

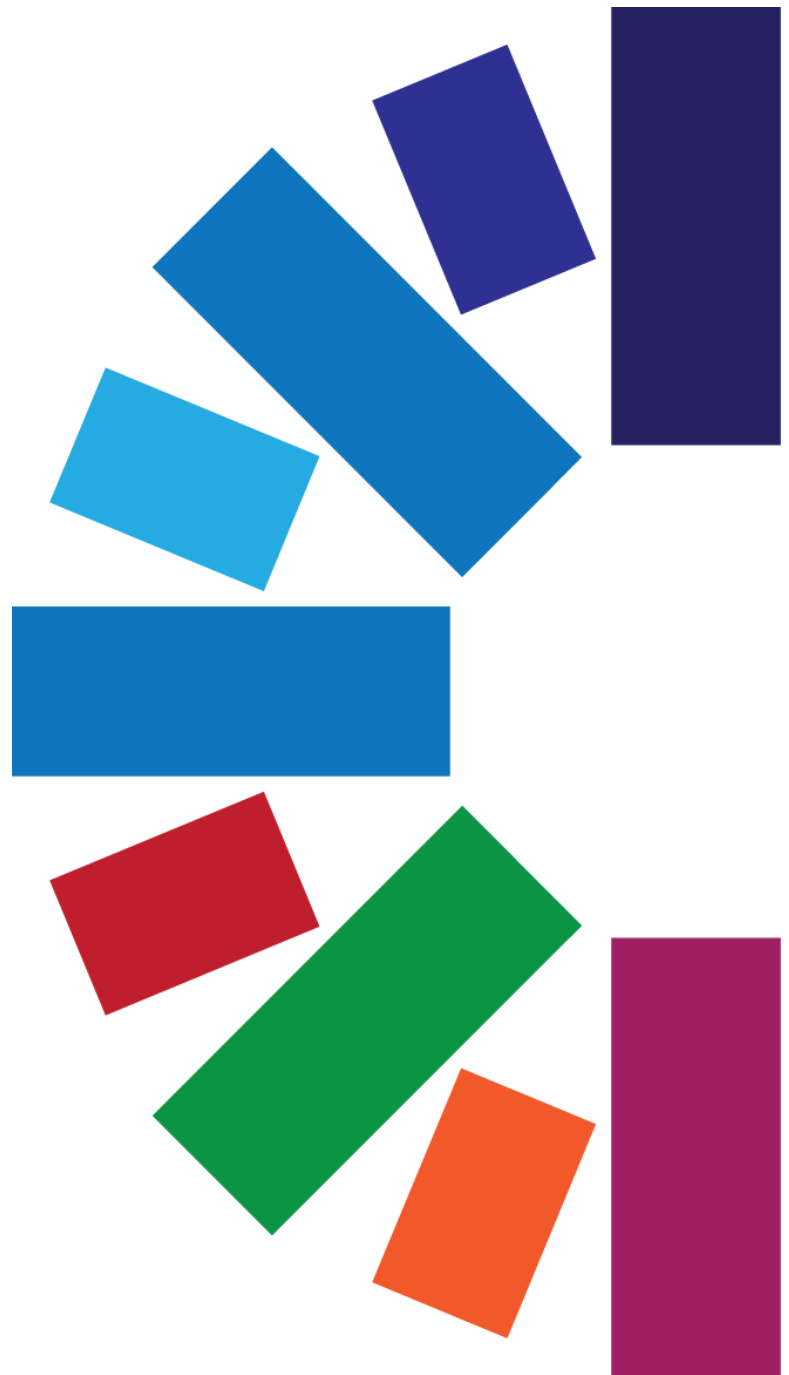


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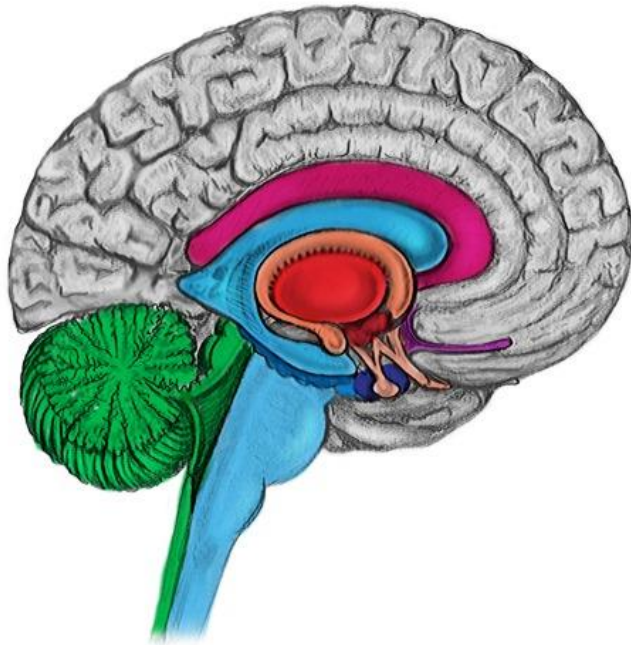
Context Driven  
Executive Search

# Context Driven Leadership Assessment

*Leadership Services Practice Group*



# What is brain and what is mind?



**The brain** is part of the central nervous system located in the skull. It functions as the primary recipient, administrator and distributor of information in the body.

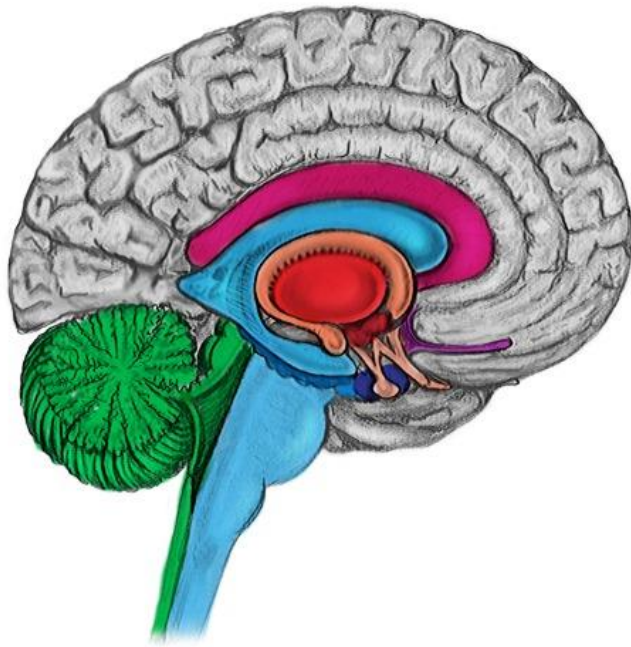
*definition of MedicineNet.com*

**The mind** can be defined as an embodied and relational process that regulates the flow of energy and information.

*Daniel J. Siegel*

# The brain and its limbic system

**Emotions and feelings play a key role in the human ability to make decisions!**



- **Amygdala** – processing emotions, particularly fear, emotional memory
- **Hippocampus** – center for learning and memory.
- **VTA** – endogenous reward system.
- **Nucleus accumbens septi** – processes input from the VTA; is responsible for addiction
- **Hypothalamus** – regulates a number of autonomic processes such as „fight or flight“
- **Orbitofrontal cortex** – controls reaction to impulses, processing of cultural norms; the ability to assess behavior of others
- **Dorsolateral prefrontal cortex** – executive function of the brain - the ability to prioritize and adapt to change



# How may managers benefit from the knowledge of mind and brain?

The assumption	Brain facts contradicting the assumptions
It is best to make an important decision alone.	The brain decides on the basis of inputs from multiple centers. To maximize these inputs, it is optimal to have a number of opinions from various people.
Emotions should be excluded from decision-making.	Studies show that even with a rigorous logical thinking, it is important to perceive emotions, because they allow to activate the VMPC area, which is important for decision-making.
Manager does not believe that his inner restlessness and anxiety affects his decision.	Anxiety centers in the brain are linked to short-term memory, the area of risk perception, benefits and attention. When a manager is anxious, the decision – making process is often influenced by it.
The manager believes that he is able to recognize conflicts of interests and make a good decision.	Conflict of interests creates discomfort in the center of the brain responsible for decision-making, including the center of attention. The brain can thus exclude from decision- making process the relevant information to reduce the level of discomfort without the manager knowing about it. Therefore a conflict of interest should be clearly addressed.
Manager believes that his inclination to the old ways of thinking does not affect his new decisions.	Abandonment of the old ways reduces the activity in the reward center of the brain. Managers should distinguish between their rewarding center and rewards that are important for the organization.
Managers believe that their confidence is proof that their decisions were right.	The brain generates confidence n true and false memories. This, however, occurs in different parts of the brain.



# What is Context Driven Leadership Assessment (CDLA)?

# Context Driven Leadership Assessment

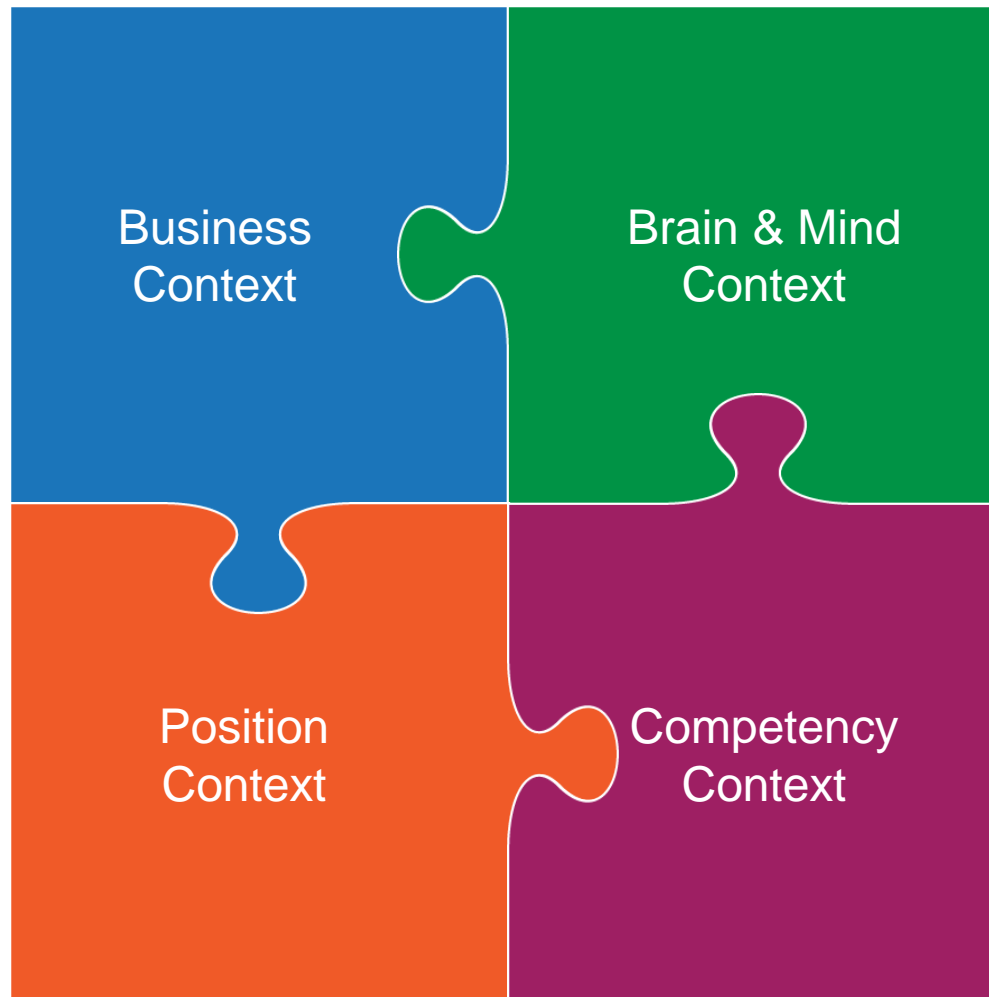
CDLA is a unique tool for assessing managers and leaders reflecting the internal environment of an organization, levels of needed competencies and using the newest findings of neuroscience about uniqueness of the human mind that determines behavior of an individual.

Context Driven Leadership Assessment seeks:

- an answer to the question of how the manager with his/her unique set of experience and knowledge, his/her level of competence, talent, personality traits and unparalleled original type of thinking fits into complex internal environment of the organization he/she works or intend to work for, taking into account the organization's goals and strategy and expectations from the job position he/she holds;
- a way how to bring closer these two key environments, i.e. corporate and individual;
- to suggest ways how to achieve desired state.



# CDLA is based on analysis of four interdependent contexts



CDLA is based on analysis of four interdependent contexts

**Business  
Context**

**Analysis of External Environment**

**Analysis of Internal Environment**

**Business Strategy**

**Corporate Culture**

**Competency Model**





CDLA is based on analysis of four interdependent contexts

## Position Context

**Goal of the Position**

**Job Description and its position in  
Organizational Structure**

**Ideal Candidate Profile**

**Required Competencies**

**Targets for the upcoming period**



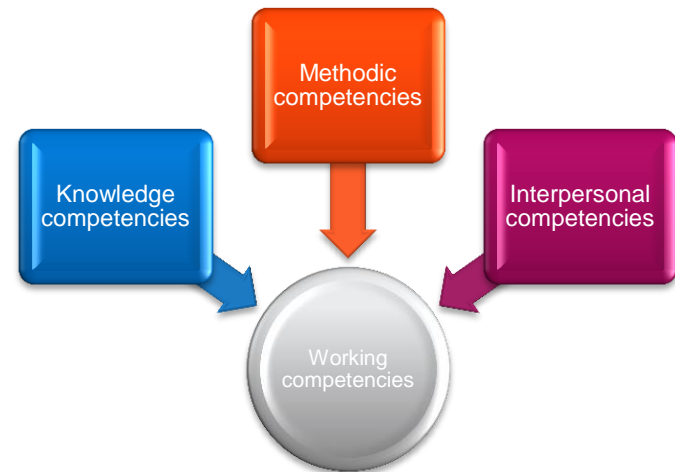
CDLA is based on analysis of four interdependent contexts

# Competency context

Knowledge competencies

Methodic competencies

Interpersonal competencies



CDLA is based on analysis of four interdependent contexts

## Brain & Mind context

Positive Thinking

Understanding of Own Emotions

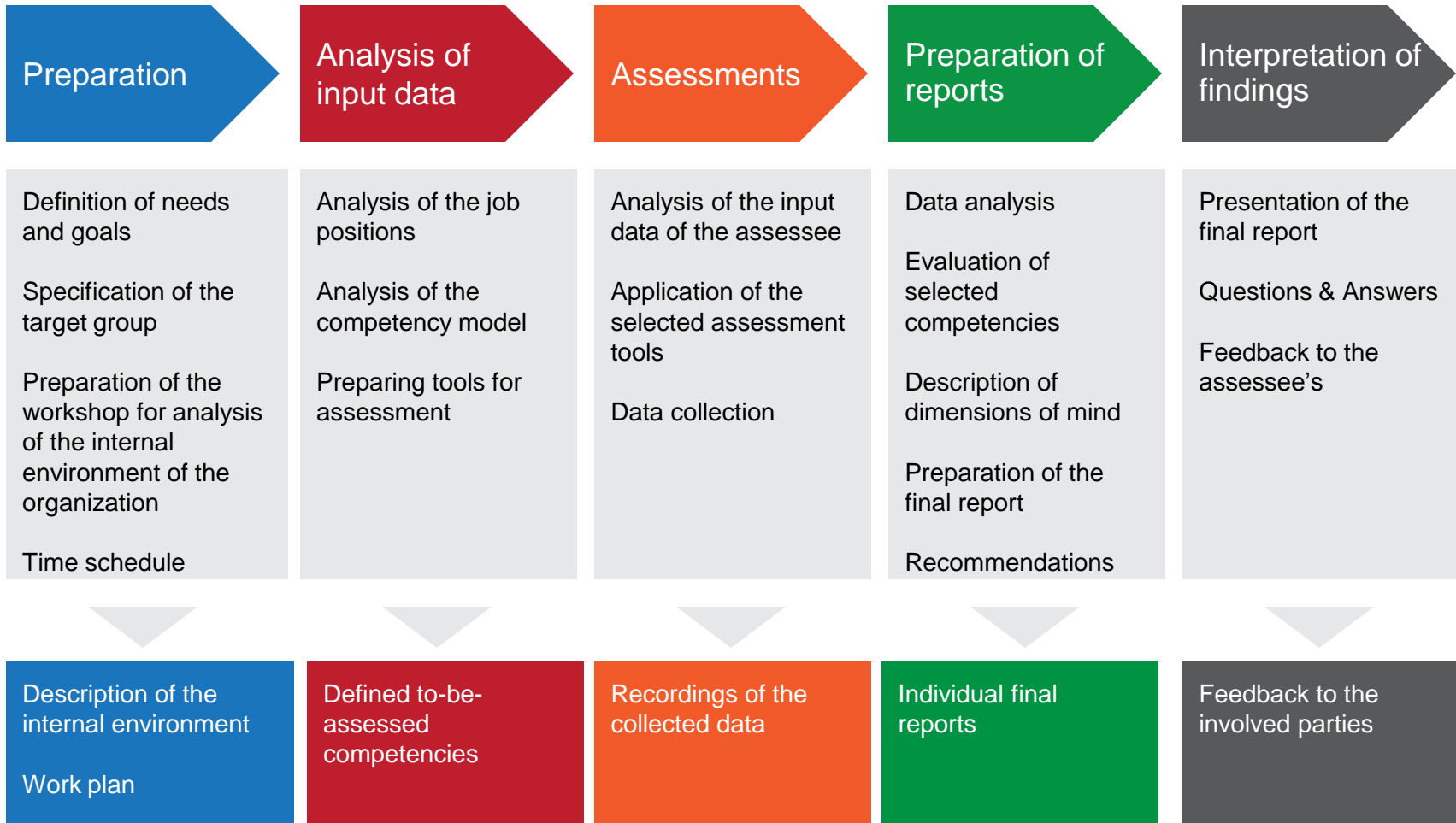
Drivers of Motivation

Empathy vs. Perspective Taking

Intuition



# Process of realization of CDLA



# Who we are: Why choose Amrop?

# Amrop Slovakia

Amrop Slovakia is a consulting company operating on Slovak and Central European market for more than twenty years. It is leader in Executive Search, Board Advisory, Leadership Assessment & Human Capital Consulting. Slovak office of Amrop belongs to global network of companies that focus on Context Driven Executive Search. Amrop is a member of The Association of Executive Search Consultants (AESC) - most respected global association of consulting companies with focus on Retained Executive Search & Leadership Consulting. Amrop is its longest active member and still the only member with fully-fledged office in Slovakia.

It builds on talented and experienced professionals with deep knowledge of individual sectors and that enables to solve even the most difficult challenges and problems at the Board, management or expert levels. Through human capital solutions focused on talents and leaders working across different countries and various sectors Amrop helps clients to develop their business and achieve their strategic goals.



**Amrop**

Context Driven Leadership Assessment ©

[www.amrop.sk](http://www.amrop.sk)

# Amrop Slovakia – milestones

since 1990



2013

Igor Šulík has become Equity Partner at Amrop Slovakia

2010

Amrop Slovakia – Context Driven Executive Search

Mario Fondati joined Amrop Slovakia as Partner

2009

Martin Krekáč became the only Chairman and Owner of Jenewein Group

2007

Igor Šulík named Managing Partner at Amrop Slovakia

the group transformation to strategic consulting company Jenewein Group – Strategic Management Consulting, integrating consulting companies belonging to leading global organizations

**Amrop**  
**Fipra**  
**EPPP**

Executive Search & Leadership Consulting  
Public Affairs & Government Relations  
analytical institut, initiator of solutions in public strategies

2001

founation of consulting group Amrop Jenewein Group in Slovakia

2000

foundation of The Amrop Group, global Executive Search organization with largest geographical coverage in CEE region

## International Milestones

1997

Company in Moscow / Russia

1996

Companies in Bucharest / Romania and Zagreb / Croatia

1995

Company n Ljubljana / Slovenia

1993

Company in Prague / Czech Republic and in Sofia / Bulgaria

1992

Company in Warsaw / Poland

1990

Martin Krekáč co-founded representation office that initiated establishment of personal consulting services in Slovakia



**Amrop**

Amrop has the largest geographical coverage in the executive search industry.

Amrop employs 800 staff members, including 240 consultants

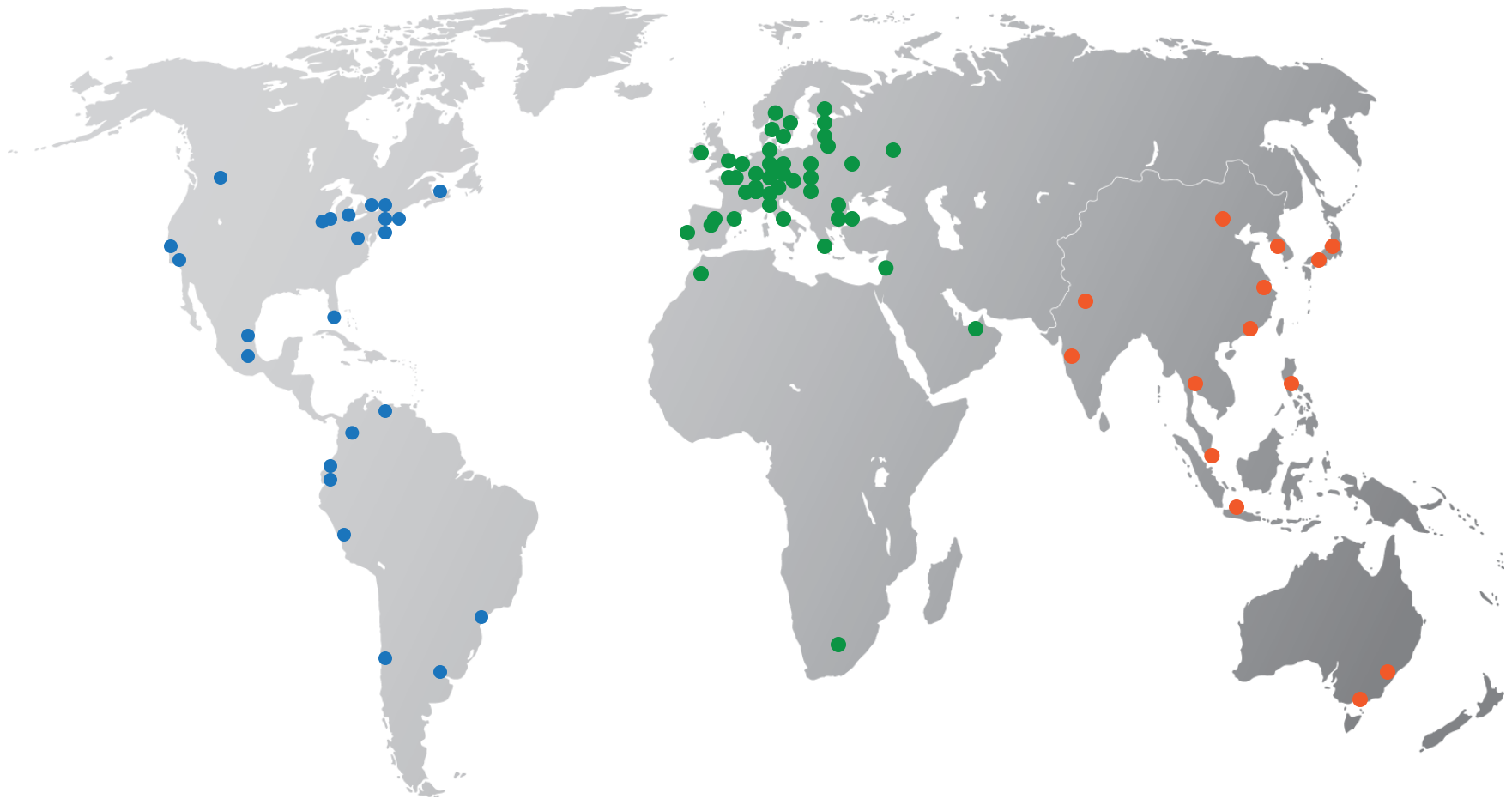
58 countries

88 offices

Americas

Europe / Middle East / Africa

Asia / Pacific



Amrop



# Why choose Amrop?

## Unmatched coverage:

88 offices in 58 countries

**Immediate access** to relevant information and expertise

**Flexibility** to serve your needs: Wherever you are, you are at the center of our organization

GLOBAL NETWORK  
THAT WORKS

## Partner involvement

on every project

**Insightful advice** and perspective from seasoned specialists

**Appropriate representation** of your brand to candidates

DEDICATED  
PARTNER

CONTEXTUAL  
KNOWLEDGE

**Deep industry and functional insights** and local market trends

**Original research** on markets and talent availability

**Context driven:** understand the unique requirements of your search



Amrop

## Executive Search

Our Executive Search services help clients identify top performers from around the world that not only have the required experience and expertise but are the correct cultural fit with the organization. In addition to identifying top talent, we are closely involved in the interview stage, in negotiations, in post-hire consulting and onboarding, and can help ensure that the new appointment is appropriately communicated to the right parties. We also offer expert consulting services on leadership and executives solutions.

## Board Advisory Services

Our Board Advisory Services help ensure that an organisation's Board is composed of an appropriate balance of directors in terms of skills, experience and representation, as well as having an awareness and interest in governance issues.

## Leadership Assessment

Our Leadership Assessment services help to strengthen your capability to identify, develop and retain the talents your organisation needs to achieve its business strategy.





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## Biography

Igor Šulík is a Managing Partner of Amrop Slovakia and member of Strategy Board of Jenewein Group. His primary focus is on leading professional practice teams in the areas of Executive Search, Board Advisory Services, Leadership Assessment and Human Capital Consulting services. He joined the firm in 2002.

He has many years of experience in management and realization of international Executive Search projects (Western and Central Europe) across the spectrum of Board and C-level as well as senior and middle management positions for variety of international as well as local companies. He has qualification and experience with leading consulting projects in the areas of Leadership Assessment, Management Design, Management Development & Coaching including Potential Analysis and Professional Development of Boards and Executives.

Prior to joining Amrop he worked for another international executive search consultancy acting for some time also as Director of its Slovak representation. Before he moved to executive search business, he worked in business administration for one of the venture capital funds in Slovakia.

He is a Leader of Governance Model as well as Leadership Development Initiatives at think-tank organization EPPP - European Public Policy Partnership operating in Bratislava and Brussels

He is also a member of the Association of Executive Search Consultants (AESC), member of Neuroleadership Institute and member of European Corporate Governance Institute (ECGI). He is frequent speaker at various forums and author of a number of articles published locally as well as internationally.





**Amrop**

Context  
Driven  
Executive  
Search