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In the area of Business Advisory, it is more important to focus on the applicability and effectiveness of the solutions rather than their beauty. Even the most successful companies with high-quality human resources sometimes do not have substantial capacity for adopting well-founded decisions. In this situation, their leaders tend to approach external advisors who are expected to provide optimal solutions. To touch upon some of the characteristics and current trends in the area of Business Advisory, we talked to Radomír Mako, Managing Partner of the consulting group AJG – Amrop Jenewein Group.



JENEWEIN & PARTNERS

THE AMROP HEVER GROUP
GLOBAL EXECUTIVE SEARCH

Jack Welch recently remarked that in the very same way there are good and bad doctors, there are also good and bad consultants. What are the main features of a good advisory company?

Consulting companies, which understand current dynamics and strive to look into the future, make all efforts to link their business to the environment in which they operate. They are also building and constantly developing their consultant teams in order to be able to provide high-quality services in a broad spectrum of their operations. Although most of them have strong international foundations, they don't want to belong to those who strictly implement universal standards. On the contrary, they are listening to the voices of their clients and take care of local relations and influence. Their solutions are not about an automatic transfer of know-how from another part of the world, but about connections with the local realities and human dimensions. For good advisors, the main value is to give commitment and express trust. They want that the results they bring or the processes they set or harmonize are not just "nice to have", but that they are truly functional, real and profit making. They are trying to motivate their clients and help them not just to find the optimal result, but also to embrace it and bring it to life.

The Amrop Jenewein Group is also backed by strong international know-how. How are you finding the balance between global interconnections and local operations?

The consulting group AJG, through the company Jenewein & Partners, is a member of

The Amrop Hever Group. It is an international partnership of financially independent Executive Search companies, which is the largest network of its kind in the world. Through the practices of its members, it offers advantages based on the unique knowledge of the local market in New York, Delhi, Moscow or Melbourne, while its structure provides for maximum use of business creativity of locally owned and globally driven partnerships. The Amrop Hever Group (TAHG), with over 80 offices in more than 50 countries, behaves and functions as a family, in which every member has their own life, house and economy, but naturally feels the mutual cohesion and has a strong interest in cooperation and harmony of relationships. While complying with the highest professional and ethical standards of the biggest players in the field of Executive Search, including the Association of Executive Search Consultants (AESC), the members of TAHG, although speaking more than one hundred languages, always speak with one voice.

How does their mutual cooperation work in everyday life?

Despite the fact that TAHG is a close partnership of self-reliant companies, the working methods, strategies, principles and standards are centrally and regionally coordinated and monitored. The basis of this cooperation is not the filling out of timesheets, nor is it about the writing of reports or pursuing some activity just because it is defined in some kind of guidelines. The attempt to be different is not perceived negatively. As I already said, member companies behave as a healthy functioning family. Although there are several

territorial and sectoral practice groups working in the network that cover a wide spectrum of areas ranging from the automotive industry through financial services to IT and telecommunications, and many global and regional conferences and meetings are organized throughout the world, mutual cooperation is based mainly on the ability and will to inspire each other and exchange best practices. But it is not because we have to - it is because we want to.

What is the main motivation behind this approach?

Beside the usual motivational factors, it is also the opportunity for self-realization, a chance to create opportunities and be present at the leadership or pioneering tasks and goals, see their implementation and benefits, and influence the future. There is no reason for our existence other than bringing to the client what he expects from us and what we think we are good at. It is important that we meet at the right moment and the right time, and that we bring the best possible solution that will lead to the expected results. In spite of the fact that we are members of a global network, we are maintaining our uniqueness. Moreover, in addition to the "Statute of Liberty", there is also the "Statute of Responsibility" in every office. In addition to the high professionalism and best know-how, our clients find the chance to think and behave competitively very attractive. We are the same type of athletes as they are.

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