

WHAT'S NEW IN THE WORLD OF TOP MANAGEMENT?

Deep dive into the data tracked by
our Data Science team
at Anderson Willinger

FIRST HALF OF 2022



CONTACT US

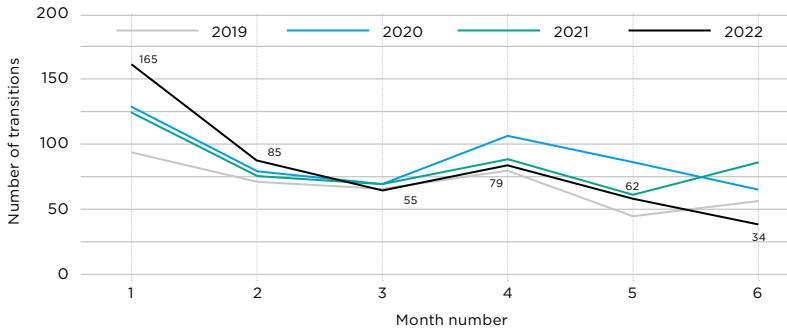
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OUR HEADQUARTERS

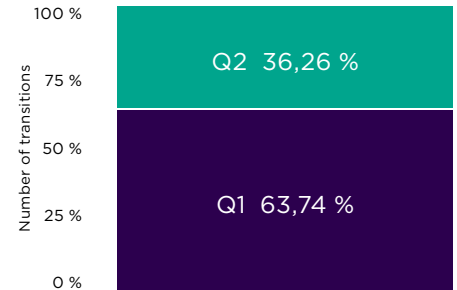
The Flow Building
Václavské náměstí 47 / 110 00 Prague 1
Czech Republic



Comparison of monthly hiring in the 1/2 of 2019 to 2022



Comparison of quarterly hiring in the 1/2 of 2022



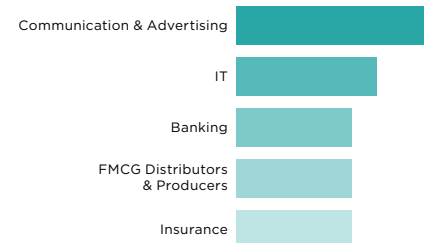
Top 7 hiring trends for 2022 (1-6)

- The total number of senior level changes is 480, which is 6 % less compared to the previous year.
- The hiring was culminating in the first quarter and dropped by 11 % in the second quarter compared to previous years.
- Twice as many CEOs in large corporations with a turnover more than 5 bn were changed. 54 % were promoted internally. If hired externally, 75 % transferred from the competition.
- Apart from ČSOB, 3 other banks have changed their CEOs. Out of the Big 4, 3 have changed their Top Leadership.
- For the first time since 2019, the Pharmaceutical sector has changed their local CEOs. An Example is Novartis, Takeda and Zentiva.
- 2nd the most frequent changes belonged to Sales. The most frequent being in Corporate companies with a turnover of 1 - 5 bn CZK and more than 500 FTE. The same applies to HR. The 3rd most active role - Marketing - was hired the most in corporate companies with the size of 250 - 500 FTE.
- Most of the CFOs were hired for Companies with more than 10 bn CZK in turnover.

5 The most important CEO changes

- Jiří Šmejč, PPF
- Klaus Zellmer, Škoda Auto
- Aleš Blažek, ČSOB
- Didier Pflieger, Škoda Transportation
- Balesh Sharma, PPF Telecom Group

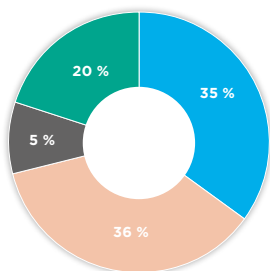
Which Industries hired the most?



Companies with the highest number of senior level management changes

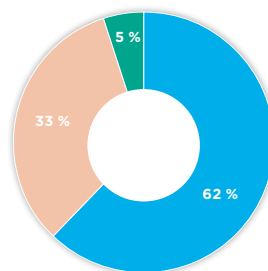


Which type of Corporate companies changed their management the most?



■ Turnover up to 1 bn CZK
 ■ Turnover 5-10 bn CZK
■ Turnover 1-5 bn CZK
 ■ Turnover over 10 bn CZK in revenue

Which type of Family and Privately owned businesses changed their management the most?



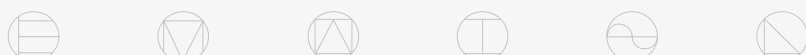
■ Turnover up to 1 bn CZK
 ■ Turnover over 10 bn CZK in revenue
■ Turnover 1-5 bn CZK

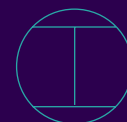
- Privately owned IT, Communication & Advertising, FMCG companies where the most active in hiring. 57% of managers were promoted internally.
- Interestingly, the average tenure of the role was 3.46 years compared to 2.85 years in the Corporate world.

For more details please contact:



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CONGRATULATIONS TO ALL OF OUR TOP SELECTED NEW CEOS OF THE FIRST HALF OF 2022

↓ sorted alphabetically
by company name

 Michal Hon CEO Aircraft Industries	 Jan Škrabánek Chief Executive Officer Bezrealitky	 Miloš Mastník Chief Executive Officer České Radiokomunikace	 Aleš Blažek Chief Executive Officer ČSOB
 Marek Bláha CEO ČS Dostupné bydlení	 Miroslav Svoboda Country Leader Deloitte	 Ivo Velíšek CEO CZ&SK DoDo	 Marek Drvota CEO GAP CS Retail 1969
 Jan Birčák Group CEO El Nino parfum	 Igor Krejčí Chief Executive Officer Essox Finance	 Petr Krumphanzl CEO Expobank	 Martina Kneiflová Country Managing Partner EY
 Marián Čápay Chief Executive Officer FOKUS	 David Vaněk Group CEO FORTUNA ENTERTAINMENT GROUP	 Patrick Alexandre CEO Hello bank	 Erik Fortgens CEO ING
 Vladimír Jeřábek Managing Director KB Penzijní společnost	 Radek Halíček Chairman KPMG CEE	 Jakub Štreštík CEO Mall Group	 Zdeněk Mikeš CEO MARK BBDO
 Gian Giacomo Vercesi Managing Director CZ & SK Nestlé Nespresso	 Martin Silvička VP / Country manager Ness Czech	 Libor Dočkálek Managing Director Nordic Telecom	 Emilie Grand-Perret Country President Novartis
 Jiří Šmejč CEO PPF	 Balesh Sharma CEO PPF Telecom Group	 Zdeněk Románek CEO Romania Raiffeisenbank	 Daniel Vagaský Country Lead SHELL
 Radim Čáp Chief Executive Officer SWIETELSKY	 Klaus Zellmer CEO ŠKODA AUTO	 Tillmann Stauske Managing Director ŠKODA AUTO DigiLab	 Didier Pflieger CEO Škoda Transportation
 George Faidon Kalomiris General Manager Takeda	 Radek Strouhal General Manager VÍTKOVICE STEEL	 Zdeněk Prchlík Managing Director Zásilkovna	 Boris Sananes Country Manager Zentiva





BEST WISHES FROM US TO ALL OF TOP SELECTED DIRECTORS OF THE FIRST HALF OF 2022

↓ Sorted by sector then alphabetically by company name

 <p>Thilo Kusch Group Chief Financial Officer P3 Logistic Parks</p>	 <p>Jiří Havel Human Resources Manager Notino</p>	 <p>Venelin Yanakiev Chief Financial Officer Allianz pojišťovna</p>	 <p>Radana Kostruhová HR Director CEE AXA Assistance</p>
 <p>Tom Blanckaert Board Member & Chief Risk Officer ČSOB</p>	 <p>Barbora Pencová HR Director Provident Financial</p>	 <p>Adam Legerský Chief Financial Officer Birra Peroni</p>	 <p>Karina Příbylová Group CFO Plzeňský Prazdroj</p>
 <p>Jan Beran Group Commercial Director LINET Group</p>	 <p>Rebecca Grattan Chief Operating Officer Avast</p>	 <p>Blanka Říhová Vice President, Global HR Business Partnerships Iron Mountain</p>	 <p>Adi Morun Chief Operating Officer CZ & SK Microsoft</p>
 <p>Blanka Havelková Member of the Board, HR České dráhy</p>	 <p>Jiří Jeřeta Member of the Board, Transport České dráhy</p>	 <p>Lukáš Svoboda Member of the Board and Deputy for Finance and Procurement České dráhy</p>	 <p>Josef Simpartl Chief Operations Officer CZ & SK Dáme jídlo</p>
 <p>Ivo Novotný HR Group Director HOPI Holding</p>	 <p>Milan Berger Head of Group Supply Chain Rohlík Group</p>	 <p>Štěpán Burda Chief Digital Officer Burda International</p>	 <p>Dušan Švalek COO CME</p>
 <p>Matěj Hušek Member of the Board Seznam.cz</p>	 <p>Ondřej Krišica Member of the Board Seznam.cz</p>	 <p>Alena Kozáková Board Member, HR Czechoslovak Group</p>	 <p>Michal Bačkovský Head Of Marketing Model Group</p>
 <p>Petr Sochor Global Information Technology Director PFNonwovens</p>	 <p>Martin Oravec Chief Financial Officer Škoda Transportation</p>	 <p>Mike Niebling Senior Vice President Global Sales Škoda Transportation</p>	 <p>Boris Novorka Group Chief People & Culture Officer SOLEK HOLDING</p>
 <p>Petra Kolářová Global HR Director Franchise Brands AmRest</p>	 <p>Lenka Dušková Chief Financial Officer, Board Member Albert</p>	 <p>Valentina Cirella Country People and Culture Manager CZ/HU/SK IKEA</p>	



Can Data help with better selection of your Leaders?

If you are interested to learn:

- How the responsibility of the roles has changed in time, comparing to your current teams
- How the financial rewards have developed
- What are the recruitment trends particularly in your industry, or for the role you wish to fill in
- Or what are the critical HR areas, you should be aware of



Significant
Management
changes, 2021

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