



Amrop

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Rastislav is a Partner at Amrop in Slovakia, with over 20 years of experience in Leadership Advisory. In terms of specialization, his domain is primarily industrial manufacturing projects, emphasizing the Automotive Industry, Energy, and Sustainable Solutions. Based on his deep experience in this sector, he is a member of Amrop's global Industrial Practice. He collaborates with numerous major Slovak and international companies, supporting them in addressing the needs of new leaders with expertise in emerging technologies, including eco-friendly drives and materials within environmental sustainability, automated driving, safety, and digitization. He graduated from the City University of Seattle in Bratislava with a degree in Business Management and Administration.

IN THE CURRENT GEOPOLITICAL AND ECONOMIC CLIMATE, WHAT SHOULD SLOVAKIA PRIORITIZE TO REMAIN COMPETITIVE WITHIN THE EU AND GLOBALLY?

Slovakia's ability to remain competitive within the EU and on the global stage will depend less on short-term policy reactions and more on its capacity to execute a coherent, forward-looking strategy centered on people, talents, innovation, and institutional resilience. Our country needs a comprehensive talent strategy that goes beyond education reform. It should also invest in the development of a stable environment, favorable conditions, and mechanisms to keep people motivated to stay and work in the country, actively attract international talent, and incentivize the return of Slovak professionals from abroad. Equally important is the need to strengthen institutional effectiveness and governance. In a competitive global environment, stability, predictability, and transparency are key factors influencing investment decisions. Slovakia must significantly improve the stability of the business environment, the efficiency of its public administration, reduce regulatory complexity, and reinforce the rule of law.

WHAT ACHIEVEMENT FROM 2025 ARE YOU MOST PROUD OF, AND WHY?

Our ongoing success in recent years shows our ability to serve as a reliable, stable, and trustworthy partner capable of delivering effective leadership solutions – not only in identifying suitable candidates for C-level and senior management positions, but also in establishing effective and agile organizational models. Our long-standing knowledge of the business environment has helped us, even in 2025, to connect its various segments, deliver unconventional solutions, effectively and confidently engage leaders from other business sectors, and open up career opportunities for them in new fields of activity. Last but not least, there are new trends in the field of leadership, where we provide innovative AI-based tools that support the decision-making of C-level leaders and shorten transformation processes from months to days, or even hours.

HOW IS AI OR DIGITAL TRANSFORMATION CHANGING YOUR INDUSTRY, AND HOW ARE YOU RESPONDING?

Artificial intelligence and digital transformation are reshaping Executive Search and Leadership Advisory by enhancing – not replacing – human

expertise. The industry is moving toward “augmented intelligence”, where AI improves efficiency by automating data-heavy tasks such as talent mapping and initial screening, bringing broader and more diverse candidate pools. However, the core value of Executive Search remains human. Assessing leadership potential, cultural fit, and navigating complex stakeholder environments requires judgment, intuition, and experience that technology cannot replicate. As digital transformation reshapes business models, clients more often seek leaders with digital fluency, adaptability, and the ability to lead through disruption. In response, firms like Amrop are selectively integrating AI into workflows, expanding their advisory role, and building consultants' digital capabilities. At the same time, ethical considerations – such as bias and data privacy – require careful human oversight. Ultimately, competitive advantage lies in combining AI-driven insights with human judgment, shifting the focus from filling roles to shaping future-ready leadership.

WHAT LEADERSHIP QUALITY DO YOU BELIEVE IS MOST ESSENTIAL IN TODAY'S COMPLEX ENVIRONMENT?

From an Amrop perspective, the most important leadership quality today is adaptive resilience – the ability to adjust quickly while staying effective over time. Business leaders no longer deal with occasional crises; they operate in constant change. Markets shift, expectations evolve, and pressure from stakeholders is ongoing. In this environment, it's not enough to simply “push through”. The best leaders are those who can adapt as they go, without losing focus or credibility. Adaptive resilience comes down to three practical behaviors. First, staying open-minded – being willing to rethink plans and make decisions even when information is incomplete. Second, staying composed – keeping a clear head and supporting others, even under pressure. Third, acting with flexibility – moving quickly, but adjusting course when needed. Just as important, strong leaders take care of their own performance. They manage their energy, build trusted networks around them, and create time to reflect rather than just react. They also encourage honest feedback and adaptability within their teams. In simple terms, while vision and decisiveness still matter, adaptive resilience is what makes them work in today's world. It enables leaders to handle constant change, stay effective, and lead their organizations with clarity and consistency.

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