



REFERENCES

CONSULTING PROJECTS

Selected projects:

AVONET, a.s

Execution of a complex consultancy project to improve the efficiency of internal organization processes. The project included the development of company organization and process maps, the description of key processes and setting up of the KPIs for their measurement and definition and for the training of managerial standards for individual levels of management. Furthermore, the project involved the development of competency models for all types of positions within the company. Setting of competency evaluation system and development of individual and corporate development plans. Training of managers in system and methodology of competency evaluation.

Capgemini Czech s.r.o.

Execution of an audit and the subsequent optimization of the corporate organization structure and management processes. The project involved the description of key corporate processes, development of a new organization structure, the proposal of key competencies for individual managerial positions and the subsequent implementation of these proposals into the corporate structure. Based on identification of training needs (by the DC method), training schemes of managerial skills was developed and executed for Department Heads and Project Managers in the entire duration of 24 training days in 2008 and 2009.

ČKD Blansko Holding, a.s.

Development of competency models for managerial and technical positions within the corporation. Setting up of a system to evaluate competencies and to develop individual development plans. Training of managers in the system and the competency evaluation methodology.

Imperial Tobacco ČR, s. r. o.

Draft and execution of an employee opinion poll in the Czech Republic, focused on the communication quality, management, loyalty and employee motivation. Following the conducted survey, recommendations were defined to improve and change the organization; these were, subsequently, transformed within focus groups into action plan formats.

Pivovary Staropramen a.s.

Implementation of corporate competency model of managerial position and the position of employees in manufacturing. Facilitation of workshops on implementation and individuation of competency models. Training of managers in the system and methodology of competency evaluation.

Provident Financial s. r. o.

The draft and execution of a complex audit of the external and internal communication, including the processes of communication, PR and CSR management for the Czech and Slovak Republics. The audit outputs were processed as a SWOT analysis – the corporate communication profile, as



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well as a number of operational and system findings to improve the communication processes within the organization.

SPOLCHEMIE, a.s.

Proposition and implementation of the TM scheme. This project included the proposal of processes and individual components of identifying the talent development and management, including the implementation of a Development Centre, mentoring and evaluation of potential development. Design and execution of individual training in recruitment skills. The execution of the streamlining the employee recruitment and selection system took place in two parts. The first part audited the existing state of the recruitment, its forms and methods and recommendations were drawn to improve its efficiency, including its formalization in internal documents and a proposal of how to communicate them. The second part was aimed at developing the recruitment and selection skills.

Stredoslovenská energetika a.s.

Proposal and implementation of an employee evaluation scheme and the subsequent TM scheme. This project included the implementation of a competency model of the multinational parent company for the local conditions (including the relevant communication and training), as well as the design and facilitation of the evaluation process for all the employees in the specialist and managerial roles and the subsequent identification of talented and/or key employees of the company and the design of future processes of working with them.