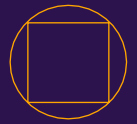


ANDERSON WILLINGER EXECUTIVE SEARCH SUMMARY OF THE LEGAL & COMPLIANCE AND RISK EXECUTIVE ROLES IN CZECHIA 2023

- ▶ **LEGAL, COMPLIANCE, AND RISK ROLES ARE SOME OF THE MOST ENDURING IN AN ORGANIZATION**, with an average of 5.8 years in 2023. These roles are also highly stable and do not change frequently.
- ▶ Within organizations over the years, **we note their change most often in Financial Services** – primarily Banking, which also applies to 2023, followed by Consulting and Big4.
- ▶ **More than half of these changes (63%)** are occurring at organizations larger than 500 FTE.
- ▶ Directors today are faced with:
 - Increased emphasis on Compliance, especially associated with the increasing complexity of legal regulations.
 - Being pushed to adopt the EU’s more stringent NIS 2 Cybersecurity Directives, which come into effect in 2024 and set mandatory measures to increase the overall level of cybersecurity in organizations.
 - A legal solution of new business models, the use of technology, automation, robotization and AI.
 - The adaptation of legal strategies and processes so that organizations are flexible and able to respond quickly to changes in the legislation and business environment. For technology companies, it is especially the new regulations and directives (DSA, P2B, DAC7) that are coming into force from the EU.





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

