

ANDERSON WILLINGER EXECUTIVE SEARCH SUMMARY OF THE HR MANAGEMENT & SUSTAINABILITY EXECUTIVE ROLES IN CZECHIA 2023

▶ IN 2023, THERE WERE **77 PROMOTIONS OR CHANGES AT THE SENIOR AND DIRECTOR LEVELS WITHIN HR**. Among them, 11 were at the Chief People Officer level.

Although HR is predominantly a female role, out of 77 changes we recorded **21 MEN**.

- In 2023, men in HR transitioned to fields such as IT Software and System Integration, Mechanical Engineering, and Construction.
- They entered executive director roles primarily with expertise in "Performance Management", Compensation, Organizational Design and HR Security area. Female HR Directors, on the other hand, tend to go more into roles related to Culture Management.

▶ It has been observed that corporations tend to change their HR management more compared to other types of organizations. However, in the year 2023, **locally-owned companies** are now realizing the importance of including senior executive HR Directors into their management, mainly with preferred expertise of "HR Operations" and "Performance Management".

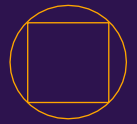
▶ **67%** came to the new role **EXTERNALLY**. This is 12% more than the market average. Together with Finance, HR ranks among the least internally promoted in 2023.

▶ **17%** growth was seen in the number of new HR roles at the senior management level in corporations compared to the year 2022.

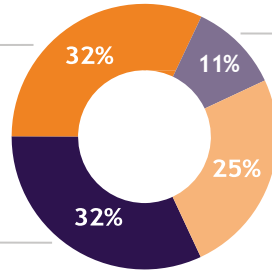
▶ The **area of sustainability** has shifted from HR to either a separate role below the CEO or to Operations or Finance roles.

▶ The **area of transformation** is emerging with a focus on the process, while culture transformation remains a part of HR.





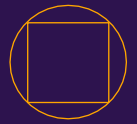
HR leaders changed the most in companies with a turnover of up to 1 billion CZK and with a turnover of 1-5 billion CZK, where the change took place mainly at the level of HR Directors.



11% of new HR changed in companies with a turnover of 5-10 billion CZK, mainly at the level of Chief HR.

25% changed in companies larger than 10 billion CZK, where changes took place mainly at the HR management level and at the Head of HR level.





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

