

CAREER & EMPLOYMENT GUIDE 2017

Who's Who in HR
10 Largest
Employment
Agencies in Slovakia

Creating Brain Friendly Culture



Amrop continuously expands the portfolio of its Leadership Consulting Services and brings the most up-to-date and edge services. Two years ago, Amrop added to its portfolio of leadership services the Talent Dynamics programme – a business development pathway for accelerating trust and flow. It complements the existing portfolio of services in the form of Context Driven Leadership Assessment, Executive Coaching and Organisational Consulting. Amrop is known for integrating the latest findings in cognitive social neuroscience into the leadership field to reflect what science can tell us about how to improve the performance of a leader, and therefore we are happy to bring another exceptional programme, i4 Neuroleader developed by Silvia Damiano, Leadership Expert and Founder&CEO of The About my Brain Institute.

Entering Imagination Age




The truth is that the economic landscape and work environments have changed and become more complex than we ever imagined. The new model of leadership is developed for our organisations faced with the challenges of the VUCA WORLD – Volatile, Uncertain, Complex and Ambiguous. After the Industrial Age followed by the Information Age, we

with others instead of achieving by ourselves, innovate and execute with an agility never pondered by our Sigma Six/Kaizen/Lean project manager, argues Katharine McLennan, Chief Talent Officer at The About my Brain Institute.

tion, Imagination and Intuition – it equips leaders with the challenge that leadership development must be more than the cognitive behavioral changes that we have been teaching for generations. We must also learn about the biological processes of our brain, our gut, our heart and the way we integrate our minds with the health of our bodies. By doing so, we can perform more effectively, collaborate

The i4 Model is a personal leadership model based on neurobiology and made up of four key organisational competencies and sixteen underpinning pillars. The model takes into account brain and body processes that have been relegated and in many cases forgotten when it comes to leadership and management practices. The model shows how a leader can develop their mental fitness to Perform, create the Collaboration framework to get the best from constantly changing groups, spark the Innovation required to determine where growth can occur and encourage the Agility to weave strategy and implementation together in interacting experiments of learning. The world has evolved and the secret to developing ‘great leadership’ is now within our reach. No matter who we are, i4 will help us discover how others perceive us so we can expand our potential. The i4 Neuroleader Model is a simple and easy framework that was created for people who want to enhance their self-awareness and develop themselves as both individuals and leaders in order to adapt to our changing world.

In our view, the elements of this model are essential for anyone who wants to meet the challenging demands of the new era of work and lead successfully in the 21st Century.

 MANAGER Industrial Age	 LEADER Information Age	 NEUROLEADER Imagination Age
Control = Power Systematic Task Focused Measured I know No feedback	Knowledge = Power Visionary People Focused Courageous We know One-way feedback	Ideas = Power Creator Brain Focused Vulnerable Who knows? Every direction feedback

© Silvia Damiano – About My Brain Institute

are now moving into a new era that we call an Imagination Age. And this has a tremendous effect on leaders and the qualities they must have to succeed in the changing world.

Existing leadership models have not kept up with these changes, thus the need to adopt a renewed perspective on leadership. The **i4 Neuroleader Model** proposes a novel approach to leadership and a more cost-effective way to reawaken the leadership powers within us, by first identifying our inner abilities and then learning how to use them more effectively.

The i4 Neuroleader Model

The i4 Neuroleader Model is named after four of its pillars: Integration, Inspira-



with Leaders for What's Next

Creating Brain Friendly Culture

For many years, the focus of how to change the culture of an organisation has been about reshaping people's behaviors so that the organisation could transform. Now, with the emergence of brain science, there is enough evidence to suggest that the brain has a lot more to do with reshaping behaviors that we may have originally thought. For example, when the brain is stressed or under pressure, it simply can't perform to its full potential, no matter how much we try.

On the other hand, given the right conditions, the brain is able to do some incredible things, sometimes beyond what we believe is possible. Once we understand how the brain works in its optimal state, then we can start looking at behaviors and 'culture' through different lenses.

A brain-friendly organisation could then be defined as an organisation that aims to improve the performance of all the brains working within it, in order to increase business productivity and employees' well-being and engagement.

To create a brain-friendly organisation, we need to first understand our own brain – is it healthy or is it in trouble? How it works, what triggers our behavior and the effect that our behavior has on others. Understanding the impact of our actions can be done by seeking feedback (in an appropriate manner) as well as learning to receive feedback from others. Only through self-reflection and feedback can the brain understand what it needs to do to perform at its best, and self-correct if

necessary. The other thing we can do to create a brain-friendly organisation is to learn how to manage and create the environment in which the brain can do its thinking in a relaxed state. We know for example, that looking at a computer screen for 10 hours, doesn't

more productive and in a better mood. Successful companies such as Zappos, Atlassian and Google pay attention to providing the proper environment to their staff. They are the pioneers, the innovators, who know that most of today's organisational practices still reflect the patterns of the industrial or the information eras.

Creating a brain-friendly workplace where people can become creators or co-creators of how they want to handle their work-flow, so their brains can offer their best thinking, is what will differentiate the best organisations from the average organisations in the years to come, says Damiano.

Go for Neuroleaders!

HR professionals can certainly assist in the development of a brain-friendly culture by learning how our brain and biological system functions so they can then assist the business in applying this to their current realities.

The Imagination Age has arrived. Yet many of our organisations are relying on leadership models and methodologies of development that still belong to the Industrial and Information Age. We've reached a tipping point – we now need Neuroleaders.

*Prepared by Igor Šulík,
Managing Partner, Amrop
Certified The i4 Practitioner*

For more information go to www.amrop.sk.



	A good performing and balanced brain that is able to realise the connections between the different variables of this very COMPLEX world.
integration	
	To overcome the UNCERTAINTY generated by such unpredictability.
inspiration	
	To deal with the dynamics of change, which make the conditions very VOLATILE .
imagination	
	To resolve the AMBIGUITY of our times, in which the sequences of simple and linear "cause and effect" no longer work.
intuition	

actually make the best use of your brain. Instead, it makes people overly-stressed and the brain starts to function in a chaotic manner. If we can provide an environment where people have enough opportunities for chilling out, even amidst a busy schedule, they will be

to effectively address even the most difficult challenges and problems of Boards, C-suite managers and highly skilled experts. Amrop delivers consulting solutions in the following business areas:

- Executive Search
- Professional Search
- Board Advisory
- Leadership Services
- Executive Coaching



Amrop celebrates this year the 40th anniversary of its global presence. We advise the world's most dynamic organisations on identifying and positioning Leaders for What's Next – adept at working across borders, in markets around the world. Amrop is a leader in Executive Search & Leadership Consulting in over 50 countries. It is a member of AESC and is its longest active member and continues to

remain the only member with a fully-fledged office in Slovakia since 1990. Our unique Context Driven approach to executive search helps our clients find Leaders for What's Next – top talent, adept at working across borders in markets around the world.

The firm approaches consulting projects using its own model of Amrop 3DPractices based on a combination of sector knowledge, functional expertise and ownership specificities of the client organization that enables our consultants

MBA PROVIDERS

Company (Listed alphabetically) Address City, Postal code E-mail Názov (v abecednom poradí) Adresa Mesto PSČ E-mail	www Phone Fax	Chief executive officer Phone E-mail	Year of establishment / No. of students in 2015/2016 school year / No. of students per class Rok zriadenia v SR / Počet študentov v šk. roku 2015/2016 / Počet študentov v triede	Languages / No. of teachers (no. of native speakers) / Required qualifications Vyučovacie jazyky / Počet učiteľov (z toho native speakers) / Požadované kvalifikačné úroveň	Part-time education / Dávkové štúdium	Weekend courses / Weekend štúdium	Full-time studies / Denné štúdium	Online / Online	Length of study programme / Term (from-to) / Annual tuition fee Dĺžka študijného programu / Vyučovacie obdobie od - do / Školné na 1 rok	Fee for entry exam / Conditions of enrollment Poplatok za prijímaciu skúšku / Podmienky prijatia	Diploma / Partner school Druhý diplomov / Partnerská univerzita
1 Bratislavská Business School Ekonomickej univerzity v Bratislave			Milan Staňo								
Dolnozemska cesta 1 Bratislava - Petržalka 852 35 mba.bbs@euba.sk	www.euba.sk/bbs +421(0)2 6729-5165	+421(0)2 537-5 riaditel.bbs@euba.sk	2010 15	E, Sk, 10 (5) university degree	•	•	•	20 months Feb - Oct 5,000 EUR	none / min. bachelor's degree, fluent English	MBA diploma / Franklin University, Ohio, USA	
2 Vysoká škola BIBS			Lenka Cimbáliková								
Pražská 11 Bratislava - Staré Mesto 811 04 info@bibs.cz; slamova@bibs.cz	www.bibs.cz +420(0)777 884-700 +420(0)545 242-582	cimbalikova@bibs.cz	2006 50 15-20	E, Sk, 40-50 (-) university degree		•		2.5 years Sep-Jun 4,500 EUR	none / secondary or university degree + experience 3-8 years	MBA Senior Executive / Staffordshire University, UK	
3 Vysoká škola manažmentu / City University of Seattle Programs			Ján Rebro								
Panónska cesta 17 Bratislava - Petržalka 851 04 avalasikova@vsm.sk; secretary@vsm.sk	www.vsm.sk +421(0)2 6820-4501 +421(0)2 6820-4508	+421(0)2 6820-4501 jrebro@cityu.eu	1991 800 about 20	E, 9 (7) MBA or PhD.		•	•	2 years Oct-Dec, Jan-Mar, Apr-Jun 5,560 EUR	50 EUR / TOEFL 567, minimum bachelor's degree	MBA / City University of Seattle	



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Foreigners could fill job gaps, but not permanently

HR experts say shortage of labour will continue to be the main labour market challenge

The Slovak Spectator spoke about current trends on the labour market and the challenges that employers are facing when seeking people to fill their vacant job positions with Sergio Duarte, general director of Adecco Slovakia, Martin Krekáč, chairman and owner of Jenewein Group and a senior partner of Amrop, Mario Fondati and Igor Šulík, both partners with Amrop, and Luboš Sirota, chairman of the board and general director of McROY Group.

The Slovak Spectator (TSS): What are the main challenges for the Slovak labour market in general and for employers in particular in 2017?

Sergio Duarte (SD): The labour market is changing and most of the companies are already preparing their new investments, meaning they

already have new needs and a hiring plan to respond to these investments. Areas like IT, shared services and automotive are the main drivers and will continue to grow in 2017. There is a major investor coming in the automotive sector and this is a challenge for the country. It will attract other new investors, sub-suppliers and many other companies that will invest in infrastructure and provide outsourced services. So employers will hold on to their staff by improving their working environments. Mainly, we might see an increase of salaries in general. The main challenge will be with the retention of talented people in Slovakia – how the country and the government will lead in regard to future needs and what investments will be made in education and the integration of students into the business environment. Speaking of blue-collar workers, we see an increase in migration from among

the regions and even from other countries. To respond to this movement, the country will need to adapt its infrastructure and create solutions to Slovakia's dynamic business environment.

Martin Krekáč (MK): To put it simply – a shortage of labour. For many years now employers are pointing out that there is a problem with finding and hiring qualified candidates for many technical positions. With the new investments coming to Slovakia this problem will only escalate.

Luboš Sirota (LS): The main challenge for the market, as well as for employers, remains the same: how to cope with the increasing lack of a qualified labour force. The result is growing pressure on higher salaries, rising turnover of employees and higher costs for their training since companies are forced to hire people without adequate experience. Employees are thus



Photo: Sme



TRENDS

able to pick from a higher number of job offers and companies need to figure out how to attract and keep them.

TSS: Employers are pushing for less stringent rules for employing foreigners in Slovakia, arguing that migrants could fill the gaps in the availability of labour. Are workers from abroad the solution to the lack of qualified labour on the Slovak market? Which sectors could most benefit from less stringent measures for foreigners to work here?

SD: It makes sense to have exceptions if the country does not respond to the needs of business. We need to respond to the investments made in Slovakia and to prepare the country for other new investments coming in. But the solution can't be just looking for people abroad as general policy. You can use it for a special project, for activities that require a foreign language, for a special temporary or seasonal need or even in a transitional programme, but the country needs a medium and long-term strategy to respond to the needs of business. The field of shared services is more likely to use foreigners for their needs but that is not taking the jobs, for example, of those who don't meet the requirements for a foreign language. There is also an opportunity for employees to invest in their skills and get better jobs and promote their careers. In general we have a sense of a lack of resources during this part of the year and this sense might increase in 2017-2018 with the expected reduction of unemployment, affecting all sectors.

Mario Fondati (MF): Workers from abroad could only solve the problem on a short-term basis. Especially the automotive and industrial sectors could benefit from such a measure. It is necessary to look into what kind of graduates the schools are offering to the labour market, and based on that to reshape the portfolio of programmes and curricula of the schools.

LS: It would definitely help employers if the labour market was at least partially open for workers outside the EU. There are vacant positions even now that cannot be filled only with Slovaks. For instance, about 30,000 IT specialists are missing from the labour market, and it is not possible to simply train people from other professions for those jobs. Even if university IT programmes doubled their number of graduates, it would take decades to fill this gap. Similarly, the market has started lacking people for qualified and less-qualified blue collar positions. It would thus help if the market opened at least for some specific qualifications, for instance for workers from Ukraine, Belarus, or Serbia. It is hard to get enough people from EU countries, where there is automatically



Photo: VW

an open market. They are rather attracted by countries further west where they can earn more and where the demand for qualified labour is also high.

TSS: Apart from migrants, what are other potential sources of labour? Where should employers look to employ people for positions they have problems filling?

SD: Other countries have already started investing in training centres connected with companies and specialised by sector. The method has to be aligned with retention of talent in the country and the career path the company can give to its workers. So we need to look to the future in a different way and prepare an investment plan. Schools are also the major source of employees and job fairs are the main events for discovering great opportunities.

Igor Šulík (IŠ): Employers are forced to train and develop people so they can do the jobs needed. Employing people without the exact qualification, attracting people who are maybe retired, but open and willing to work, might provide some people for the open positions.

LS: At the moment, it can be a combination of several sources. One of them is the unemployed, but in some regions there is a lack of people with the appropriate qualifications and the willingness to work. That is why it is also important to seek people in regions with higher unemployment and motivate them to move for work. In addition, they also need to be trained for the jobs. Then there are those who are already employed, but there tends not to be enough in these regions as well, so therefore they need to also be sought elsewhere. And again, one needs to count on training them and dealing with their mobility. The result is that some companies must limit their development due to a lack of workers and reject some new orders

because they would not be able to supply them in a timely way.

TSS: Recent reports say the attempt to introduce a six-hour work day in Sweden failed, as it proved too costly. What is your view of experiments with six-hour work days or four-day work weeks and do you see any of this as applicable in Slovakia?

SD: I only see it applicable in areas where companies need flexibility as much as their employees. There are jobs more suitable for this type of schedule, but employees need to compromise in some cases on the weekend, so it is not possible to respond to all the requirements from employers and from employees all the time.

IŠ: Any experiment can be tested but at the moment this is not a solution. When you have to fight with finding people, it would be counterproductive to introduce measures that would somehow limit those that already are working. Hopefully in the long run we will have a situation that our welfare state will have the privilege of trying a measure like this. At the moment I find it of no use in our country.

LS: When they started testing this model in Sweden we warned that it would not be applicable in Slovakia in the wider context – mainly due to increased costs. It would be the same with a fixed four-day work week. That does not mean that such a model is to be ruled out, but it cannot be applied directly and flatly. For instance, one of our clients has absolutely flexible working hours. If employees prefer to work two days a week, they work two days a week; if they want to work six days, they will have days off later on, etc. This could be a way, but it always comes down to preserving flexibility on the basis of agreement between the company and its employees. ■

By Michaela Terenzani, Spectator staff

A firm's owner can impede generational succession

Seven key ways to deal with transition of a family business

SELF-REFLECTION BY THE OWNER

One of the key skills of an owner of a family business is self-reflection. The courage to critically reflect about oneself during certain periods of an entrepreneur's life allows for not only positive development of the business but also timely understanding if one's life forces are becoming exhausted, with a lack of further creativity or a flagging ability to keep up with a changing market or with the competition. Those who are able to do this are also able to decide not only about passing on the leadership of the firm, but also to be objectively involved in this process and fulfil the necessary steps in making a transition without negative consequences. There are many examples when owners have become a major impediment to the further development of their own firms or transition to successors.

AN UNBIASED APPROACH

When deciding upon and carrying out succession in family businesses, it is necessary to maintain an objective viewpoint not only when considering the possibilities at hand but also when considering the suitability of specific successors. If a child or other family member is available to take over the firm, he or she should be approached just like any other possible manager and his or her skills, education, experience, and personality need to be objectively evaluated. During a transitional period, their performance should be evaluated critically and adequate feedback needs to be given in order to assure the necessary progression. Owners who turn a blind eye to the lack of abilities of potential family successors and try to view them in a better light than reality often see negative results or a worsening of the firm's culture and relationships in return.

TIMELY PREPARATION

Entrepreneurs influence the development of their offspring from their earliest days. Young children perceive how their parents go to work, how much time they spend there, exactly what they are doing and who they are working with. As they grow up, the first possibilities to get a taste of the company's life present themselves when they are invited to help out with some simpler tasks. Children learn the family values and learn

to recognise that similar values are also reflected in the professional life of the family business. These attributes are commonly seen in countries where family business has a much richer history than in Slovakia. The company develops as it passes on from generation to generation and the new successors consider it an honour (and they are proud) when they are chosen to take over the leadership of the family company.

PLANNING AND COMMUNICATION

Intensive and open communication is the alpha and omega of interpersonal relations. The same goes for families and for family businesses. Each family member should have their role clearly defined in the company, as well as those who do not work in the company directly and are "only" co-owners, and those who are not involved at all but only provide an advisory voice from time to time. Trust and open communication between the founder and successor from the first steps of their joint process together is one of the foundations of a successful succession. This also creates a favourable environment for planning the entire transitional process. Handing over leadership is not a matter of one month or even one year. The process needs to be planned in advance: its possibilities and the engagement of individual family members, but also for company staff and grooming the successor. This area is quite underestimated in Slovakia. There are still entrepreneurs who are nearing sixty who believe they are irreplaceable and that these matters are of no concern to them at all.

APPROPRIATE OUTSIDE HELP

Every company mainly consists of people: in the internal environment it is the owners, managers and employees; and on the outside it is customers, suppliers, business partners and media. No family business can function without people from "outside". Even at the highest level of management, or when there is a lack of appropriate successors in the family, a good manager from outside the family can bring objectiveness, an external viewpoint, personal experience, and often calm within what can be an insecure situation or broken family relationships. With regard to succession, the choice of a good professional

manager can also mean that the company will sail through quiet waters during the transition between generations. The scope of such help can be anything from short-term advisory activities, through the engagement of temporary managers to the entry of managers from outside the family into the ownership structure of the company.

GROWTH REQUIRES STANDARDISATION

Most family businesses are gradually built from scratch, with few employees and, depending on the sector, with the least possible investment into systems and IT tools. A formal structure is not necessary and processes are simple. Individuals hold multiple, accumulated positions. With good results and increasing development, the number of employees grows and there is a need to formalise the concrete processes, responsibilities, and powers of the owners, managers, and employees.

If the number of employees, customers, or suppliers grows quickly and the owners/managers do not carry out a consolidation of processes and organisational issues at a certain point, it could have a negative impact on production, sales and relationships – with the consequence of poor quality or an inability to meet deadlines. With the number of employees increasing, the first ones often move higher and build the middle management level. It is necessary to work with these individuals and develop them not only as professionals, but also as higher-level managers.

MORE TRANSPARENT RELATIONS

The bigger the company and the less-standardised processes, the more complicated the relationships of the company are. In a family business there is the basic triangle of relations: owner-manager-family. The founder and his or her successor can either work like two co-owners, or like superior and inferior, or parent and child. These types of relationships need to be distinguished and divided in order to achieve the already mentioned objectiveness and to maintain a favourable corporate culture in relation to other family members and employees. ■

*Mario Fondati
Partner Amrop
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Life philosophy: Everyone creates their own happiness.

Work credo: Only if you try will you find out whether you can do it.



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Life philosophy: What really matters before you leave is how well you lived, how well you loved and what you learned.



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Life philosophy: The mind is everything. What you think, you become.

Work credo: No matter how hard the past, you can always begin again.



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Life philosophy: First, do what you have to do, then what you can do and suddenly you realize you can also do what you haven't been able to do.



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Life philosophy: It matters not what someone is born, but what they grow to be. Everybody should do his/her part of change to make a world better place.

Work credo: The only way to do great work is to love what you do. (S.Jobs)



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Life philosophy: Always treat others the way you want them

to treat you.

Work credo: Be proactive.**Molnárová Ladislava**

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Life philosophy: In the end, it's not going to matter how many

breaths you took, but how many moments took your breath away.

Work credo: It's better to fail in originality than to succeed in imitation.**Amrop****Krekáč Martin**

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Life philosophy: Being old does not mean refusing to learn

from one's grandchildren.

Work credo: No time for losers. 'Cause we are the champions of the world.**Nemčok Peter**

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Life philosophy: The time is always right to do what is right. (MLK)*Work credo:* Hard work, personal integrity and clear aims will bring you professional success and honor.**Pliešovský Peter**

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Work credo: The difference between a successful person and others is not a lack of strength, not a lack of knowledge, but rather a lack of will.**Martanovičová Paulína**

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Life philosophy: To live in such a way that I am not ashamed

of my feelings, thoughts, words or deeds.

Work credo: Work hard but enjoy the rest..**Šulík Igor**

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Life philosophy: To live my life in truth.*Work credo:* With belief in character, competence, commitment and teamwork to strive for excellence.**Amrop****Molnárová Ivana**

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E-mail: mariana.turanova@targetexecutivesearch.com


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CONSULTING – HUMAN CAPITAL

Company (Listed alphabetically) Address City, Postal code E-mail	www Phone Fax	Chief executive officer Phone E-mail	Year of establishment in SR / Country of origin / Languages / Rok založenia / SR / Krajina pôvodu / jazyky	No. of permanent employees in SR / No. of advisors in SR / No. of advisors worldwide / Počet stálych zamestnancov v SR / Počet poradcov v SR / Počet poradcov celosvetovo	People acquisition / Získavanie ľudí	Staff development / Rozvoj ľudí	Compensation / Odměňovanie	Performance management / Riad. výkonnosti	Organisation audits / Organizáčne audity	Management audits / Manažárske audity	Management systems / Manažárske systémy	Three major sectors for human capital consulting Tri najdôležitejšie sektory pre poradenstvo v oblasti ľudského kapitálu	Recruitment agency	Executive search firm	Temporary employment agency	Employment agency
1 A-OMEGA, s.r.o.		Katarína Ikrényiová														
Kláštorné nám.4 Malacky 901 01 a-omega@a-omega.sk	www.a-omega.sk +421(0)34 772-2336 +421(0)34 772-2336	+421(0)905 303-291 a-omega@ a-omega.sk	2005 Slovakia E, C,	3 7 1	•	•	•	•	•	•	•	career and professional counselling, organisational and personnel counselling	•	•		
2 FBE Bratislava, s.r.o.		Daniel Laco														
Liptovská 10 Bratislava - Ružinov 821 09 fbe@fbe.sk	www.fbe.sk +421(0)2 5441-8513 +421(0)2 5441-8515	+421(0)2 5441-8513 fbe@ fbe.sk	1998 Slovakia E, C,	14 8 -		•			•	•	•	automotive industry, banking/financial sector, production companies, retail, IT & telecom				
3 HR Management s.r.o.		Dušan Antoš														
Hargašova 21 Bratislava - Záhorská Bystrica 841 06 antos@hr-management.sk	www.hr-management.sk +421(0)903 778-325	+421(0)903 778-325 antos@ hr-management.sk	2011 Slovakia E, C, R,	2 2 -	•	•	•	•	•	•	•	HR processes implementation, personal cost optimisation, management audit, interim HR management			•	
4 HRman, s.r.o.		Pavel Uhrinčať														
Piaristická 2 Nitra 949 01 hrman@hrman.sk	www.hrman.sk +421(0)37 655-8888	+421(0)903 556-655 uhrincať@ hrman.sk	2003 Slovakia E,	13 13 -	•	•	•	•	•	•	•	automotive, FMCG, medical and pharma	•	•	•	
5 Human Dynamic Central & Eastern Europe s.r.o.		Miriám Lachová														
Dobšinského 14 Bratislava - Staré Mesto 811 05 sk.office@humandynamic.com	www.humandynamic.sk +421(0)911 844-977	+421(0)911 844-988 miriam.lachova@ humandynamic.com	2009 Hong Kong E, Bul. Cr, Chi, J, K, H, G, Pl,	10 40 150		•	•	•	•	•	•	technology & IT, banking & finance, manufacturing, consumer goods				
6 Jenewein Group		Martin Krekáč														
Štefanovičova 12 Bratislava - Staré Mesto 811 04 slovakia@jenewein.com	www.jenewein.com +421(0)2 5443-6001 +421(0)2 5443-6004	+421(0)2 5443-6001 slovakia@ jenewein.com	1990 Austria / SR E, F, H, G, R,	32 88 546	•	•	•	•	•	•	•	strategic management consulting, EU consulting, government relations	•	•		
7 KINGFISHER Executive Search, s. r. o.		Radomír Mako														
Pribinova 4 Bratislava - Staré Mesto 811 09 info@kingfisherexecutive.com	kingfisherexecutive.com +421(0)2 3810-1819	+421(0)2 3810-1819 mako@ kingfisherexecutive.com	2009 Slovakia E, C,	2 2 4	•				•	•	•	financial & professional services, media & technology, energy & infrastructure			•	
8 KNO SLOVENSKO s.r.o.		Anna Čermáková														
Leškova 3/A Bratislava - Staré Mesto 811 04 kno@kno.sk	www.kno.sk +421(0)903 407-788	+421(0)903 407-788 kno@ kno.sk	1993 USA E, R,	4 9 8		•		•	•	•	•	energy, IT, banking & finance, manufacturing				
9 KORN/FERRY company		Jana Kupkovičová														
Tomášikova 64 Bratislava - Nové Mesto 831 04 barbora.svonavska@kornferry.com	www.kornferry.com +421(0)2 4911-4901 +421(0)2 4911-4927	+421(0)2 4911-4914 jana.kupkovicova@ kornferry.com	2003 USA E, H, G, R,	12 5 -	•	•	•	•	•	•	•	leadership assessment solutions, talent management, performance management, coaching				
10 Libellius s.r.o.		Martin Chinoracký														
Hattalova 19 Bratislava - Nové Mesto 831 03 info@libellius.com	www.libellius.com +421(0)2 4463-6366 +421(0)2 4463-6367	+421(0)905 700-228 martin.chinoracky@ libellius.com	2004 Slovakia E, G,	7 0 0		•		•	•	•	•	NA				
11 Maxman Consultants, s.r.o.		Lukáš Bakoš														
Gajova 4, P.O. Box 5 Bratislava - Staré Mesto 820 04 info@maxman-consultants.com	www.maxman-consultants.com +421(0)2 5263-1515	+421(0)2 5263-1515 bakos@ maxman-consultants.com	1994 Slovakia E, G, R, Pl, I,	13 10 -		•	•	•	•	•	•	IT/telecom, finance and banking, manufacturing				
12 McROY Group, a. s.		Luboš Sirota														
Pribinova 4 Bratislava - Staré Mesto 811 09 info@mcroygroup.com	www.mcroygroup.com +421(0)2 5720-0200 +421(0)2 5720-0250	+421(0)2 5720-0200 info@ mcroygroup.com	2011 United Kingdom E, H, G,	30 10 15	•	•	•	•	•	•	•	automotive, production, services, IT	•	•	•	•
13 MENITY GROUP s. r. o.		Peter Nemček														
Karadžičova 8/A Bratislava - Ružinov 821 08 bratislava@menity-group.com	www.menity-group.com +421(0)2 5939-6263 +421(0)2 5939-6200	+421(0)2 5939-6263 nemcek@ menity-group.com	2007 USA E, G, R,	3 3 30	•				•	•	•	banking/finance, business services, FMCG, technology and telecommunications, IT, automotive			•	
14 nebotra consulting s.r.o.		Miroslav Miartuš														
Jakubovo námestie 13 Bratislava - Staré Mesto 811 09 info@nebotra.com	www.nebotra.com +421(0)905 421-905	+421(0)905 421-905 miroslav.miartus@ nebotra.com	2005 Slovakia E, F, G,	3 9 -		•			•	•	•	industrial/production companies, administration, procurement, project management				
15 PTA International s.r.o.		Michaela Sojákova														
Pribinova 25 Bratislava - Staré Mesto 811 09 receptacia@hrqgroup.com	www.hrqgroup.com +421(0)2 2073-0500	+421(0)903 523-416 michaela.sojakova@ hrqgroup.com	2015 Slovakia E, G,	4 4 0	•	•	•	•	•	•	•	NA				



EXECUTIVE SEARCH

Company (Listed alphabetically) Address City, Postal code E-mail	www Phone Fax	Chief executive officer Phone E-mail	Year of establishment / No. of permanent employees in SK / Languages	Rok založenia v SR / Počet stálych zamestnancov v SR / Jazyky	Active also as / Aktívna aj v oblasti	Human capital consulting firm	Temporary employment agency	Employment agency	Professional standards / Average search time (weeks) / No. of branches in SR (No. of branches worldwide) / Profesionálny štandard / Priemerný čas vyhľadávania v SR (vo svete) / Počet pobočiek v SR (vo svete)	Production / Výroba	Automotive / Automobilový priemysel	Energy sector / Energetika	Telecommunications & IT / Telekomunikácie & IT	Finance / Finančný sektor	Logistics / Logistika	Sales / Predaj	Advertising & media / Reklama a médiá	Travel & restaurants / Cestovní ruch a reštaurácie	Health care / Zdravotníctvo	Public sector / Verejný sektor	Professionals (lawyers, auditors, ...) / Odborníci (právnik, audítori, ...)	Share of executive search methods in 2016 (in %)	Podiel metód v executive search v roku 2016 (v %)	Executive board consulting / Poradenstvo správnym orgánom	Management audits / Manažerské audity	Interim management / Interim manažment	Training / Trénovanie	Other services / Ostatné služby
1 Amrop - Leaders For What's Next		Igor Šulík, Mario Fondati, Martin Krekáč							Affiliated with: Amrop - Leaders For What's Next													PREMIUM LISTING						
 Štefanovičova 12 Bratislava - Staré Mesto 811 04 slovakia@amrop.sk	www.amrop.sk +421(0)2 5443-6001 +421(0)2 5443-6004	+421(0)2 5443-6001 slovakia@amrop.sk	1990 25 E, F, G, R,						4-6 1 (76)													90% 10%						
2 Arthur Hunt, s.r.o.		Blanka Schellingová							Affiliated with: Arthur Hunt Group																			
Obchodná 24 Bratislava - Staré Mesto 811 06 office@arthur-hunt.sk	www.arthur-hunt.com +421(0)2 5263-2861	+421(0)2 5263-2761 schellingova@arthur-hunt.sk	2000 6 E, G,						3-4 1 (9)													95% 5%						
3 Blechova Management Consulting s.r.o.		Dana Blechová							Affiliated with: Leading Search Partners																			
Drieňová 31 Bratislava - Ruzinov 821 01 info@blechovaconsulting.sk	www.blechovaconsulting.sk +421(0)2 4426-1026	+421(0)917 617-005 dana.blechova@blechovaconsulting.sk	2014 3 E, G,						6-8 1 (0)													100% 0%						
4 CNA International - Slovakia s.r.o.		Azamat Erzhanov							Affiliated with: CNA Executive Search, part of PERTEMPS NETWORK GROUP																			
Carlton Savoy Building, Mostová 2 Bratislava - Staré Mesto 811 02 jlauffer@cna-int.com	www.cna-int.com +421(0)2 3266-1725	+421(0)2 3266-1725 aerzhanov@cna-int.com	2013 7 E, Bul, Cr, H, G, R, Pl, Sl, I, S,						4-6 1 (35)													95% 5%						
5 Consilium Consulting, s.r.o.		Vladimír Koša																										
Štefanovičova 18 Bratislava - Staré Mesto 811 04 consilium@consilium.sk	www.consilium.sk +421(0)2 5443-4873 +421(0)2 5441-0272	kosa@consilium.sk	2005 8 E, H, G,						2-3 1 (0)													30% 70%						
6 Dr. Pendl & Dr. Piswanger Management Consulting s.r.o.		Eva Strečková							Affiliated with: Intersearch Worldwide, Dr. Pendl & Dr. Piswanger Group																			
Cukrová 14 Bratislava - Staré Mesto 813 39 office@pendlpiswangersk	www.pendlpiswanger.sk +421(0)2 5932-4488	+421(0)2 5932-4488 streckova@pendlpiswanger.sk	1993 4 E, G,						4-6 1 (90)													100% 0%						



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*Klaudia Demianová
Managing Director
+421 905 486 762
kdemianova@queenconsulting.eu*

3/9/17/02

CONFERENCES, AWARDS & EVENTS FOCUSING ON HUMAN CAPITAL IN SLOVAKIA

Name of conference / exhibition (Listed by date of events) Organiser Address, City, Postal code E-mail Názov konferencie / výstavy (zoraďené podľa dátumu konania) Organizátor Adresa, Mesto, PSČ E-mail	Phone Fax www	Conference director Phone E-mail Riaditeľ konferencie Telefón E-mail	PR manager Phone E-mail PR manažér Telefón E-mail	Conference / Exhibition / Event / Podujatie	Ocenenie / Award	Month (date) event is held / Conference (exhibition) / www / Conference (exhibition) e-mail / Obdobie konania konferencie (výstavy) / www.konferencie (výstavy) / E-mail konferencie (výstavy)	Conference (exhibition) was first held in (year) / No. of visitors in 2016 / Location of the event / Rok prvého konania konferencie (výstavy) / Počet návštevníkov v roku 2016 / Miesto konania konferencie (výstavy)	Description / Popis
1 Best employers		Peter Krutý	Katarína Tešla			January www.najzamestnavatel.sk najzamestnavatel@profesia.sk	2012 183 Bratislava	Annual survey reflects the true perspectives of people in Slovakia as to how they perceive companies, their benefits and image.
Profesia, s.r.o. Pribinova 25, Bratislava - Staré Mesto 811 09 profesia@profesia.sk	+421(0)2 3220-9110 www.profesia.sk	+421(0)915 912-827 kruty@profesia.sk	+421(0)917 697-726 tesla@profesia.sk					
2 Practical Experiences in HR: Performance management and Motivation		Lucia Lauková	Andrea Gondová			March www.hrcomm.sk hrcomm@hrcomm.sk	2000 120 Demänovská dolina	Exchange of experience (information). Inspiration for companies in fields of performance management and motivation of employees.
HRComm - ZDRUŽENIE PRE RIADENIE A ROZVOJ LUDSKÝCH ZDROJOV Kominárska 2, Bratislava - Nové Mesto 831 04 hrcomm@hrcomm.sk	+421(0)2 5564-2471 www.hrcomm.sk	+421(0)2 5564-2471 lucia.laukova@hrcomm.sk	+421(0)2 5564-2471 andrea.gondova@hrcomm.sk	•				
3 HR for digital world		Pavla Pohanková	Ingrid Schnurmacherová			April www.trendkonferencie.sk events@newsandmedia.sk	2017 100 Košice	NA
News and Media Holding a.s. Einsteinova 25, Bratislava - Petržalka 851 01 events@newsandmedia.sk	+421(0)902 939-126	+421(0)902 939-126 events@newsandmedia.sk	+421(0)902 939-126 ingrid.schnurmacherova@newsandmedia.sk	•				
4 Via Bona - Great Employer		Radka Jurčáková	Simona Gembická			April www.viabona.sk viabona@nadaciapontis.sk	1998 80 Bratislava	Prestigious prize from Pontis Foundation to most the responsible employers in Slovakia.
Nadácia Pontis Zelinská 2, Bratislava - Ružinov 821 08 pontis@nadaciapontis.sk	+421(0)2 5710-8121 www.nadaciapontis.sk	+421(0)2 5710-8121 radka.jurcakova@nadaciapontis.sk	+421(0)3 619-549 simona.gembicka@nadaciapontis.sk					
5 Employers Friendly to Family, Gender Equality and Equality of Chances		Olga Pietruchová	Monika Benková			April www.gender.gov.sk olga.pietruchova@employment.gov.sk	2000 50 Bratislava	Award for those employers that pay systematic attention to harmonising work and family life.
Ministerstvo práce, sociálnych vecí a rodiny SR Špitálska 4-6, Bratislava - Staré Mesto 816 43 okv@employment.gov.sk	+421(0)2 2046-0000 www.employment.gov.sk	+421(0)2 2046-1812 olga.pietruchova@employment.gov.sk	+421(0)2 2046-1828 monika.benkova@employment.gov.sk					
6 HRLeaders 2017 and HRTalent 2017		Kristína Oravcová	Matúš Trnkus			June www.hrleaders.sk info@hrleaders.sk	2014 220 Bratislava	Tips how to think of HR in the context of trends and future challenges. Part of the event is HRTalent award for young HR managers.
Maxman Consultants, s.r.o. Gajova 4, P.O. Box 5, Bratislava - Staré Mesto 811 09 info@maxman-consultants.com	+421(0)2 5263-1515 www.maxman-consultants.com	+421(0)904 985-699 oravcova@maxman-consultants.com	+421(0)949 154-090 trnkus@maxman-consultants.com	•				
7 European Business Awards		Emma Cozens	Vanessa Wood			June www.businessawardseurope.com info@businessawardseurope.com	2007 32.000 London/Bratislava	The European Business Awards recognise excellence in countries across Europe in 11 categories, employee of the year is one.
The European Business Awards 26 Finsbury Square, London, EC2A 1DS, United Kingdom info@businessawardseurope.com	+44(0)20 7234-3535 www.businessawardseurope.com	+44(0)207 234-3544 emma.cozens@businessawardseurope.com	+44(0)796 666-6657 vanessa.wood@businessawardseurope.com					
8 HR Pohoda		Lucia Naciková	Jana Hyžová			May www.hrphoda.sk hrphoda@amrop.sk	2015 109 Bratislava	May feast for all professionals from HR departments in Slovakia.
Amrop - Leaders For What's Next Štefanovičova 12, Bratislava - Staré Mesto 811 04 hrphoda@amrop.sk	+421(0)2 5443-6001 +421(0)2 5443-6004 www.amrop.sk	+421(0)917 814-440 lucia.nacikova@amrop.sk	+421(0)904 159-473 hyzova@jenewingroup.com	•				
9 Human Resources Development and Employee Training		Lucia Lauková	Andrea Gondová			May www.hrcomm.sk hrcomm@hrcomm.sk	1997 120 Demänovská dolina	Exchange of experience of corporate training specialists and providers of training. Inspiration for development of personality.
HRComm - ZDRUŽENIE PRE RIADENIE A ROZVOJ LUDSKÝCH ZDROJOV Kominárska 2, Bratislava - Nové Mesto 831 04 hrcomm@hrcomm.sk	+421(0)2 5564-2471 www.hrcomm.sk	+421(0)2 5564-2471 lucia.laukova@hrcomm.sk	+421(0)2 5564-2471 andrea.gondova@hrcomm.sk	•				
10 Corporates for Children. THANK YOU!		Mario Fondati	Jana Hyžová			September 10 www.21kmpredeti.lidi.sk firmydetom@amrop.sk	2009 260 Bratislava	This initiative is part of a 21-km Charity run for children in need organised by Child Safety Line.
Amrop - Leaders For What's Next Štefanovičova 12, Bratislava - Staré Mesto 811 04 firmydetom@amrop.sk	+421(0)2 5443-6001 +421(0)2 5443-6004 www.amrop.sk	+421(0)905 658-103 mario.fondati@amrop.sk	+421(0)904 159-473 hyzova@jenewingroup.com	•				
11 New Visions in HR		Erika Jankajová	Jana Mujkošová			September 13 www.informslovakia.sk inform@informslovakia.sk	2008 210 Bratislava	Permanently sustainable development of HR and company. Support of culture, health and safety. Education & development of employees.
In Form Slovakia, s.r.o. Račianska 69/B, Bratislava - Nové Mesto 831 02 inform@informslovakia.sk	+421(0)904 859-228 www.informslovakia.sk	+421(0)904 859-228 jankajova@informslovakia.sk	+421(0)911 175-753 mujkosova@informslovakia.sk	•				
12 Personal Management		Pavla Pohanková	Ingrid Schnurmacherová			October www.trendkonferencie.sk events@newsandmedia.sk	1994 250 Bratislava	One of the greatest HR conferences in SR, organised by Trend weekly and HRComm.
News and Media Holding a.s. Einsteinova 25, Bratislava - Petržalka 851 01 events@newsandmedia.sk	+421(0)902 939-126 www.trendkonferencie.sk	+421(0)902 939-126 events@newsandmedia.sk	+421(0)902 939-126 ingrid.schnurmacherova@newsandmedia.sk	•				
13 Aon Best Employers Slovakia		Ivana Botošová	Pavel Skuhrovec			November bestemployereurope.aon.com/sk slovakia@aonhewitt.com	2004 100 Bratislava	Aon Best Employers programme measures employee engagement and recognises the Best Employers, anywhere in the world.
Aon Hewitt CZ/SK Václavské náměstí 832/19, Praha, 110 00 slovakia@aonhewitt.com	+420(0)2 7100-1370 bestemployereurope.aon.com/sk	+420(0)774 439-481 ivana.botosova@aonhewitt.com	+420(0)731 545-625 pavel.skuhrovec@aon.cz	•				
14 Job Forum		Zdenka Lelešová	Ivana Ridékyová			November www.expocenter.sk expocenter@expocenter.sk	2009 - Trenčín	International job & education opportunities fair.
EXPO CENTER a.s. K výstavisku 447/14, Trenčín 911 40 expocenter@expocenter.sk	+421(0)32 770-4320 +421(0)32 770-4324 www.expocenter.sk	+421(0)32 770-4332 lelesova@expocenter.sk	+421(0)32 770-4311 expocenter@expocenter.sk	•				
15 Leading HR Organisation		Peter Lackó	Iveta Malíšková			November www.pwc.com/sk/leading-hr-organisation news.slovakia@sk.pwc.com	2012 47 Bratislava	Leading HR Organisation Award - a competition in which firms with the most effective HR management and HR practice are awarded.
PwC Twin City Business Centre A, Karadžičova 2, Bratislava - Ružinov 815 32 office.general@sk.pwc.com	+421(0)2 5935-0111 +421(0)2 5935-0222 www.pwc.com/sk	+421(0)2 5935-0660 peterlacko@sk.pwc.com	+421(0)2 5935-0715 iveta.maliskova@sk.pwc.com	•				
16 HRDA		Boris Kapucian	Zuzana Semančová			November www.hrda.sk semancova@hrda.sk	2009 50 Bratislava	Attend the 8 th annual conference of human resource development, where again we welcome many interesting public speakers.
HRDA Šustekova 10, Bratislava - Petržalka 851 04 semancova@hrda.sk	+421(0)911 797-799 www.hrda.sk	+421(0)911 797-799 semancova@hrda.sk	+421(0)911 797-799 semancova@hrda.sk	•				



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W grafton.sk



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Amrop

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