

ANDERSON WILLINGER EXECUTIVE SEARCH SUMMARY OF THE SUPPLY CHAIN, LOGISTICS AND PURCHASING EXECUTIVE ROLES IN CZECHIA 2023

▶ **THE DEMAND FOR NEW DIRECTORS IN SUPPLY CHAIN AND PURCHASING REMAINS CONSISTENT WITH PREVIOUS YEARS.** However, companies and fields that require these roles have changed.

- 2023 → Logistics and Transport, Engineering and Aerospace Industry, FMCG
- 2022 → Q-Commerce, Wholesale & Retail, FMCG
- 2021 → Automotive, Engineering, Logistics and Transport
- 2020 → Pharmaceutical Industry, Logistics and Transport, Automotive

▶ The demand for new directors in 2023 was equally divided between Corporations and Locally-owned Companies.

▶ Directors of Supply Chain and Purchasing typically maintain their expertise. In the case of coming from another role, it is mainly from Operations, Sales, Process and Lean.

▶ Duration in one role and one company is shorter than the market average.

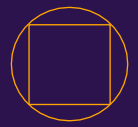
Both automation and digitization are crucial elements of predictive data analytics for both professions. The pandemic and the war have emphasized the importance of being able to accurately predict and quickly adapt to changes in areas such as supply optimization, supply planning, risk management, and supply chain security. These abilities are essential for achieving success in any organization.

STRATEGY

In 2023, the number of new Strategic Director positions was reduced by half. We observed a trend similar to digital roles, where strategic responsibilities were gradually being incorporated into executive positions. If a company has dedicated Strategy Directors, they typically have experience as former CEOs or Directors in Management Consulting.

The change in recent years is its content, and therefore also the type of companies that need these roles. Today, the content mainly includes the issue of organic and acquisitional growth of the company. Therefore, the responsibility often includes the transformation of the company, the building of strategic partnerships, including incubators or investments in start-ups. The second change is the size of the company. Compared to previous years, these companies are smaller, with a turnover of around 1 to 5 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

