliance Management	Poland
Whirlpool	Fabio Pommella	COO	Poland



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