

ANDERSON WILLINGER EXECUTIVE SEARCH SUMMARY OF THE FINANCE MANAGEMENT, CONTROLLING & ACCOUNTING AND TAX EXECUTIVE ROLES IN CZECHIA 2023

▶ **IN 2023, 88 NEW CFOs WERE RECRUITED**, which is 29 more than in the previous year.

▶ **The trend shows an inclination towards selecting complex or group CFOs**, who are frequently involved in strategic decision-making and also serve as acting CEOs.

CFOs are required to constantly expand their knowledge about:

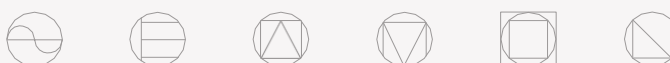
- IPO
- Acquisition and Integration
- Cash-flow Management and Treasury
- Financial and Operational Efficiency; Centralization and automation
- Digitization, AI and the use of data
- Regulations and Compliance
- Cross country financial management; Business performance including tax structures
- ESG

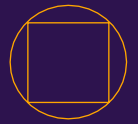
▶ Locally and PE-owned companies placed 57% of new financial managers and directors, while corporations dominated recruitment in 2021 and 2022.

▶ A majority of CFOs, 51%, were hired from outside their industry in 2023.



▶ **CFO roles are predominantly held by men, particularly in companies with a turnover of over 5 billion CZK.** Ladies in finance management are more common in companies with a turnover of up to 1 billion CZK.





We are Executive Search.

Business Intelligence is fully integrated into our operations and practices. We consistently monitor and analyze trends within our leadership community.

We are in the process of developing a tool based on Artificial Intelligence, designed to forecast the success of a leader in a particular role and business, aligning with the company's culture and values.

A crucial component of our operations involves comprehensive psychological testing, aimed at evaluating and enhancing leaders while facilitating their successful integration. Collaborating with colleagues from INSEAD, Anderson Willinger has identified vital areas, including personality traits, essential for navigating organizations amidst today's turbulent times, whether through external recruitment or internal promotion. Leveraging this insight, the AW team has curated top-tier global tools to discern the current status of both the company and its leaders, pinpointing critical areas for development.

We not only provide our clients with assistance in setting a strategy and selecting key executives; we also serve as partners in educating and inspiring top management about current global trends.

In addition to our market research on Executive Education, here is a list of our premium workshops.

- AI, People Analytics, Data Analysis and use of ChatGPT for HR Directorship
- AI, People Analytics for CEOs
- Positive Intelligence Workshop
- Leader 's Shadows Workshop

