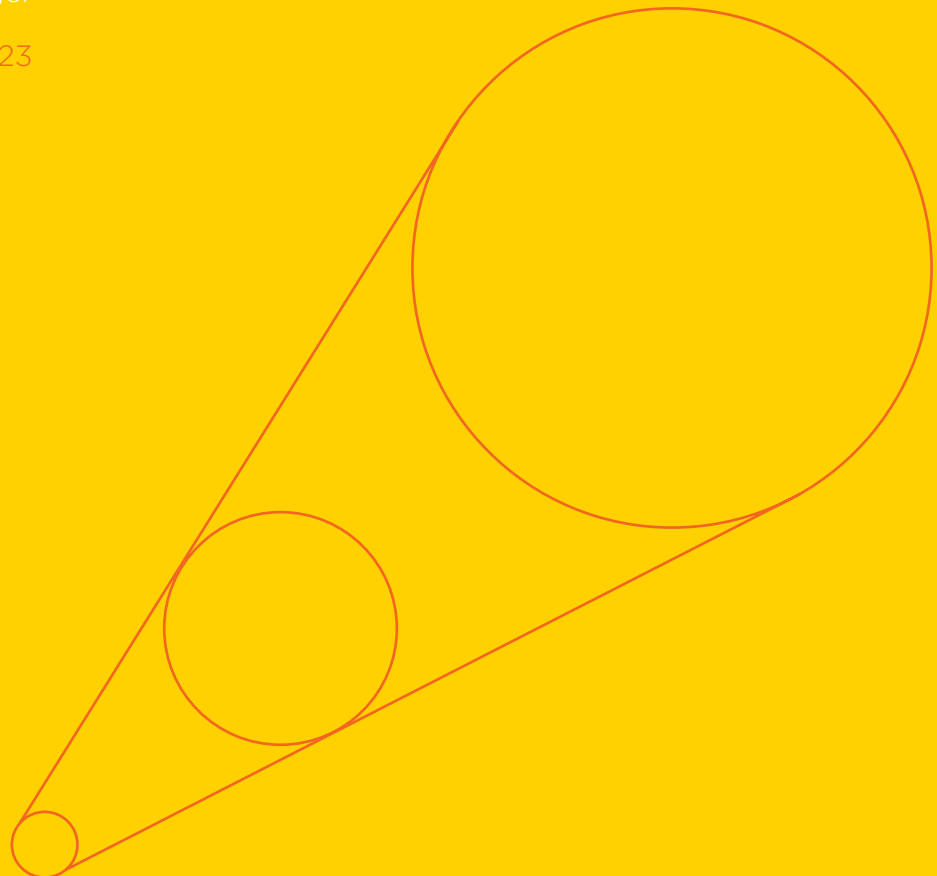


WHAT'S NEW IN THE WORLD OF TOP MANAGEMENT?

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

FIRST HALF OF 2023



CONTACT US

e: care@andersonwillinger.com
m: +420 731 440 081
andersonwillinger.com

OUR HEADQUARTERS IN THE FLOW

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



01 1ST HALF OF 2023? STABILIZATION AND BALANCE

After very turbulent and active covid years of 2020 and 2021, there has been gradual hire decline an average of 15 % each year. The main reason is that the tenure of the roles is getting back to balance and is about 1.5 years longer. Total numbers are mirroring the year 2019.

02 STRUCTURE OF SENIORITY REMAINS, but privately owned businesses are the ones that are hiring more often.



03 CEOs JOIN SMALLER FIRMS. Openness to hire outside of the competition grows.

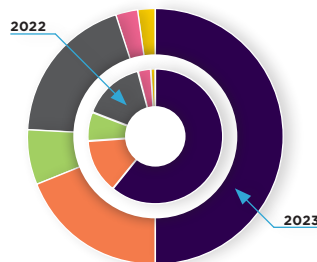
- Opposite to the previous years, when the Corporations over 5 bn CZK in T/O prevailed.
- 40 % of new CEOs came from a different industry, compared to 25 % last year.

04 In privately owned businesses E-commerce lost its breath, and Construction and Real Estate strengthened

The segment of locally owned companies continues to grow. The composition of company types, as well as sizes, is changing.

- 2023**
- Manufacturing
 - B2B Services
 - IT & Technology
 - Wholesale & Retail
 - Construction & Real Estate

- 2022**
- E-Commerce
 - Manufacturing
 - B2B Services
 - Media
 - Wholesale & Retail



06 TOTAL COMPARISON OF SENIOR HIRES IN 2022 AND 2023 BASED ON T/O



- IT SW & System Integration**
Sales and Marketing roles were hired the most as well as CEOs (19 % increase compared to 2022).
- Banking - Commercial & Retail**
Smaller and locally owned banks were hiring the most. Higher demand of IT & Finance roles.
- Manufacturing**
Automotive which dominated Top level recruitment is replaced by Industrial Machinery followed by Aerospace, Building Solutions and Electronics & Hi-Tech. In those industries demand for new CEOs grew by 11 %.
- Energy & Utilities**
Hiring grew mainly in Public Institutions.
- Financial Services**
Transaction processing services and card business were the most active.

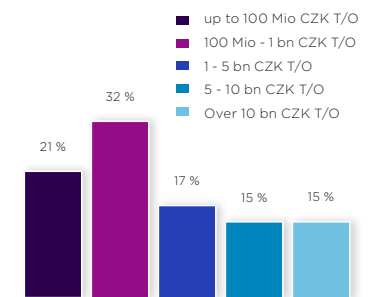
- Sales & Business Development (21 %)
- Finance Management (16 %)
- HR Management (15 %)
- Marketing (15 %)
- Operations (6 %)

External hires are driven by local, privately owned companies reaching 66 % (market average 57 %). The biggest demand is for Sales (grew by 6 % vs. 2022) and Marketing (grew by 5 % vs. 2022).

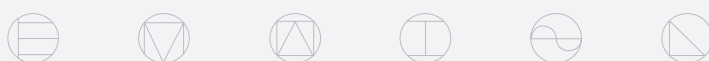
Interestingly, Senior IT, Digital, and Strategy roles are for the first time no longer among the TOP most hired roles.

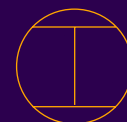
05 SMALL PRIVATELY OWNED COMPANIES MAKE THEMSELVES KNOWN THE MOST

Unlike last year, where the main share of new hires was in companies above 1 billion CZK, the biggest increase in new managerial hires is now in companies with a size of 100 to 1 billion CZK T/O.





































07 Companies with the most senior and TOP level Management Changes



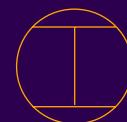


LEADERS IN A NEW ROLES IN THE 1ST HALF OF 2023

↓ Sorted alphabetically
by company name

 <p>Oldřich Dostál Chief Marketing Officer Air Bank</p>	 <p>Dušan Švábek Deputy Chief Executive Officer CME</p>	 <p>Frederic Deman CEO and Board Member ComAp Group</p>	 <p>Pavel Wiesner Chairman of the Board & CEO Česká podnikatelská pojišťovna</p>
 <p>David Vrba Chief People & Culture Officer Česká spořitelna</p>	 <p>Martin Jarolím Chief Retail Officer & Member of The Board ČSOB</p>	 <p>Anna Szymanek Chief Executive Officer DECATHLON Česká republika</p>	 <p>Jan Žák CEO Czechia Dr. Max Pharmacy Chain</p>
 <p>Renata Mrázová Group Chief People Officer FNZ Group</p>	 <p>Marián Zelko Chief Sales Officer Retail Generali Česká pojišťovna</p>	 <p>Katarína Bobotová Transformation, Marketing and Customer Officer Generali Česká pojišťovna</p>	 <p>Jiří Ponrt Chief Financial Officer Groupon</p>
 <p>Luboš Kratochvíl Group CFO Heureka</p>	 <p>Lucie Edwards Group Chief People Officer Home Credit International</p>	 <p>Radek Pluhař Group CEO Home Credit N.V.</p>	 <p>Gabriela Kahounová Group HR Director HOPI Holding</p>
 <p>Michaela Horáková General Manager LEGO Production CZ</p>	 <p>Adam Miszczyszyn CEO Czechia Lidl</p>	 <p>Pavel Krbec Chief Executive Officer Livesport</p>	 <p>Martin Horčíčka A Member of the Advisory Board Livesport</p>
 <p>Ondřej Postránský Chief Executive Officer Mattoni 1873</p>	 <p>Yoram Schwarz General Manager CZ NN Group</p>	 <p>Marek Krejčí Chief Executive Officer PFNonovens</p>	 <p>Ludvík Baleka Member of The Board & Interim CEO Pražská Plynárenská</p>
 <p>Martin Klika Chief People Officer RENOMIA</p>	 <p>Milan Šlapák Chief Executive Officer RSBC Group</p>	 <p>Nicolas Eich Chief Executive Officer Skupina Srovnajto</p>	 <p>Holger Peters Member of The Board, Finance & IT Škoda Auto</p>
 <p>Libuše Jurečková Chief Financial Officer Škoda Group</p>	 <p>Lukáš Andryšek Chief Executive Officer Tatra Trucks</p>	 <p>Roman Heide Chairman of The Board Třinecké Železárny</p>	 <p>Rastislav Havran Chief Executive Officer CZ/SK UNIQA</p>
 <p>Sylvia Szymula Chief Retail Officer CZ/SK UNIQA</p>	 <p>Pavel Vašíček General Manager VELUX A/S</p>	 <p>Jacob Ringler Country Manager & VP Engineering Vendavo</p>	 <p>Steffen Saltofte Chief Executive Officer Zentiva</p>





HOT NEWS OF THE SUMMER (JULY - SEPTEMBER)

↓ Sorted alphabetically
by company name



Rudolf Kypta
Chief Executive Officer
CZ&SK
Coface



Marcela Výbořová
Chief Risk Officer
& Member of the Board
ČSOB



Lukáš Kubát
Chief Financial Officer
FTV Prima



Milan Novotný
CFO & Member
of the Board
Generali Česká pojišťovna



David Chmelař
Group CEO
Heureka Group



Erika Lindauerová
Managing Director CEE
HP



Roman Trzaskalik
Sales Director
Plzeňský Prazdroj



Jan Foret
Chief Executive Officer
Invia



**Florian Jens
Naegele**
Chief Executive Officer
Penny Market



Jaromír Šimůnek
Plant Manager
& Executive Director
Procter & Gamble



Igor Přerovský
Chief Executive Officer
Yettel.Hungary



Petr Dvořák
Chief Executive Officer
Partner Markets
Vodafone



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

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