

WHO IS WHO IS?

WHO IS WHO ALMANAC

WHO IS?



— 30 YEARS —
IT WAS WORTH IT

OUR PATRON MEMBERS

abbvie

accenture

ADIENT

AGEL

ARSECO

AT&T

Beko Europe

CEMM THOME
a member of Amphenol

CISCO

citi

CLARIOS

THE
Coca-Cola
COMPANY

CORWIN

CRESCO
REAL ESTATE

DELL
Technologies

Deloitte.

Dentsply
Sirona

T
DEUTSCHE TELEKOM IT SOLUTIONS

DÖVERA
ZDRAVOTNÁ POISTOVŇA

Dr.Max+

IBM

JTRE

Johnson&Johnson

KB

KPMG

Lenovo

mastercard

McDonald's

Medtronic

MSD

MetLife

MICROCOMP

Microsoft

NOVARTIS

O₂

orange

PENTA
REAL ESTATE

Pfizer

PHILIP MORRIS
SLOVAKIA

pwc

Roche

SIEMENS
Healthineers

SERVIER
moved by you

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SLOVENSKÁ
športelňa

SPP

Solar Turbines
A Caterpillar Company

SQUIRE
PATTON BOGGS

SWAN

Swiss Re

Talent Solutions

TB
TATRA BANKA

U.S. Steel Košice

VISA

ZURICH

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ANDRIJANA ADÁMEK

CO-OWNER
AND MANAGER
ESB, S.R.O. AND APELYON



Andrijana Adamek, as the co-owner and manager of ESB, s.r.o. and APELYON, stands out as a leader who embraces paradoxes of life and business. She recognizes that what attracts us to our work can also be the source of our greatest challenges. Andrijana's approach is to create environment where these paradoxes are smoothly translated into opportunities for growth and improvement.

WHEN SUBMITTING THIS ARTICLE, APELYON WAS ABOUT TO GO LIVE. CAN YOU SHARE MORE?

With the introduction, APELYON, aims to consolidate consulting services of ESB under a new brand that promises to deliver smart and tailored-made solutions for enabling leaders to run and decide on their business wisely. Our company continues to offer end-point management services under stand-alone brand, which is yet under development.

TELL US MORE ABOUT APELYON PRODUCTS AND APPROACH...

APELYON's philosophy is rooted in a deep understanding of the unique challenges that businesses face. The team is committed to identifying and comprehending the specific circumstances of each client, enabling them to create smart services that support confident decision-making within organizations. They acknowledge the complexity of making informed decisions in unfamiliar situations; the pressure of taking swift actions when time is a luxury; and the push for investments that lead to future savings.

APELYON's arsenal of tools is designed for effective management, operations, and growth. These tools are not just theoretical concepts but practical, working solutions that map out both the tangible and digital landscapes of a company. This comprehensive mapping allows APELYON to bolster the individual courage of entrepreneurs and managers, providing them with a rapid and impartial snapshot of their company's status. This is key for them to be able to make confident decision, and face business paradoxes at the same time.

The partnership with APELYON empowers managers to uncover the latent dynamics within their companies and to methodically cultivate opportunities for expansion. The goal is to bring clarity to the essential aspects of business, making the important things stand out. With a track record of facilitating genuine transformation, APELYON positions itself as a reliable ally in navigating the complexities of business, ensuring that its clients can confront daily paradoxes with assurance and strategic insight.

WHAT CHALLENGES ARE BUSINESS TO EMBRACE IN THE COMING YEAR?

Companies are facing pressure to grow, and at the same time perform cost-cutting.

This can be achieved only if workload is distributed wisely, and automation implemented purposefully. Getting familiar with your bottle necks is more important, than ever, to ensure stable operations.

Load of solutions and well-meant advice will not shift your business further. However, making this train move and navigate it safely to the desired destination will. We are ready to understand the situation and culture, design the mix that you can handle and make sure you are successful in what we agree upon.

IT SEEMS YOU ARE AS ENTHUSIASTIC ABOUT GETTING BETTER CONDITIONS FOR BUSINESS OPERATIONS, AS WE ARE IN AMCHAM?

APELYON's alignment with AmCham's values underscores a shared vision for a market driven by clarity in processes and the empowerment of companies to define their capacities and serve as role models. The aspiration for a market, where #EqualPayDay is a natural outcome rather than an enforced event, speaks to a future where talent and management are recognized and rewarded fairly, and where paradoxes are navigated with confidence. The transparency in work distribution and relations, that APELYON advocates for, is reflection of a fair and equitable business environment. This synergy with AmCham's efforts to support like-minded entrepreneurs and business partners indicates collective movement towards a more just and efficient market. APELYON's enthusiasm for better business conditions is matched by its dedication to making those conditions a reality for its clients, fostering an ecosystem where businesses can thrive on merit and mutual support.



Ján is a pre-eminent expert in public procurement law and a leading figure in projects and infrastructure in the Slovak legal market. He is an experienced lawyer with over 24 years of practice. Ján leads the firm's practice in projects, infrastructure, and public procurement area. Over the years, he has gained a wealth of experience by participating in ground-breaking PPP projects and numerous public procurement proceedings on both local and international levels. From 2013 to 2019, he was a member of the Board of the Public Procurement Office. He is the leading author of the Commentary to the Public Procurement Act, and the Commentary to the Register of Public Sector Partners Act. Under Ján's leadership, the firm won the Law Firm of the Year award in the Public Procurement category 11 times in a row, between 2013 and 2023.

WHAT IS YOUR WISH FOR AMCHAM SLOVAKIA'S 30TH ANNIVERSARY?

A thirty years' tradition is far from a short one. Completing 30 years of successful existence of a company or organization is really a great success. As a representative of a law firm that has been operating on the market for more than 30 years, I know what I'm talking about. Therefore, I congratulate AmCham on this jubilee. I wish you the best of luck for the next thirty years' run, which I believe will be at least as successful as the first one.

DO YOU HAVE A FAVORITE MEMORY LINKED TO AMCHAM SLOVAKIA?

Being an AmCham member for many years, we have many fond memories. One of the most striking, for example, is the memory of the successful partnership in organizing the European Compliance Forum 2017. It was the first experience of organizing a C-level conference for our firm. The result was a great success, for which we also owe to our cooperating partners, among which AmCham took a leading role.

WHAT ACHIEVEMENT FROM 2023 ARE YOU PROUD OF THE MOST?

So much happened in 2023 that it's hard to pick just one achievement. Undoubtedly, it was a great success for our law firm to win the main prize, the National Law Firm in the Law Firm of the Year contest for the eighth time. At the same time, it was our eleventh consecutive win in the Public Procurement category. As my legal practice specialises in public procurement, this award also has a personal dimension for me.

A significant success for our team, as well as for the economy of Slovakia, was attracting an investment from the German group Winkelmann, which will build a plant for the production of tanks for heat pumps in eastern Slovakia and will create at least 450 new jobs in the region. Our team contributed to this success by supporting the Ministry of Economy in the preparation and negotiation of the investment contract.

The consistently high ranking of our firm by renowned international legal directories, which we have maintained this year, is also an outstanding achievement. I was personally pleased to receive the highest individual ranking of Market Leader in the Project Development in the ranking of IFLR1000. Only seven lawyers in Slovakia have received such a ranking so far.

WHAT ARE THE PARTS OF YOUR WORK THAT CONSISTENTLY EXCITE YOU AND ARE A SOURCE OF MOTIVATION FOR YOU?

In my work, I mainly deal with large infrastructure projects and public procurement. A fascinating feature of this work is the fact that at the end you can see a new or renovated infrastructure or another real project. After months and sometimes years of effort, there is finally a result that will serve the public for a long time. The expressway from Nitra to Banská Bystrica, the modern terminal at the Bratislava airport, the renovated Slovak National Gallery, the functioning Stará Tržnica (Old Market Place) in Bratislava, the new football stadium in Košice, new train maintenance centres, the intermodal transport terminal in Žilina, but also the mega investment by Volvo Cars, are just a few from many projects throughout Slovakia, which our team helped bring to the implementation phase. This "tangible" effect of my work is a reward and satisfaction, and I enjoy doing it even after years.

WHAT SINGLE CHANGE WOULD MAKE SLOVAKIA A BETTER PLACE TO DO BUSINESS?

Again, it is difficult to choose a single change because, in my opinion, the Slovak business environment would need several changes, if not more. 😊 Well, I will try to comply with the assignment and choose a change from the area I know the best, i.e. public procurement.

Public procurement rules and their application in Slovakia indeed do not benefit the smooth and rapid progress of projects and are often a downright obstacle to the development that Slovakia so badly needs. I understand the reasons why we have historically reached such a complicated state. By its very nature, public spending has always been and will always be an area at risk of corruption and economic crime, and not only in Slovakia. Even the most developed countries of the world are struggling with the same problems. In Slovakia, however, we are exceptional in that the rules we set to prevent corruption are among the strictest worldwide. They significantly complicate and hinder development projects. At the same time, we can argue about their real impact on the elimination of corruption. Their simplification would be more than welcome. The new Public Procurement Act is heading to Parliament. Government officials say, it should be "modern and flexible". I believe they mean it well and that this time it will not turn out as always.

MARIA BIELIKOVA

DIRECTOR-GENERAL
KEMPELEN INSTITUTE
OF INTELLIGENT
TECHNOLOGIES (KInIT)



Maria has developed the long-term vision and strategy for KInIT. She also conducts research focusing on machine learning for user modeling and personalization. Recently, she has been working on data analysis and modeling of antisocial behavior on the Web. Maria is active in discussions on trustworthy AI at the national and European levels.

She is the chairwoman of the Permanent Committee for Ethics and Regulation of AI established by the Ministry of Investments, Regional Development and Informatization. She was a member of the European Commission Joint Research Center Board of Governors and High Level Expert Group on AI. Before her work at KInIT, Maria was a full professor at the Slovak University of Technology, former dean and a lead of the PeWe research group (pewe.sk).

WHAT IS YOUR WISH FOR AMCHAM SLOVAKIA'S 30TH ANNIVERSARY?

I wish AmCham Slovakia just enough passionate, honest and competent leaders from innovative companies, academia, NGOs and the public sector that will come together to make Slovakia a better place to live and do business.

WHAT ACHIEVEMENT FROM 2023 ARE YOU PROUD OF THE MOST?

The widespread adoption of Large Language Models has unleashed the potential of artificial intelligence (AI), bringing its benefits to the public and society on an unprecedented scale. The heightened interest in AI has led to the emergence of novel applications and advantages. However, society, once again, found itself unprepared for the disruptive nature of these technologies, presenting various challenges.

At KInIT we are part of these advancements, not only by researching innovative methods but also by actively contributing to the ongoing discourse. An example of our commitment is evident in our European projects and our published stances, such as our "Stance on the regulation of Generative Artificial Intelligence." By participating in these discourse, we aim to navigate the impact of AI responsibly and help shape its ethical and regulatory frameworks for the benefit of society and inline with the European way of trustworthy AI.

WHAT DO YOU PERCEIVE AS THE BIGGEST CHALLENGE FOR YOUR INSTITUTE IN THE NEAR FUTURE?

Scaling up and developing a sustainable model of innovation focused academia-business linkages. We need to further strengthen private sector support and establish functional and long term state support and good links with the public sector.

HOW DO YOU DRIVE INNOVATION IN YOUR INSTITUTE?

By excellent science, through connecting academia and industry as well as Slovakia and the world.

WHAT ARE THE PARTS OF YOUR WORK THAT CONSISTENTLY EXCITE YOU AND ARE A SOURCE OF MOTIVATION FOR YOU?

Honest and true, open minded and respectful people. And their open feedback that helps me understand the world, meaning of life and also myself.

WHAT SINGLE CHANGE WOULD MAKE SLOVAKIA A BETTER PLACE TO DO BUSINESS?

I would enable those who have already proven that they can bring value with their hearts and minds to expand and scale their ideas. The message will spread and inspire more and more people to do the same. We should be bold in doing so.

KInIT is an independent, non-profit research institute focusing on Artificial Intelligence.

KInIT's mission is to support scientific excellence and its transformation to responsible innovations by:

- bridging the private and academic sectors
- encouraging knowledge sharing, talent development and circulation
- advocating for quality, ethics, and fairness including public policy advising



KInIT has repeatedly proven its excellence and potential. In nearly four years of existence, it has more than doubled its staff, acquired funding from 11 international projects, engaged in industry collaborations with over 20 industry partners, started a PhD programme that includes an industry track, and established

active international cooperations with 30+ partners in more than 20 countries. KInIT is gaining recognition for being a new institutional model for R&I in Slovakia, demonstrating that strategic priorities of the institute are in alignment with the European and Slovak strategies.

JURAJ BÓNA

CHIEF FINANCIAL OFFICER
DR.MAX HOLDING SK, A.S.



Juraj Bóna is a graduate of the University of Economics in Bratislava - Faculty of Economic Informatics. Since 1998, he held managerial positions at Ernst & Young. He worked at Slovak Telekom from 2003, in various positions in finance and marketing. Since 2016, he has also worked at Czech T-Mobile as Marketing Director and later as Country Manager. After his tenure at Alza as Director of B2B for the Czech Republic, Slovakia, and the EU, he joined Dr.Max Slovensko, the Slovak market leader in pharmacies, as CFO. He was a member of the Association of Chartered Certified Accountants in the UK (ACCA) and also served as a certified auditor of the Slovak Chamber of Auditors and Accountants (SKAU).

DRIVE THE INNOVATION AND EFFICIENCY AND INVEST IT TO PATIENT AND CUSTOMER

Role of CFOs brings always new challenges, independent from the economic cycle, market share growth or competition.

THE BUSINESS ENVIRONMENT CHANGED DYNAMICALLY OVER THE LAST YEARS. IS THIS ALSO IMPACTING FINANCIAL CONDITION OF YOUR COMPANY?

Yes, indeed. This also applies to us as one of the fastest-growing retail companies in the Slovak market. While expanding, it's essential to bear in mind that growth and related investments should be sustainable. The Dr. Max chain of pharmacies has more than doubled in the last couple of years, which necessitates investments in staff, technologies, and innovations. Rapid growth is prompting the company to focus on best-in-class integration of new pharmacies with existing ones. However, simultaneously, it's crucial to assess the current environment, seek areas for improvement, and enhance efficiency to remain agile and lean. Therefore, we prioritize our investments and increase them year over year, introducing new robots and another modern technologies in our pharmacies and warehouses with the principal goal - to provide the best care and enable more timely and faster delivery of drugs and goods to our patients and customers.

WHAT IS THE MOST EXCITING CHANGE CURRENTLY INFLUENCING YOUR SECTOR?

The healthcare sector in Slovakia is facing two main challenges - lack of resources either due to lower efficiency or underfinancing and a shortage of educated and professional staff. While we can only influence the change of these trends to a certain extent, one thing is inevitable - the best experts will only join the best companies. Therefore, we are investing in training, professional environments, and education to provide the best possible career development

for our colleagues, whether they are pharmacists, warehouse personnel, or office staff. Furthermore, we are seeking ways to offer the best products and quality to our patients, aiming to become their primary choice in the pharmacy market. Lastly, we are expanding our support and cooperation with universities, high schools, and related associations to create a better environment for our current and future colleagues in the pharmacy sector. As a leading company, we also see a commitment to improve the reputation of pharmacists as experts in healthcare. One way we are pursuing this goal is through the implementation of health services in our pharmacies.

WHAT IS THE ROLE OF FINANCIAL DEPARTMENT IN THIS ENVIRONMENT AND HOW YOU ARE ABLE TO ADOPT NEW TRENDS IN DIGITIZATION AND ENVIRONMENT PROTECTION?

As a company with over 400 legal entities (as each pharmacy is a separate legal entity, based on the law), maintaining top-class financial accounting and reporting is our primary mission. Despite the specific complexities created by the legal environment, we invest annually in new areas of automation and digitalization. The objective is not only to reduce the amount of operational and inefficient work but, above all, to embrace new trends, reduce paperwork, and consequently lessen the environmental impact. The impact of digitalization over the last 12 months has helped decrease paperwork in our pharmacies by more than 20%, and our goal is to more than double this within the next 12 months. Furthermore, projects that we are currently running and planning to launch soon will contribute to further digitalizing office work and transforming routine activities. I am pleased to see that some of these activities can be implemented in collaboration with very skilled local startups.

DANIEL ČARNOKÝ

MANAGING DIRECTOR
ARCONDIS SOLUTIONS S.R.O.



Daniel holds a Master's degree in Law and has demonstrated a keen interest in pursuing a career in a multicultural environment. He commenced his professional journey in the European Parliament services in Luxembourg and Brussels. Transitioning to consulting, Daniel based himself in Bratislava, focusing on contract management within global projects aimed at digital transformation and business process optimisation. His expertise continued to evolve as he relocated to Basel, Switzerland, where he diversified his skillset to include commercial negotiations. Returning to Slovakia, Daniel took the initiative to spearhead and establish the operations of the Arcondis Group within the country. In his capacity as the Managing Director of Arcondis Solutions s.r.o., he drives the company's strategic initiatives. Additionally, Daniel holds the role of Head of Legal for the Arcondis Group.

WWW.ARCONDIS.COM

WHAT IS YOUR WISH FOR AMCHAM SLOVAKIA'S 30TH ANNIVERSARY?

Congratulations on your 30th anniversary! AmCham has been instrumental in connecting individuals and entities across various sectors of society, spanning business, science, and the public and academic realms. These networking opportunities are crucial in bringing significant initiatives into fruition. We hope that you will expand and grow these opportunities!

WHAT ACHIEVEMENT FROM 2023 ARE YOU PROUD OF THE MOST?

In 2023, we expanded our Center of Excellence in Košice substantially, focusing on two pillars.

The first pillar is our employees. Central to our vision is the creation of a dynamic and empowering workplace environment. We are committed to creating a culture that not only values but actively encourages our employees to perform at their full potential, showcasing their diverse skills and competencies. Our objective is to establish an environment where creativity thrives, enabling our team members to excel. As part of this initiative, we are dedicated to attracting top-tier talent from the job market, seeking individuals who bring both experience and perspectives.

The second pillar is the expansion of our services and solutions.

Building upon our successes, particularly in 2023, we have embarked on a significant expansion of our capabilities. With a strategic focus on providing Managed Services, we are positioning ourselves as a comprehensive solution provider. This enables us to provide our clients with a holistic suite of services that include technology, compliance and beyond. By leveraging our expertise and experience in these critical areas, we aim to deliver unparalleled value and support to our clients, empowering them to navigate the complex landscape of the life sciences industry with confidence. Through this expansion of our service offerings, we are not only meeting the evolving needs of our clients, but also reinforcing our commitment to excellence and innovation in everything we do.

WHAT DO YOU PERCEIVE AS THE BIGGEST CHALLENGE FOR YOUR COMPANY IN THE NEAR FUTURE?

Our primary challenge also provides the greatest opportunity. The Life Sciences industry is complex with many challenges. It is our core objective to stay

ahead of the curve in this ever-evolving landscape.

The Arcondis Group has more than two decades' experience in consulting in the Life Sciences sector exclusively. With a well-established reputation built over two decades, we have earned the trust of leading companies in Pharma, MedTech, Healthcare and Start-ups. Headquartered in Switzerland, we employ more than 250 specialists and professionals, with offices in North America, Europe and APAC.

As subject matter experts in this sector we have the depth and breadth of skills to guide our clients through this highly regulated environment.

“
EMBRACING
INNOVATION IS
ESSENTIAL FOR
ACHIEVING LONG-
TERM MARKET
ADVANTAGES.”

HOW DO YOU DRIVE INNOVATION IN YOUR COMPANY?

By constantly exploring new areas and encouraging our employees and clients to be bold in investing their efforts and resources into innovative and solutions. However, we recognise that not every new idea is immediately actionable, and certain innovations demand a long-term perspective and patience. Therefore, meticulous planning, thorough analysis, and the establishment of clear direction are paramount before embarking on new ventures.

WHAT SINGLE CHANGE WOULD MAKE SLOVAKIA A BETTER PLACE TO DO BUSINESS?

Selecting just one change is challenging due to the numerous areas with potential for improvement. However, if I were to highlight a single aspect, it would be prioritising support for talent, new ideas, and innovations over remaining in the “comfort zone” and solely relying on established practices. Embracing innovation is essential for achieving long-term market advantages and increasing passion and enjoyment in the workplace.

WHAT IS YOUR WISH FOR AMCHAM SLOVAKIA'S 30TH ANNIVERSARY?

I wish that AMCHAM Slovakia will have the chance to represent healthy economic principles directly to the Slovak government and become a strong voice driving reforms. I hope that AMCHAM Slovakia will help us become a country of great skills, rather than a country of great hopes and complaints. Slovak politics should not slow down human power and willingness to work, as that is the strongest currency we have.

Education is the future, and the new generation of professionals has the potential in which AMCHAM Slovakia should invest. Lastly, of course, I wish to celebrate everything that has already been done during the first 30 years of cooperation between Slovak-American diplomacy, and consider it just the beginning of many prosperous years to come.

HOW DO YOU DRIVE INNOVATION IN YOUR COMPANY?

Through people, young people, motivated people, and professionals working together respectfully. The key driver behind the transformation from everyday routine to innovation is always to keep a common goal in mind. For us, it is the long term company performance. It might sound basic, but constant changes in regulations have taught us to keep on moving. For this, we need both the openness of the management and the willingness to accept changes of the entire team.

We wish to keep up with new technologies, so we are learning how to benefit from artificial intelligence in legal practice and communication. We have also undertaken a visual concept transformation, as we are dedicated to keep on improving for the best and clearest representation of what we do for our clients.

Similarly, to keep up the good chemistry among colleagues, we value our time together. During the summer holiday period, we spend one week on a location decided by the employees, and regularly we enjoy dinners together to discuss other than professional matters.

In order to keep up the fast track of international expansion, it is important to value each other and keep fluctuations as minimal as possible. The trust and

stability we build in our colleagues gives them the pride and motivation to stimulate the innovative perspective, while being dedicated to their own long-term career goals.

WHAT ARE THE PARTS OF YOUR WORK THAT CONSTANTLY EXCITE YOU AND ARE A SOURCE OF MOTIVATION FOR YOU?

Constant change and growth, after becoming a part of the Andersen Global business family, we are thankful to be at the heartbeat of global trends. Regularly, we participate in worldwide conferences. The momentum of creating a new business in a foreign country, with representatives of another foreign country, is both very exciting and motivating. Personally, for me, a great highlight of the year 2023 was the Andersen Global conference in Las Vegas, with a spectacular program.

You never know what the future holds, but hard work and dedication to go the extra mile pays off well for us. We go from the bottom up, most of our colleagues have the chance to become a part of international legal teams and collaborate directly. This motivates not only them, but also their international rewards and success represents the high quality of expertise we provide to our clients. Client support at the highest level is our pride.

WHAT SINGLE CHANGE WOULD MAKE SLOVAKIA A BETTER PLACE TO DO BUSINESS?

Uncertainty in the economy and politics does not bring any good for the country. Stability and predictability are factors which investors and international trade must look at and account for. Therefore, if I am to name one factor, then it is certainty. The current volatility in legal and regulatory frameworks demotivates investors, who prioritize stability and predictability when making decisions.

To foster a more favorable climate for business, Slovakia should focus on consistent legal policies that avoid drastic changes. This would reduce confusion among courts and public institutions, streamline legal proceedings, and improve transparency. Establishing clear, stable, and predictable legal conditions will eliminate "gray areas" in law, ensuring that legal advice remains in line with regulatory expectations and boosts overall business confidence.

PETER ČAVOJSKÝ

MANAGING PARTNER
CLS ČAVOJSKÝ &
PARTNERS, S.R.O.



In 2003 earned Peter Čavojský JUDr. degree from the Law Faculty of Pavol Jozef Šafárik University in Košice and pursued Ph.D. studies at the Slovak Academy of Sciences, which he graduated in 2010. In 2006 Peter became the managing partner of CLS Čavojský & Partners. Gradually, he was recognized for a series of publications, including a commentary on the Commercial Code, shares knowledge with academia as a lecturer of Commercial Law and participates in projects for the World Bank. CLS repeatedly achieved Legal 500 and IFLR1000 rankings. In 2022, CLS became a part of Andersen Global network, which raised the bar for international business with presence in over 170 countries worldwide. Peter provides legal guidance to a diverse clientele, including state-owned companies, banks, insurance firms, and financial intermediaries. To balance demanding workload, he enjoys wrestling.

RADOSLAV DANILÁK

CEO
TACHYUM S.R.O.



Dr. Radoslav Danilak, founder and CEO of Tachyum, has over 25 years of semiconductor industry experience and 141 patents designing state-of-the-art processing systems. In 2016 he founded Tachyum to disrupt markets by solving the performance plateau of nanometer class processors. Dr. Danilak was founder and CEO of Skyera, a supplier of ultra-dense solid-state storage systems, acquired by HGST/WD. At Wave Computing, he architected the 10GHz Processing Element of their deep learning DPU. He was co-founder and CTO of SandForce, acquired by LSI, where he pioneered MLC flash controllers and solved MLC flash endurance limited by device physics. He was a chipset and GPU architect at NVIDIA, a CPU architect at Nishan Systems and Toshiba, and chief architect of their 64b x86 CPU at Gizmo Tech.

WHAT ACHIEVEMENT FROM 2023 ARE YOU PROUD OF THE MOST?

In 2023, the entire semiconductor industry experienced the world's worst downturn in years. According to Jefferies' (an American multinational independent investment bank and financial services company) estimates based on the World Semiconductor Trade Statistics, the last downcycle bottomed in April 2023 at -21.6% YoY growth. Jefferies believes that we are currently in the initial stages of the next upcycle and forecast growth to accelerate through 2024 to a cycle peak in 2025. Whereas, historically, there is a close correlation between the semiconductor cycle and valuation multiples of semiconductor stocks. According to the website Layoffs.fyi in 2023, 1178 tech companies laid off more than 260,000 employees. In the USA several hundred high-tech startups disappeared.

Tachyum showed its resilience during a challenging 2023 and has achieved other important milestones preparing Tachyum's Prodigy processor chip for production. The successes we were able to achieve while tweaking our product roadmap have brought us to 2024 full of anticipation as we move towards volume production of Prodigy and the fulfillment of a multibillion-dollar sales pipeline.

WHAT DO YOU PERCEIVE AS THE BIGGEST CHALLENGE FOR YOUR COMPANY IN THE NEAR FUTURE?

In the near future we expect major advancements in product development and increased Business Development. With the final reference chip available, we will target early adopter markets, including high performance computing and artificial intelligence applications. In 2023 we received a major purchase order from a U.S. company to build a large-scale system based on the Prodigy Universal Processor chip. With Prodigy's performance of 50 exaflops of double-precision 64-bit floating-point operation and 8 zettaflops of AI training for large language models,

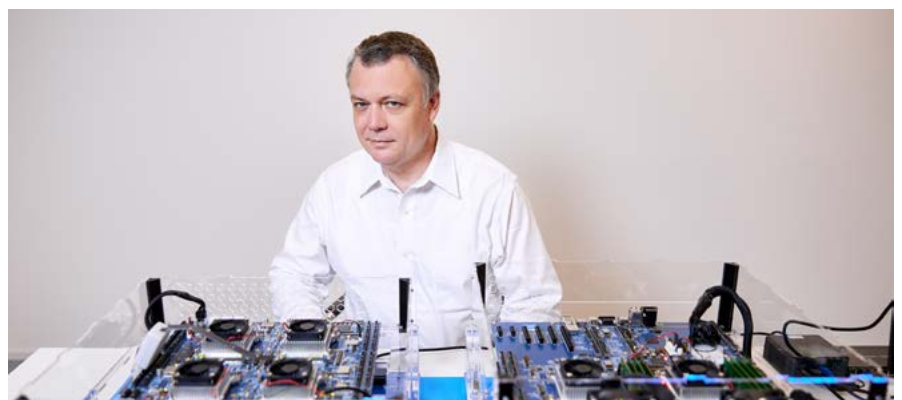
the announced system has gained a lot of attention from other interested parties looking to build similar scale systems for their AI applications and workloads. Among the customers who plan to use Prodigy processors is a company that, according to the UN program, is working on the most environmentally friendly data center in the world.

Recently we revealed our platform strategy which includes offering evaluation platforms for early evaluation and testing for customers and partners and allowing the evaluation platforms to be utilized as enablers for OEM (Original Equipment Manufacturer) and ODM (Original Design Manufacturer) partners to leverage to design production platforms.

We presented three evaluation platforms/reference designs: Prodigy ATX for generative AI, excelling in running LLMs (Large Language Models) and addressing an extensive range of use cases; Prodigy 1U for AI inference, cloud applications including web servers, storage, database, big data, and analytics; and Prodigy 2U for the highest performance applications, including HPC and big AI, including AI training. We have chosen Chenbro, a leading company in the design and manufacturing of rack servers and storage chassis for datacenters and enterprises, as a partner for the Prodigy evaluation platforms.

WHAT IS YOUR WISH FOR AMCHAM SLOVAKIA'S 30TH ANNIVERSARY?

My wish for AmCham is to continue to play an important role in fulfilling the vision of Slovakia as a globally competitive country. I appreciate the efforts of AmCham in promoting important topics such as the development of industries with a higher added value and preventing the brain drain from Slovakia. In Tachyum we are committed to supporting a competitive and innovative Slovakia through the introduction of the world's first universal processor.



WHAT DEFINES YOUR LEADERSHIP STYLE? HOW WOULD YOU DESCRIBE YOUR LEADERSHIP STYLE AND PRINCIPLES?

My leadership style can be characterized by hands-on management, where I actively engage in day-to-day business operations and decisions. I'm a founder of ProRelo and this approach is natural for such organizations as ours. It gives me a deep understanding of shifts in the global mobility sector and market dynamics and keeps me up to date with changes in immigration legislation. As ProRelo celebrates 20 years in Slovakia and 25 years in Poland, I've found that maintaining a hands-on approach allows me to preserve our company's vision and culture amidst growth.

I prioritize commitment to quality and exceeding expectations, emphasizing excellence in service delivery and procedures while focusing on the human element. Over my two decades in business, I've recognized the importance of adapting my leadership style to various situations, sometimes requiring a visionary outlook, while at other times necessitating decisiveness or providing support and guidance.

At work, I highly value effective communication, trust, empathy, honesty, professionalism, and a readiness for change. I firmly believe that success lies in the collective achievements of my team, and I remain flexible to meet the evolving needs of our customers.

GIVEN YOUR CURRENT EXPERIENCE WHAT ADVICE WOULD YOU GIVE YOURSELF 15 YEARS AGO?

Reflecting on my journey, there are three pieces of advice I'd offer my younger self: Stay informed about emerging trends. Embrace advancements that enhance transparency, streamline reporting, and improve collaboration with clients. Whether it's adopting new communication platforms, implementing efficient project management tools, or exploring innovative CRM systems, being proactive in embracing change can greatly benefit the business.

Building a successful business takes dedication. Allocate sufficient time for networking and connecting with individuals from diverse industries. Engaging with a variety of professionals not only fosters inspiration but can spark innovation and open doors to new opportunities.

Learn to delegate effectively. As tempting as it may be to handle every task yourself, delegation is essential for scalability and efficiency. Trusting capable team members to take on responsibilities allows you to focus on high-level strategic planning and business development. It also fosters growth and frees up valuable time for personal and professional development.

WHAT DO YOU APPRECIATE THE MOST ABOUT MEMBERSHIP IN AMCHAM?

Having joined AmCham shortly after ProRelo's establishment, we've been part of this community for almost 20 years. Throughout our journey, AmCham has offered an exceptional platform for networking, continuous learning, idea exchange, and diverse initiatives. As a woman in business, I'm particularly happy to see another woman leading AmCham into its fourth decade. Initiatives focused on women's leadership and ESG resonate deeply with us, reflecting our core values and aspirations.

NAME 2-3 KEY QUALITIES YOU LOOK FOR IN EMPLOYEES.

In our role of assisting corporations with global employee onboarding and relocation to Slovakia and Poland, we value specific talents in potential employees. Given the nature of relocation and immigration services, where candidates often lack prior experience, we prioritize qualities that include a positive attitude, strong customer orientation, a natural inclination toward hospitality, empathy, attention to detail, and a willingness to learn. Additionally, the ability to independently navigate unexpected situations is highly regarded, as it is essential for effectively resolving issues in our line of work.

WHAT SINGLE CHANGE WOULD MAKE SLOVAKIA A BETTER PLACE TO DO BUSINESS?

One pivotal change that would greatly enhance Slovakia's business landscape is prioritizing digitalization. This holds special significance for businesses, including our corporate clients at ProRelo, who are planning to grow and expand in Slovakia. For our clients, efficiently streamlining the arrival and integration of international workers is crucial. Achieving this requires modern solutions that facilitate processes like registration and legalization, ensuring they are at the same level as those available in other countries. Enhancing predictability and transparency in immigration processes will significantly ease the experience for international workers and make their transition less stressful.

PRO RELO.

IVONA DEMÁČKOVÁ

OWNER
PRO RELOCATION
SLOVAKIA & POLAND



Ivona Demáčková is the Founder, Owner, and General Manager of Pro Relocation, a leading relocation and immigration company in Slovakia and Poland. With over 20 years in the global mobility sector, Ivona started her entrepreneurial journey shortly after earning her master's degree from the University of Economics in Bratislava. Since then, she has led ProRelo's growth and expansion into Poland, embodying the spirit of a woman entrepreneur throughout her career. This led to her selection for the International Visitor Leadership Programme hosted by the U.S. Department of State in 2014. Ivona excels at building strong relationships with corporate clients and global mobility partners. She offers expert guidance and customized solutions to meet their unique needs. Her expertise encompasses expatriate management, corporate relocation, immigration consultancy, and specialized training for corporate customers.

WWW.PRORELO.COM

ANA DODEA

MANAGING DIRECTOR
MERCK SHARP & DOHME,
S.R.O.



Ana Dodea is a seasoned professional with extensive international experience. In April 2023 she took the helm of MSD Slovakia operations. Ana is passionate about the healthcare domain and is deeply committed to creating a positive impact at societal level. She is a strong believer in the power of dialogue as the only way to overcome complex challenges and create value for all.

Ana is of Romanian nationality, and she studied at the National Political Sciences School of Bucharest. She is an expert in public administration, political sciences and management and she recently decided to return to learning by pursuing an international master's degree in change and transformational leadership at INSEAD Business School.

WHAT ACHIEVEMENT FROM 2023 ARE YOU PROUD OF THE MOST?

I am really proud of the progress we have made in Slovakia to improve healthcare and make innovative treatments more accessible to patients. We have put a lot of effort into collaborating with different groups, including policymakers and patient advocates, to ensure that citizens have access to the latest medical advancements. It is truly fulfilling to witness how these efforts are positively changing the lives of patients and enhancing their quality of life.

Equally important I am happy about how my family and I have adapted to our new home, discovered a beautiful country with its hardworking and creative people.

WHAT DO YOU PERCEIVE AS THE BIGGEST CHALLENGE FOR YOUR COMPANY IN THE NEAR FUTURE?

A challenge that we will gladly accept is continuing to be a partner that helps drive positive and progressive changes in the Slovak healthcare system. Especially in oncology, the system requires novel approaches to address the high unmet medical need. Our focus is on helping to close the gap in cancer care, to improve patient outcomes and reduce the disease burden. Key strategies such as enhancing awareness & early detection, strengthening screening programs and enhancing multidisciplinary collaboration among healthcare providers, researchers, patient advocacy groups, and industry stakeholder, will be fundamental for this. Public and private sector initiatives, including the involvement of organizations like MSD, play a vital role in accelerating the catch-up process that the country has started.

HOW DO YOU DRIVE INNOVATION IN YOUR COMPANY?

Our company drives innovation primarily through pharmaceutical advancements that have a significant impact on the economy, healthcare system, and the well-being of countless patients and their families. These innovations are the result of substantial investments and the dedicated work of dedicated researchers. However, the path to breakthroughs is challenging, with low odds of success and rare discoveries, even with modern technology. Clinical trials also have a high failure rate, with nine out of ten compounds not meeting the desired outcome. Despite the importance of containing healthcare costs, MSD remains committed to promoting affordability and accessibility for medicines and healthcare. This commitment includes preserving and

strengthening the innovation ecosystem through collaboration across academia, biotech firms, pharmaceutical companies, government agencies, insurers, providers, and other stakeholders.



*MY MOTIVATION
STEMS FROM THE
BELIEF THAT EVERY
PATIENT DESERVES
THE BEST POSSIBLE
CARE AND A BETTER
QUALITY OF LIFE.*

WHAT ARE THE PARTS OF YOUR WORK THAT CONSISTENTLY EXCITE YOU AND ARE A SOURCE OF MOTIVATION FOR YOU?

What consistently excites me and motivates me, revolves around the opportunity to make a positive impact. Patients are at the core of our work and knowing that what I do can contribute to improving their lives is incredibly motivating. It provides a sense of purpose and fulfillment, as I firmly believe in the importance of healthcare and its ability to make a difference. Working with like-minded colleagues who share the passion for positive impact creates a supportive and inspiring work environment. Ultimately, my motivation stems from the belief that every patient deserves the best possible care and a better quality of life. With this mindset, I approach my work with dedication, compassion, and a commitment to continuous improvement.

WHAT SINGLE CHANGE WOULD MAKE SLOVAKIA A BETTER PLACE TO DO BUSINESS?

I would say without hesitation, commitment to dialogue with all stakeholders. I am a true believer that only with dialogue and a foundation of trust and partnership, we can find solutions for complex issues that both governments and private sector are confronted with in our days. Of course, I would also add that efficiency of the system and processes must be enhanced while bureaucracy should be reduced. While there are abundant investment prospects in Slovakia, it is crucial to make these investments attractive and accessible.

WHAT ARE THE TWO OR THREE KEY QUALITIES YOU LOOK FOR IN EMPLOYEES?

We are always looking for teachers who have taught in the British Education sector, who also preferably have had experience of teaching in other overseas schools. This helps them settle more easily into a new country and a new environment. We seek teachers who are committed to a long-term journey with us, demonstrating a genuine passion for education and a sincere enjoyment of teaching and interacting with young learners. Our ideal candidates embody this passion for education and collaborate effectively as team players. We value individuals who are not only bright and ambitious but also consistently maintain a high level of professionalism in their work.

HOW DO YOU DEVELOP TALENT WITHIN YOUR WORKFORCE AND HOW DO YOU APPROACH RESKILLING AND UPSKILLING?

Within Nord Anglia Education (NAE) we are committed to "growing our own". This is the recognition of talents and skills and how we are able to enhance these to allow our teachers to grow and develop with us. With 88 schools around the world there are always opportunities for our NAE teachers to transfer and develop within the group. There are a very wide selection of training courses – self paced or group on our own platform Nord Anglia University (NAU) and also bespoke training programmes for middle and senior leaders and for aspiring principals. Through NAU, our staff can select courses tailored to their interests and aspirations, fostering a culture of continual learning and collaboration.

Each month, we introduce new courses to keep our educators engaged and equipped with the latest knowledge and skills. Recent additions include cutting-edge topics such as AI, metacognition, neuroscience, cultivating growth mindsets, and innovative pedagogical approaches to teaching physics. At NAE, we are dedicated to providing enriching opportunities for all our educators, empowering them to excel and inspire excellence in classrooms worldwide.

WHAT DEFINES YOUR LEADERSHIP STYLE? HOW WOULD YOU DESCRIBE YOUR LEADERSHIP STYLE AND PRINCIPLES?

In essence, I consider myself a people-oriented individual; my door remains consistently open, fostering an environment where both students and staff feel welcome to engage at any point throughout the day. I place significant emphasis on fostering mutual trust and facilitating open, equitable communication channels. Within our team, I encourage each member to express their opinions freely, creating a collaborative atmosphere where we can leverage each other's strengths for collective growth. I firmly believe that genuine, transparent dialogue is the cornerstone for crafting innovative solutions and strategic initiatives that drive our school forward. Moreover, while I appreciate the value of data I aim to glean insights from data while ensuring our decisions are informed by a holistic understanding of our context and objectives.

KAREN EASTWOOD

PRINCIPAL
BRITISH INTERNATIONAL
SCHOOL BRATISLAVA



Karen is the Principal of The British International School Bratislava, which she joined in January 2014. The school, which was established in 1997, is part of the Nord Anglia Education Group (NAE), which has 88 schools worldwide.

Karen has had an international educational career working in HCMC Vietnam, Shanghai China, Berlin Germany and of course, the UK, from which she originates.

She manages a school of over 830 students from more than 40 nationalities. She is an experienced IBDP and IGCSE Biology teacher and even though she manages the school, she still enjoys being in the classroom teaching.



WOLFGANG H. FISCHER

CEO, ZURICH BRATISLAVA
COMPETENCE CENTER,
ZURICH INSURANCE
COMPANY LTD.



Wolfgang H. Fischer is a German citizen – born in Munich who studied law in Germany and Austria. He has qualified as FCII, PMP, and MBCI and gained many skills and experience over 32 years across 7 European countries he worked in. Since June 2016 he is CEO of Zurich Bratislava Competence Center with a demonstrated history of working in the (re-)insurance industry and insurance related fields. His passion for insurance and project work led him to obtain an additional degree in Insurance Management from Germany Insurance Academy as well as a certification as project manager. He came and stayed in Slovakia because he sees the potential in people in the labor market on the professional side – and he loves the country because of its nature, historical landmarks, people and last but not least local food.

WHAT IS MY WISH FOR AMCHAM SLOVAKIA'S 30TH ANNIVERSARY?

My wish is to celebrate this important anniversary with all members of AmCham & BSCF, all staff of AmCham Slovakia and our former presidents and Kosice regional directors as well as our supporters from government and NGO side.

DO YOU HAVE A FAVORITE MEMORY LINKED TO AMCHAM SLOVAKIA?

Our first in-person meeting after Covid. It was exciting to meet colleagues and friends face-to-face again after a long break, and to meet some colleagues for the first time not just on a flat screen. This experience demonstrated that nothing is better than personal contact and interaction.

WHAT ACHIEVEMENT FROM 2023 YOU ARE PROUD THE MOST?

It would be hard for me to pick just one success from 2023, but a long-term success is to see our company growing – not only in terms of the number of employees – in 2023 by more than 15% – but also in the areas we expand through our specialization. It's also worth mentioning the Net Promoter Score metric we achieved in 2023 at a level of 94 – which demonstrates the high level of satisfaction of our business partners with the services they get out of Slovakia.

WHAT DO YOU PERCEIVE AS THE BIGGEST CHALLENGE FOR YOUR COMPANY IN THE NEAR FUTURE?

It is all about the workforce. On one hand, there is a need for qualified workforce, and by qualification, I mean more than just hard skills. Soft skills like stakeholder engagement, presentation abilities, and efficient remote collaboration are also important. Finding and retaining the right resources is undoubtedly a huge challenge in our relatively small labor market. On the other hand, there is the issue of increasing labor costs driven by inflation and the relatively high cost of social insurance, which continues to rise. The negative combination of long hiring processes and high labor costs, along with labor laws that require modernization, poses a risk of offsetting the high qualifications, motivation, and loyalty we envision in our staff here in Slovakia.

WHAT ARE THE PARTS OF YOUR WORK THAT CONSISTENTLY EXCITE YOU ARE A SOURCE FOR MOTIVATION FOR YOU?

One part of my role as CEO is dealing as a generalist with a broad set of activities. This includes stakeholder management, Health & Safety, marketing, finance, HR, location strategy, physical security, business resilience, and leadership. This aspect of my role thrills me every single day, as no two days are alike.

The second part involves leadership, specifically running a center with 400+ highly specialized staff in a heterogeneous setup. Having close contact with all staff is very energizing, and the daily interaction provides me with different perspectives.

Lastly, there is the regular interaction with organizations such as AmCham, BSCF, NGOs, academia, the Swiss Embassy, and the close collaboration I had with my friend Jack Martin Haendler, who passed away last year. Jack passionately ran the Bruno Walter Orchestra, driven by the vision of bringing people of all ages, nationalities, backgrounds, and beliefs together. Through music and the arts, he aimed to demonstrate, in an extraordinary way, the potential to overcome all types of borders.

WHAT SINGLE CHANGE WOULD MAKE SLOVAKIA MAKE A BETTER PLACE TO DO BUSINESS?

Certainly, there is a need for greater engagement in innovations and innovative processes, along with government support wherever visible deficiencies are present. For instance, when it comes to education, there have been several instances of implementing new school reforms, but without any noticeable changes. It is also important to address the necessary innovations in bureaucracy and create a simpler tax environment. I'm not saying that these changes are impossible, but unfortunately, there is very little support for them.

LYGIA FULLBROOK

ASSOCIATE PARTNER
KPMG IN SLOVAKIA



Lygia Fullbrook leads KPMG's Talent Solutions services in Slovakia and is a sector leader for Shared Service Centers. At the same time, she oversees our Clients & Markets function, with a primary focus on nurturing relationships and expanding our business development endeavors with our partners, as well as with existing and potential clients across US and UK markets.

A cornerstone of Lygia's skill set lies in her ability to guide clients through periods of transformation and change, providing them top-tier talent from the Big4 to help them with the execution of strategic projects. Prior to joining KPMG in 2006, Lygia held a position in London at a global risk management consultancy firm, where she supervised Corporate Intelligence projects in Central Europe.

WHAT IS THE MOST EXCITING INNOVATION CURRENTLY INFLUENCING YOUR SECTOR?

Technology is transforming consulting and advisory services in many ways. The use of artificial intelligence, automation, and data analytics is changing the way firms conduct audits or provide advisory services.

Recently, we have seen intense discussions about generative AI models. At KPMG, we believe that generative AI models have the potential to transform businesses through automating and executing certain tasks with unprecedented speed and efficiency. However, it will take time and human expertise to unlock their full potential in a way that's responsible, trustworthy, and safe.

WHAT SECTORS HAVE THE BIGGEST POTENTIAL TO SHAPE THE FUTURE OF THE SLOVAK ECONOMY?

The Slovak economy, like many others, was tested by enormous challenges: a global pandemic, inflationary pressures, geopolitical tensions, etc. During the past few years, companies have learned to navigate the unpredictable, realigning their workforces, trying to untangle supply chain disruptions, and adapting to those impacts.

Slovakia's economy is diversified, with various sectors contributing to its growth and development. However, some sectors have more potential to shape the future of the Slovak economy than others.

Personally, I believe that the Business Services Centers Sector also has a special place in the future of Slovakia. Our country has been selected to be an important support hub for global corporations. The know-how and governance standards these companies bring to our country are of the highest standards. Their company cultures are about acceptance of diverse backgrounds and mutual respect. Their biggest investment in our country is in the people they employ by providing them with best in the class learning and development programs, preparing the young generation of graduates to be future-ready and employable in a competitive market.

The sector has significantly grown over the last 20 years and currently employs thousands of people across Slovakia. Whilst in the past centers were mainly

set up for cost saving reasons and jobs located in Slovakia were more of a transactional character, in recent years we saw that more value-added roles were transferred here, and Center of Excellence were created with focus on IT, Finance, HR and Procurement. The positions in these Centers are more complex and as a result, employee requirements are more demanding, and the ability to learn and adapt is becoming a significant asset. To be able to fulfill these new requirements and be able to stay in the game we must continue to align our education system so that it prepares graduates with practical skills which stay relevant even in a rapidly changing environment.

WHAT MOTIVATES YOU IN YOUR WORK?

First of all, it's the nature of my job. As part of our Talent Solutions service, we help our clients deal with one of the biggest challenges we face today - the lack of skilled and experienced people in the area of Finance Transformation. I regularly meet with and talk to CEOs, CFOs and HR directors to understand their needs and, at the same time, to learn from them as they have interesting perspectives. We often touch on important issues that resonate in our society and, to some extent, affect our business. A big motivation for me, however, is my colleagues. It is not often that you can find good people with the right experience, a willingness to learn and grow while sharing similar values, and I know I am extremely fortunate to be working in such a team. For me, it's important to involve them in projects where they can use their skills and experience and to ensure they add real value to our clients.

WHAT DO YOU APPRECIATE THE MOST ABOUT MEMBERSHIP IN AMCHAM?

I find AmCham to be incredibly valuable in fostering a business community which is not driven by individual company return alone, but has at its core, a desire to continue building a democratic, independent, and vibrant economy in Slovakia.

I also appreciate greatly the efforts by AmCham in advocating the pillars of Rule of Law, Capital of Talent, Innovation Capital and Regional Capital. A special mention must go out to Peter Rusinak, who has been tireless supporter of the Business Services Centers community.

JURAJ FUSKA

MANAGING PARTNER -
BRATISLAVA (CMNO)
CMS SLOVAKIA



Juraj Fuska, managing partner (Bratislava - CMNO) at CMS Slovakia is a widely acknowledged as a leading individual for Corporate, M&A and Commercial. He has over 20 years' experience spanning several industrial and service sectors advising on complex negotiations, major domestic and cross-border mergers/acquisitions, and corporate projects across the full range of transaction types and asset classes, securities offerings, and greenfield investments. He is also an expert in capital markets and has led on some of the most significant and groundbreaking capital market transactions on the Slovak market.

HOW DO YOU DRIVE INNOVATION IN YOUR FIRM?

We are a Future Facing Firm. We drive innovation through the commitment to using the latest technology to improve efficiency. On a global level, CMS deploys a range of technologies, and has developed a variety of Apps, to support our clients' specific legal needs (such as CMS Dawn Raid Breach Assistant, CMS Breach Assistant, CMS Insurance App). Many of our clients are now mobile-first, so we are committed to providing 'just in time' advice in a channel of their choice, while also offering a broad range of portals and platforms, some of which are customised and some of which are sector or jurisdiction specific.

WHAT ARE SOME OF THE KEY VALUES THAT ARE AT THE HEART OF YOUR FIRM'S APPROACH TO CLIENT SERVICE?

We put our clients at the heart of everything we do, communicating openly and transparently, with their interests and priorities at the centre of our focus. We are very "hands on" and committed to responding to our clients' concerns in a timely and accurate manner. We strive to have a thorough understanding of each client's unique needs, objectives and concerns. Based on our knowledge of the client, we strive to tailor our approach to each matter on an individual basis to deliver bespoke solutions that match their expectations. As one would expect from a firm focused on fostering a culture of excellence, our lawyers strive for brilliance in everything they do, and we are committed to providing legal services of the highest quality. We operate with honesty and integrity, recognising that maintaining the highest ethical standards is paramount to maintaining trust and credibility with clients and colleagues alike.

WHAT ARE THE PARTS OF YOUR WORK THAT CONSISTENTLY EXCITE YOU?

Signing a transaction always brings an excitement, particularly since each "road" leading to that milestone is a bit different. In these days the dynamic nature of the business environment always keeps me on my toes, especially when the opportunity arises to helm

a complex transaction that involves finding innovative solutions for our clients, to help them achieve their objectives. It is also highly motivating and rewarding to provide advice that has a tangible impact on our clients' businesses in the form of their successes or solution of their issue.

WHAT ADVICE WOULD YOU GIVE TO BUSINESSES LOOKING TO INVEST IN SLOVAKIA?

Firstly, I would encourage the businesses to invest in Slovakia. Businesses considering Slovakia as a potential investment destination should prioritise a thorough due diligence of the local market, including the regulatory framework and legal requirements specific to their industries. It is of course essential to work with local legal experts who are familiar with the Slovak legal environment and business practices to navigate the regulatory complexities and mitigate legal risks while remaining in compliance with relevant labour, corporate governance and tax laws, all of which are critical to a successful investment. In this respect, agencies dedicated to support foreign investment in Slovakia, such as SARIO, are also helpful.

HAS AI, TECHNOLOGY OR AUTOMATION STARTED TO IMPACT YOUR FIRM OR THE KIND OF PROJECTS CLIENTS ARE ASKING YOU TO GET INVOLVED IN IN ANY WAY?

Currently, we are seeing a significant shift towards leveraging AI-powered tools for various uses, especially to streamline processes and increase efficiency. We have also noticed that our clients are becoming more interested in the integration of technology-enabled solutions in their projects. Innovation is at the core of our business, which is reflected in our commitment to using AI technology to deliver greater value to our clients. At CMS, we embrace change and believe in the symbiosis of "Human + Machine"; using AI to enhance productivity and efficiency without replacing legal expertise.

WHAT IS YOUR WISH FOR AMCHAM SLOVAKIA'S 30TH ANNIVERSARY?

I wish AMCHAM to have a meaningful presence in Slovakia in its upcoming fourth decade, with good cause, professionalism, and sense of purpose; leadership on initiatives and expert recommendations that would make a positive difference for doing business in Slovakia.

DO YOU HAVE A FAVORITE MEMORY LINKED TO AMCHAM SLOVAKIA?

Inspiring talks with Jake Slegers.

WHAT ACHIEVEMENT FROM 2023 ARE YOU PROUD OF THE MOST?

Despite the slow-down of business anticipated (and indeed experienced) since 2022 YE, in 2023 we have achieved very decent financial results and our team has grown even further. I felt very proud and content of all of that, at the close of 2023.

WHAT DO YOU PERCEIVE AS THE BIGGEST CHALLENGE FOR YOUR COMPANY IN THE NEAR FUTURE?

In the upcoming year(s) of yet another transition of market and business environment in Slovakia, the biggest challenge for all of us doing business would be to keep the quality of our services and profitability of our firms while doing business in a legal manner

and fully compliant with applicable law and ethics – the values that have always been part of our firm's mission.

HOW DO YOU DRIVE INNOVATION IN YOUR COMPANY?

As a law firm, we would welcome more of reliable AI lawyers and AI admin functions to take over the more simple or repeating tasks so that the NI team has more capacity to deal with complex and non-standard legal issues – which are gradually becoming dominant and prevailing. Despite many successes with various IT tools and automated legal functions, there is still a long journey to be made. We invite and encourage our young colleagues to participate on development and testing of new tools and processes, as it is mainly their future that is being co-created now.

WHAT ARE THE PARTS OF YOUR WORK THAT CONSISTENTLY EXCITE YOU AND ARE A SOURCE OF MOTIVATION FOR YOU?

Non-standard, untested and first-time-ever appearing legal needs of our clients that require a tailor-made approach and unique solutions. That's what makes my mind to stay creative (and my pen to write) even without coffee!

WHAT SINGLE CHANGE WOULD MAKE SLOVAKIA A BETTER PLACE TO DO BUSINESS?

Business-oriented and cohesive laws and legislation.

PATRICIA GOSSÁNYIOVÁ

PARTNER AND HEAD OF THE BANKING AND FINANCE PRACTICE GROUP
DENTONS EUROPE CS LLP



Patricia Gossányiová is a partner and Head of the Banking & Finance Practice Group in Dentons' Bratislava office. She has over 20 years of experience in advising on a wide range of financing issues. She focuses on syndicated lending transactions, debt instruments (including covered bonds), debt restructuring (both court and out-of-court), private equity (funds) and derivatives/treasury transactions. She also has a strong track record in financial market regulatory matters. She also co-drafted the Slovak netting legislation (2004) and the first Slovak netting opinion for ISDA. She was advising in connection with the incorporation of a private equity fund in Slovakia in 2006. Patricia is also active in the lecturing field and litigation.

LUCIA GRÖNEOVÁ

MANAGING DIRECTOR
SWISS RE SLOVAKIA



Lucia has more than 20 years of experience in senior positions in multinational companies within high-tech and financial sector. Since joining Swiss Re in 2019, as HR director in Slovakia, she played a key role in strategic HR initiatives that prioritize both business objectives and employee well-being. In 2024 she was appointed Managing Director of Swiss Re Slovakia and in this expanded role, she is overseeing operations within the Business Solution Center (BSC), driving locations strategy, talent acquisition and development, and building key partnerships.

WHAT IS YOUR WISH FOR AMCHAM SLOVAKIA'S 30TH ANNIVERSARY?

I wish the AmCham all the best. It has always played very crucial role for business in Slovakia by connecting important players on the market and creating for them the platform for effective exchange of information, common learning and moving us as a country forward.

I very much value the open dialogue and the network that I'm getting from the AmCham.

Continue in connecting the dots, the companies, finding the ways for us to collaborate and innovate, and by innovating also improving the business environment in Slovakia.

DO YOU HAVE A FAVORITE MEMORY LINKED TO AMCHAM SLOVAKIA?

I am an active member of the Business Service Center Forum (BSCF) and part of the leadership team. We meet on quarterly basis and build a strong community with a common goal. Seeing the energy, feeling the trust, and having the sense of belonging always sparks joy in me.

WHAT DO YOU PERCEIVE AS THE BIGGEST CHALLENGE FOR YOUR COMPANY IN THE NEAR FUTURE?

Help our colleagues to upskill and reskill in a way that we as a location will be ready for the future, upcoming trends, and industry changes.

I don't only mean in the technological way, but also in the way in which the new way of working is developing. I keep reflecting on that a lot because the work environment, the paradigm is changing.

HOW DO YOU DRIVE INNOVATION IN YOUR COMPANY?

By connecting bright minds. And creating a very well working platforms for them so they can drive improvements together, but not innovation for the sake of innovation, but innovation for the sake of creating an impact.

WHAT ARE THE PARTS OF YOUR WORK THAT CONSISTENTLY EXCITE YOU AND ARE A SOURCE OF MOTIVATION FOR YOU?

When I see the passionate people that are really driving something, they are believing in their ideas and creating something great for us.

The Swiss Re Group is a leading wholesale provider of reinsurance, insurance, and other insurance-based forms of risk transfer. Dealing direct and working through brokers, its global client base consists of insurance companies, mid-to-large-sized corporations, and public sector clients. From standard products to tailor-made coverage across all lines of business, Swiss Re deploys its capital

strength, expertise, and innovation power to enable the risk taking upon which enterprise and progress in society depend.

Swiss Re Slovakia is the second largest location after the headquarter in Zurich with various teams in Finance, IT, Business Operations, Asset Management, HR, Legal, and other functions.



Making an
impact

DUŠAN HALÚSKA

COMPANY EXECUTIVE
XENEX DESIGN S.R.O.

WHAT ACHIEVEMENT FROM 2023 ARE YOU PROUD OF THE MOST?

We're delighted about the diversification journey we've embarked on, especially during the groundbreaking year of 2023! The strides we've taken in transitioning from mostly a service provider to securing a robust stream of direct clients and an increased service offering have been a game-changer for us. Our commitment to innovation has kept us on course... catering to a diverse array of clients with an expansive scope of service requirements. It's not just about meeting the needs of our clients; but exceeding expectations by offering an encompassing project realisation solution. Design has emerged as a flagship aspect of our operations, showcasing our creative prowess and setting new creative standards. This evolution is a testament to the dedication and ingenuity of our team. As we move forward, we're excited about the opportunities ahead and eager to make an even greater impact to redefine success in the design and fit-out industry!

HOW DO YOU DRIVE INNOVATION IN YOUR COMPANY?

By leveraging both people and environment. It involves assembling the ideal team and nurturing an atmosphere conducive to innovation, creative thinking, and cooperation. This entails encouraging calculated risk-taking, exploration of unconventional paths and saying yes when opportunity knocks.

WHAT DO YOU PERCEIVE AS THE BIGGEST OPPORTUNITY FOR YOUR COMPANY IN THE NEAR FUTURE?

Design and renovation for a wide spectrum of clients within the hotel and the hospitality industry has always been a big part of what we do. And with such amazing references, we are setting our sights on commercial spaces and corporate projects. Office buildings, corporate design and large flexible working environments is where our experience will thrive. Comfort and great design within the workspace has never been more important than right now.



A visionary leader in the realm of fit-out and interior design projects. With a rich background in the industry, Dušan brings not only a wealth of experience but an eagerness to develop and innovate. He shares his commitment to innovation through his personal approach and by not drawing a line between owner and employee. He fosters an atmosphere of empowerment and cohesive responsibility. Drawing from his international experiences and as one of the founding members of XENEX Design in Slovakia, Dušan's entrepreneurial spirit shines through and has led the company from strength to strength, setting him apart as a trailblazer in the field, who is equally comfortable performing outside the limelight.



SOŇA HANKOVÁ

PARTNER
CMS SLOVAKIA, LAW FIRM



Soňa Hanková is a transaction lawyer with over 20 years of experience in handling cross-border projects that involve multiple legal disciplines. Soňa is particularly effective at advising clients across the spectrum of commercial transactions, including M&A, IPOs, business transformations and carve-outs, acquisitions and related competition matters (merger clearance proceedings) as well as post-transaction assistance with general corporate matters and business operational matters including workforce restructuring. Her other key areas of competence include real estate transactions, encompassing single property acquisitions as well as real estate portfolios, financing, development, construction law and real estate regulatory matters, asset management, and leasing. Locally, she advises on regulatory matters, compliance issues, litigation and out of court settlements.

CMS.LAW/EN/SVK

WHAT IS YOUR WISH FOR AMCHAM SLOVAKIA'S 30TH ANNIVERSARY?

Congratulations on your 30th anniversary, dear AmCham! Today, we are celebrating three decades of your inspiring journey with the Slovak business community.

Thank you for creating a platform allowing us to network and share valuable insights and ideas. I hope you continue to be a force for change and empowerment. Wishing you another 30 years of continued success and excellence!

DO YOU HAVE A FAVORITE MEMORY LINKED TO AMCHAM SLOVAKIA?

I cannot choose only one favorite memory, but I do remember my first one. The EU Accession Working Group in 2003 was the first committee of AmCham Slovakia in which I decided to actively participate.

I left the first session of the committee with an assigned task – to draft the minutes of the meeting. How lovely and typical a task for a keen young lawyer, who was the youngest in the meeting room :)

Since then, I have participated in many committees of AmCham, where I have met businesspeople and colleagues with a keen interest and passion for improving the status quo. Sometimes it seemed a hopeless task, but we never gave up, thanks also to the energy and support from the AmCham team :) Thank you!

WHAT SINGLE CHANGE WOULD MAKE SLOVAKIA A BETTER PLACE TO DO BUSINESS?

Active listening and understanding each other.

WHAT ARE THE PARTS OF YOUR WORK THAT CONSISTENTLY EXCITE YOU AND ARE A SOURCE OF MOTIVATION FOR YOU?

I feel motivated when I am meeting people with a clear business vision and learning from them. I like the feeling when I am able to contribute to positive change with my knowledge and experience, and improve the way things are done. I like complex projects and transactions. Although many situations are challenging, it is also a unique experience to be part of a

change in the life cycle of a company and its success. I enjoy that moment when we have successfully completed a transaction, and both the client and its business partner are happy with the outcome of the deal and the work of our team. It is energizing when my colleagues are happy and when they feel they have worked on something interesting that has moved their knowledge, personal skills, and careers forward. When there is fun and good energy between us at the same time, those are my favorite moments.

WHAT ACHIEVEMENT FROM 2023 ARE YOU PROUD OF THE MOST?

Our unique team being behind all our success. In 2023, CMS was one of the most sought-after legal advisers in emerging Europe. Through our cooperation with CMS Reich-Rohrwig Hainz (Vienna, Austria), we are part of a larger network of law firms covering Austria and the CEE region. Due to our involvement in some of the most prominent deals in the region, our firm received more than 30 top rankings in some 60 categories from legal directories for Austria and CEE.

At CMS we value diversity, solidarity, and inclusivity. I am happy to testify that we live what we promise – an inclusive work environment that sets future-facing industry standards for maximum flexibility for everyone and international career opportunities. The growth of our people is a source of pride for us. The CMS promise is “We individuals win” (#windividuals). Our values “grow, flow, show” underline the sustainable values that form the foundation of CMS. These include:

- Creating an optimal environment for innovation and plenty of space for personal development (grow)
- Fostering an open firm culture, an inclusive work environment, and appreciative interactions (flow)
- Showcasing the cutting-edge expertise of its people (show).

These days an attorney is a psychologist, chief negotiator, tax advisor, CFO, IT expert, and a coach. At least at CMS.

CMS Slovakia. Changing the face of law.

BORIS CHRENKO

CHIEF EXECUTIVE OFFICER
GLOCCO



Boris has 15 years of experience in localization industry. In 2014 he founded the translation and interpreting agency Glocco, which grew from a team of local linguists to a partner supplier of major local and global brands. Today Glocco provides translation, interpretation and AI services to the private, public and third sectors across Europe, the Middle East, North America and Asia. Its clients come from e-commerce, fintech, gaming, legal services, advertising, crypto, engineering, medical, IT, manufacturing and more. In addition to his passion for languages and business, Boris sees his purpose in supporting non-profit organizations mostly focused on education.

AT IS THE MOST EXCITING CHANGE CURRENTLY INFLUENCING YOUR SECTOR?

The language localization sector is going through technological transformation for the last 6 years. It all started by the mass adoption of Machine Translation Engines, and it was followed by the adoption of AI by the general public. At the same time the complexity of languages stayed the same and the trust/mistrust created by the ability or inability of sounding local, stayed the same.

There are two challenges related to this transformation. First, we are educating our large corporate clients that it really is the time to move away from the technology from 2007, which they are still using and sometimes are not willing to change. And on the other hand, we are educating the early adopters, usually very agile SME companies, to adopt and interconnect the new technology in the right way. There is a sweet spot when it comes to localization tech, but it is quite challenging for the non-localization companies to do it right.

WHAT CHALLENGES COMPANIES FACE IN LANGUAGE LOCALIZATION AREA?

There are 5 challenges to consider.

First challenge is to consider future localization in the content creation phase. The more creative you get, the more expensive the localization will be (if done right). You should play with this equation and consider the costs/benefits involved.

Second challenge for companies is to perceive their terminology as part of their story, brand and identity. The use of their terminology in all languages should be as consistent as the use of their logo, claims, fonts, and colors.

Third challenge is to use the technology correctly. The automated termbases, smart translation memories, dedicated machine translation engines, context AI modules, and quality assurance tools should help each other to decrease the time-to-delivery and costs, and provide consistent quality.

Fourth challenge is to source the right talent for the given task. Whether it is medical, technical, creative or sworn translation, or you need to interpret a business meeting, the company should always work with a native speaker, professional translator with verified track record and experience from the given vertical. AI or MT alone won't do. You still need a human.

Fifth challenge is to decide whether you want to build a localization department and bear all the fixed costs, or you want to outsource. Glocco can guide a company to go through all these challenges as a winner.

“ AI OR MT ALONE WON'T DO. YOU STILL NEED A HUMAN. ”

WHAT ARE THE TWO OR THREE KEY QUALITIES YOU LOOK FOR IN EMPLOYEES?

Our company culture is based on few practical values: Freedom, Ownership, Responsiveness, Respectfulness, and Innovation. Our people are actively thinking about how to help our clients more every day. This culture is not for everyone of course, and we are perfectly fine with it.

WHAT DEFINES YOUR LEADERSHIP STYLE? HOW WOULD YOU DESCRIBE YOUR LEADERSHIP STYLE AND PRINCIPLES?

My leadership approach emphasizes providing support, offering autonomy, respecting individuality, and placing absolute trust in my team, all while focusing on achieving outcomes. I've observed that high-performing individuals excel in this type of environment. Additionally, it aligns with my personal preference for collaborating with such driven and capable people.



MARTIN JACKO

ATTORNEY-AT-LAW AND
MANAGING PARTNER
LANSKY, GANZGER,
JACKO & PARTNER, S. R. O.



Martin Jacko Martin Jacko has been involved with LGP for 17 years since its very beginning. He has been the managing partner of the law firm since 2015. Martin focuses on strategic advisory, crisis management, corporate acquisitions and large construction and infrastructure projects at national and international level (including FIDIC contracts). Apart of being an attorney at law, Martin acts also as a bankruptcy and restructuring trustee and an active member of the Council of the Antimonopoly Office of the Slovak Republic. He is also a member of the Board of Directors of the SCC (Slovak Compliance Circle). As a founding member of SCC Martin focuses on developing and implementing standards and legal aspects of compliance. Martin is connected to the public / state sector participates also in the legislation process.

WWW.LANSKY.SK

WHAT IS YOUR WISH FOR AMCHAM SLOVAKIA'S 30TH ANNIVERSARY?

AmCham is a very well-functioning association that, in its 30 years of operation, has been able to develop quality methods and relationships communication needs of business sector and having impact on public administration. It has been successful in using it to promote democratic principles and to ensure the proper functioning (competitiveness) of the business environment. I wish to AmCham to do just as well, if not better, in this activity.

HOW DO YOU DRIVE INNOVATION IN YOUR COMPANY?

Driving innovation in our international law firm is crucial for us to achieve competitive advantage and success in the international market. My priority is to build a positive work culture by providing resources and support to develop our team, encouraging collaboration, and providing opportunities for professional development. I strive to create the space and conditions for lawyers to work on new topics, which brings development, whether for our clients or us. We try not only to follow, but also to implement trends and adopt solutions and processes that can streamline our work and make lawyers more effective. I believe that by implementing these strategies and fostering a culture that embraces new ideas, our law firm can become a leader in an evolving legal environment.

WHAT SINGLE CHANGE WOULD MAKE SLOVAKIA A BETTER PLACE TO DO BUSINESS?

It is difficult to identify one change that would definitely improve the business environment in Slovakia. Not the only one, but certainly a fundamental change that could make Slovakia a better place would, in my opinion, be an improvement of the education system.

The school system in Slovakia could benefit from several changes that could modernize it and improve the quality of education. First and foremost, we should focus on creating an environment

that encourages the development of critical thinking, creativity and problem solving, which is important for success in the modern world. We could take inspiration from the latest findings from the best school systems, such as those in Finland, Estonia, and Canada, which are praised for their innovative approaches to education, their focus on equity and inclusion. An important change would also be a reduction of the number of schools, audit of the expertise and fields which are required by the market and adjusting accordingly schools' orientation.

WHAT DO YOU PERCEIVE AS THE BIGGEST CHALLENGE FOR YOUR COMPANY IN THE NEAR FUTURE?

I would say the biggest challenge is to look at the market through the eyes of our clients. This requires active seeking for understanding of their perspective and needs and integrating that understanding into all aspects of our business. Along with that we have to follow dynamics of particular businesses in which our clients are active to timely adopt changes of clients' needs. It is a challenge, but one that we are willing and able to tackle.

WHAT ARE THE PARTS OF YOUR WORK THAT CONSISTENTLY EXCITE YOU AND ARE A SOURCE OF MOTIVATION FOR YOU?

As the saying goes: Every interaction is an opportunity to learn something new and improve your understanding of different topics. Every experience is an opportunity for personal growth and development. I am open to new information and new experiences, which allows me to continually expand my knowledge in different areas of life. Seeing the results of my contribution to solve often vital problems or achieve our clients' goals is clearly motivating and fulfilling for me. What excites me most about my work is the constant dynamic, each question or query presents a unique challenge that requires problem-solving skills to address effectively. Finding creative solutions to complex problems and helping our clients solve them is intellectually stimulating and satisfying.

MARTINA JANÍKOVÁ

GROUP CHIEF
FINANCIAL OFFICER
DYNAMIK HOLDING



Martina Janíková has been the CFO of DYNAMIK HOLDING since January 2021, so she joined the company at a time of rapid turbulence caused by the covid pandemic and the related changes on the market. In her position, she successfully manages the controlling, accounting, HR and IT departments. Since its establishment in 1990, DYNAMIK HOLDING has developed into one of the most important Slovak construction companies. The company boasts many internationally recognized certificates and prestigious awards, such as Best Managed Companies Slovakia for 2022 and 2023, or a position in the TOP 10 most employers in the construction sector. Martina is the only woman in the TOP management of this company, which testifies not only to her professionalism, but also to her determination to overcome the stereotypes in the field of management in such a conservative industry as the construction industry.

WHAT IS YOUR WISH FOR AMCHAM SLOVAKIA'S 30TH ANNIVERSARY?

My wish for AmCham is that it will continue to be a strong and stable bridge between the business community and the public sector, between best practice and innovation, a bridge through which we are able to share and exchange the necessary know-how. In the years to come, I wish for AmCham many innovative initiatives that we have become accustomed to over the years, as well as the most intensive cooperation and deepening of ties between AmCham members. I believe that AmCham will continue to successfully help Slovak companies - and thus also Slovakia - to succeed in competing in international markets.

WHAT ACHIEVEMENT FROM 2023 ARE YOU PROUD OF THE MOST?

It is result of the whole DYNAMIK Group. Despite the difficult times in the construction industry, a significant cooling of the market and expensive building materials, I can say that last year was very successful for us, even record-breaking. We have also managed to develop our branch in the Czech Republic, where we have expanded our team with some great professionals, which is not at all easy in the construction job market. In the finance department itself, we have streamlined many processes. However, I am very proud of the fact that despite the enormous workload of all colleagues or the expansion of the team in almost every department, we have been able to maintain our "dynamik spirit" and attract people to the company who have fitted in very quickly. Simply, we are DYNAMIK family. And one of my travel dreams came true - I enjoyed the mountains Andas in South America to the full.

WHAT DO YOU PERCEIVE AS THE BIGGEST CHALLENGE FOR YOUR COMPANY IN THE NEAR FUTURE?

As we are still waiting for the construction market to recover, one of the most important challenges will be to ensure our success in winning new contracts and to maintain the positive trend we have seen in recent years. Among the significant strategic challenges, I certainly include the task of maintaining the family character and unique spirit of the company while at the same time dynamically growing the company. I consider it crucial to maintain the company atmosphere, the unique corporate environment and the values that define us. It won't be easy.... And another

challenge, which we are already working on, is the reporting of non-financial indicators according to the new European taxonomy. However, this task awaits most companies and sooner or later all major players will have to deal with it.

WHAT ARE THE PARTS OF YOUR WORK THAT CONSISTENTLY EXCITE YOU AND ARE A SOURCE OF MOTIVATION FOR YOU?

What I enjoy most about my work and what motivates me is the level of self-fulfillment I have at DYNAMIK. It's great to be able to contribute so significantly to creating strategies that affect the future of the company. I find quality relationships to be a great source of energy and inspiration. At DYNAMIK, I have a great team by my side, both at top management level and within "my" departments. Thanks to open communication, we manage to find solutions efficiently at critical moments. The feeling of having people around me that I can rely on and find support from gives me a lot of energy. It is not common to build such a great team, which is the essence of everything you need, including humanity, in the right proportion. However, all this requires a great deal of responsibility, and this feeling drives me forward. Of course, responsibility to myself as well, which is reflected in my lifestyle and mindset.

WHAT SINGLE CHANGE WOULD MAKE SLOVAKIA A BETTER PLACE TO DO BUSINESS?

If the business environment could be improved with one small change, someone would probably have done it a long time ago. Rather, it would be systemic and society-wide changes in the approach to entrepreneurship and its development. Perhaps all we need to do is to stop "playing in our own sandbox" and be more open to public-private cooperation in building the business environment. In the field of finance and planning, for example, sudden, unsystematic changes in the tax area make life much more difficult for entrepreneurs, which could be corrected if only by a more workable mutual dialogue. However, for the future of Slovakia, I see the need to change the funding set-up and the prioritisation of education, support for innovation and research as essential. For example, through support for start-ups, through support for greater links between universities and research centres, through innovation incentives. There is no other way if we want to have a better diversified and competitive economy in the future.

ALENA KANABOVÁ

ASSOCIATE DIRECTOR,
TECHNOLOGY DIVISION
ACCENTURE



Alena Kanabová has participated during 25+ years of her career in the delivery of projects for local and international Accenture clients, including major transformation initiatives and implementing complex IT solutions. Currently, she oversees projects delivered in the Health and Public Service sector from Accenture's regional technology center, that employs 2700+ IT specialists across CEE. Alena is also the Corporate Citizenship Lead, driving Accenture Slovakia's initiatives with positive social impact. She holds board positions in educational NGOs Teach and Dasato, and is a member of the Board of Directors for Amcham Slovakia, where she also serves as vice-chair of the chamber's Corporate-Academic Cooperation Committee. She actively advocates for inclusion and diversity in workplace, focusing on increasing representation of women in IT and leadership.

WHAT IS YOUR WISH FOR AMCHAM SLOVAKIA'S 30TH ANNIVERSARY?

AmCham has consistently stood out as a highly effective platform that not only fosters collaboration and information sharing but also advocates for its members' interests. It leverages a robust ecosystem of stakeholders across various sectors, generating real-world results that help improve our country as a place to live and do business. Looking back, we've achieved great success, but looking forward, there's even more potential. I am confident in AmCham's ability to help Slovakia navigate both existing and future challenges. Wishing AmCham a promising and exciting journey ahead, and all the best for a 30th anniversary celebration!

DO YOU HAVE A FAVORITE MEMORY LINKED TO AMCHAM SLOVAKIA?

What comes to my mind isn't just a single event but a series of genuine experiences that blend professional growth with social interaction. These moments are crucial for creating real, meaningful connections. If I had to choose one memory that really sticks with me, it would be a moment when, at the Thanksgiving Gala Charity Dinner, carried away by the music and the sense of togetherness, me and my colleagues ended up singing along with the performer on stage. It was spontaneous and absolutely wonderful. This memory, for me, really captures the essence of what makes these gatherings special.

WHAT DO YOU PERCEIVE AS THE BIGGEST CHALLENGE FOR YOUR COMPANY IN THE NEAR FUTURE?

The insights from Accenture's Technology Vision 2024 underscores a pivotal shift in technology, especially with the advent of generative AI, which is becoming increasingly human-centric. This evolution is not just about technological advancement. It's about how these technologies enable us to amplify human potential and fundamentally reinvent business models. The challenge, then, lies in navigating this rapidly evolving landscape where generative AI is poised to transform the workforce and create unprecedented economic value. Accenture's research suggests that generative AI could impact 44% of all working hours across industries. Our commitment is to guide our clients through this transformative journey, helping them to strategically implement generative AI in their operations. This means not only staying at the forefront

of technological innovation but also ensuring they navigate this shift successfully.

HOW DO YOU DRIVE INNOVATION IN YOUR COMPANY?

Accenture is a talent- and innovation-led company with approximately 742,000 people serving clients in more than 120 countries. Technology is at the core of change today, and we are one of the world's leaders in helping drive that change, with strong ecosystem relationships. We often pioneer the implementation of innovative solutions within our own organization before rolling them out to our clients, ensuring we lead by example in the adoption of cutting-edge technologies. This approach is supported by our global network of Advanced Technology Centers as well as the Accenture Labs, where we incubate new concepts and apply the latest technologies to deliver breakthrough solutions for business and society. We are proud that we have such facilities also in Slovakia. Our Slovak office not only integrates into our global project initiatives but also provides local talents with the unique opportunity to contribute to innovative work that resonates on a global scale.

WHAT ARE THE PARTS OF YOUR WORK THAT CONSISTENTLY EXCITE YOU AND ARE A SOURCE OF MOTIVATION FOR YOU?

In addition to my primary business role, I also hold the position of Corporate Citizenship Lead for Accenture in Slovakia, where I've had the privilege of coordinating and being involved in a variety of fascinating projects that meaningfully address the social issues. These include externally recognized award-winning program "S(Love)Code", a social innovation honored with the Via Bona award, which later on evolved into the initiative of multiple companies "#DigitalSkills" and "Digital Competencies Coordinators' Program". Another example is "Omama Application" – named "IT Project of the Year 2023". This custom built application was developed for NGO Cesta von, in order to enable the scale-up of their program Omama, which shifted the perspective of how the generation poverty issue can be addressed. These initiatives, among many others, have not only allowed us to give back to the community but have also enriched our corporate culture, fostering a sense of purpose and responsibility among our people.

DO YOU HAVE A FAVORITE MEMORY LINKED TO AMCHAM SLOVAKIA?

There was a visit by US Senators to Slovakia and AmCham facilitated a meeting with several member companies to talk about the Slovak business environment. It was really heartening to see how much interest they took in listening to us, and furthermore they took these issues to their meeting with the highest representatives of the Slovak government.

WHAT ACHIEVEMENT FROM 2023 ARE YOU PROUD OF THE MOST?

In 2023, we celebrate an important milestone: 16 years of strong presence in the Central and Eastern European (CEE) markets, which include Slovakia, the Czech Republic and Poland. This achievement underscores our long-standing relationships with the American Chamber of Commerce, the U.S. Embassy and the U.S. Commercial Service, which have been instrumental since our inception. Our success has cultivated a thriving business and diverse client base, leading to strategic expansions in Austria and Hungary. These moves are designed to better serve our existing clients and forge new alliances. With Slovakia as our

CEE headquarters, we look forward to future growth and deepening regional market dynamics.

HOW DO YOU DRIVE INNOVATION IN YOUR COMPANY?

At CSI, we're guided by the conviction that our employees are our most valuable asset. This belief shapes our approach to training, ensuring our team is well-equipped with the knowledge and skills they need. Our training programs are designed to unlock our employees' creative potential, fostering a culture of innovation. We emphasize a growth mindset, encouraging our team to see challenges as opportunities and to embrace continuous improvement. This philosophy not only sharpens individual competencies but also fosters a collaborative atmosphere where innovative ideas can thrive. By offering training that goes beyond specific job roles, we cultivate a comprehensive understanding of our organization, encouraging cross-functional cooperation and fresh approaches to problem-solving. Our commitment to developing our employees' talents and perspectives is the cornerstone of our innovative strength.

MARTIN KARDOS

MANAGING DIRECTOR
CENTRAL AND EASTERN
EUROPE
CSI LEASING, INC.



As Managing Director of CSI Leasing in Central and Eastern Europe, Martin Kardos leads operations in Slovakia, Czech Republic, Poland, Hungary, Austria, and EPC Global Solutions Slovakia. He focuses on providing businesses with tailored, flexible technology solutions. With an MBA in International Business and a role on the American Chamber of Commerce's Business and Academic Committee, he blends academic insights with extensive industry experience. Over 19 years, he has cultivated a customer-centric culture and strong teams, emphasizing innovation, integrity, and mentorship, driving both company goals and industry advancement.

SECURE AND SUSTAINABLE IT LIFECYCLE SOLUTIONS

CSI is one of the only technology leasing companies that owns a remarketing and recycling subsidiary. This allows us to offer a unique approach to technology management, prioritizing security and sustainability through our internal remarketing and recycling subsidiary.

Our globally recognized certifications demonstrate our commitment to the security of our customers' data and the environment.



SECURE AND SUSTAINABLE IT LIFECYCLE SOLUTIONS

Scan the QR code to discover a smart and easy way to manage your IT strategy.



MARTIN KLUCH

PARTNER
HKV LAW FIRM S.R.O.



Before establishing law firm HKV, Martin worked as a senior associate for White & Case in Bratislava, Prague and New York. He obtained extensive experience in the areas of real estate, M&A, corporate, employment, and foreign direct investment by participating in many large-scale privatizations, real estate and corporate acquisitions as well as commercial transactions.

Martin's practice focuses primarily on buy - and sell-side mergers and acquisitions, private equity transactions, joint ventures, general corporate matters including corporate governance matters and employment law.

NAME TWO-THREE KEY QUALITIES YOU LOOK FOR IN EMPLOYEES?

Integrity, intelligence, and energy, but most of all, integrity. Like Warren Buffet once famously stated, "Somebody once said that in looking for people to hire, you look for three qualities: integrity, intelligence, and energy. And if you don't have the first, the other two will kill you." When you think about it, it's true. If you hire somebody without integrity, you really want them to be dumb and lazy.

WHAT IS YOUR WISH FOR AMCHAM SLOVAKIA'S 30TH ANNIVERSARY?

As an attorney who has interacted with the American Chamber of Commerce (AmCham) in some capacity, here's what I would wish for them on their 30th anniversary:

- **Continued Growth and Impact:** May AmCham keep fostering a strong and vibrant business environment that benefits both American and local companies.
- **Enduring Advocacy:** I hope AmCham remains a powerful voice advocating for fair and transparent trade practices, promoting economic prosperity for all.
- **Building Bridges:** May AmCham continue to be a bridge between the U.S. and the business community here, fostering cultural understanding and collaboration.
- **Innovation and Progress:** In this ever-evolving world, I wish AmCham to be at the forefront of innovation, supporting new ideas and technologies that drive progress.

I've had the pleasure of working with AmCham members in the past, and their dedication to building a strong business community is truly inspiring. Here's to many more successful years.

WHAT SINGLE CHANGE WOULD MAKE SLOVAKIA A BETTER PLACE TO DO BUSINESS?

As an attorney familiar with the Slovak business landscape, I find it difficult to pinpoint a single change as a silver bullet. However, focusing on these key areas would create a more streamlined and transparent environment for businesses to operate in.

- **Enhancing Efficiency and Transparency:** Bureaucracy can be a significant hurdle for businesses. Simplifying permit processes, particularly for starting a business or obtaining construction permits, would save valuable time and resources. Additionally, increasing the availability of online applications and clear, accessible regulations would streamline operations. Clearer interpretations of laws by courts and a consistent application of regulations would create a more predictable environment for businesses to make strategic decisions.
- **Investing in Technology:** Modernizing the legal and regulatory framework through technology can have a profound impact. Upgrading court systems with electronic filing and case management tools would expedite judicial processes. Similarly, integrating online access to government databases and regulations would improve transparency and accessibility for businesses.
- **Building a Skilled Legal Workforce:** A well-trained and qualified legal workforce is essential. Supporting ongoing legal education for judges, administrators, and lawyers can ensure they stay abreast of developments in business law and international best practices. This, in turn, fosters greater confidence in the legal system and its ability to handle complex commercial disputes.
- **Promoting Public-Private Dialogue:** Open communication between government and business leaders is crucial. Regular discussions and collaboration can help identify areas for improvement and streamline regulations to meet the evolving needs of the business community. This dialogue can also provide valuable insights for the government in crafting policies that support economic growth and job creation.

ANDREJ KOPTÁK

PARTNER
PA MATTERS S R.O.



Andrej Kopták, a seasoned public affairs consultant and partner, boasts extensive experience in regulatory and policy consulting. Armed with degrees in law and management, Andrej offers a distinctive insight into regulatory matters. His forte lies in fostering robust relationships and alliances across diverse sectors, encompassing professional bodies, governmental entities, academic institutions, and influential stakeholder groups. Renowned for his strategic prowess in public affairs, Andrej is adept at navigating complex landscapes to drive impactful outcomes.

WHAT IS YOUR WISH FOR AMCHAM SLOVAKIA'S 30TH ANNIVERSARY?

For AmCham Slovakia's landmark 30th anniversary, I see a future where the chamber continues to be a driving force for innovation and economic prosperity in Slovakia. This vision centers on fostering an environment that empowers businesses to flourish, with advancements that resonate across Europe and establish a benchmark for effective economic collaboration.

DO YOU HAVE A FAVORITE MEMORY LINKED TO AMCHAM SLOVAKIA?

As a student, interning at AmCham Slovakia was my first exposure to a professional environment, and I was inspired by the level of professionalism demonstrated by the staff and the quality of the agenda delivered.

WHAT ACHIEVEMENT FROM 2023 ARE YOU PROUD OF THE MOST?

Reduction of sectoral tax in the gastro industry to aid post-COVID recovery. Our project won international awards for government relations and public affairs.

WHAT DO YOU PERCEIVE AS THE BIGGEST CHALLENGE FOR YOUR COMPANY IN THE NEAR FUTURE?

At PA Matters, we understand the complexities of Slovakia's evolving regulatory landscape. Staying ahead of these shifts is paramount in delivering the current and future-focused guidance our clients deserve.

HOW DO YOU DRIVE INNOVATION IN YOUR COMPANY?

We have extensively incorporated AI tools into our operations, and our colleagues have discovered a new passion in this field.

WHAT ARE THE PARTS OF YOUR WORK THAT CONSISTENTLY EXCITE YOU AND ARE A SOURCE OF MOTIVATION FOR YOU?

The dynamic nature of public affairs is particularly exhilarating. Every new regulation or legislative change presents a puzzle to solve, a strategy to devise, and this intellectual challenge is what motivates me daily.

WHAT SINGLE CHANGE WOULD MAKE SLOVAKIA A BETTER PLACE TO DO BUSINESS?

Enhancing the agility and responsiveness of our bureaucratic processes would be transformative. By reducing red tape and simplifying legal procedures, we could create a more fluid business environment that encourages local entrepreneurship and foreign investment.



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SLOVAKIA & CZECH REPUBLIC



contact@pamatters.sk | +421 944 691 721

PETER KOVÁČ

○○○
ALITER TECHNOLOGIES, A.S.



Peter Kováč is an IT professional with over 15 years of experience in business analysis and project management. He holds a degree from the Faculty of Management at Comenius University in Bratislava and has a proven track record of handling a wide range of IT projects, including ICT integration, software development, product development and cloud solutions. During 2017 and 2018, he was based in New Zealand and played a key role in successfully implementing SaaS cloud services and since 2022 holds the position of Chief Operating Officer at Aliter Technologies.

WWW.ALITER.COM

More information about
Aliter Technologies, a.s.
can be found on page 76

WHAT ACHIEVEMENT FROM 2023 ARE YOU PROUD OF THE MOST?

In 2023, Aliter Technologies achieved its most successful year in our 16-year history, marked by numerous new contracts, record-breaking product orders, and the initiation of new innovative R&D projects. Despite facing challenges such as a tight labor market, increased expectations, and higher competition, we remained steadfast in our commitment to excellence. Through improved resource management, streamlined processes, and strategic management changes, we optimized our operations to uphold the highest quality standards. This achievement underscores our team's resilience and dedication. Moving forward, we will continue to innovate, set new benchmarks, and uphold our unwavering commitment to quality.

WHAT DO YOU PERCEIVE AS THE BIGGEST CHALLENGE FOR YOUR COMPANY IN THE NEAR FUTURE?

In the near future, our company's foremost challenge lies in expanding our revenue streams within foreign markets. As a Slovak-Canadian entity, we're dedicated to increase our presence in the Canadian market while simultaneously exploring opportunities in other international arenas. Our strategic focus revolves around tailoring our services and products to meet the diverse demands of these markets.

Additionally, a key priority is innovating and diversifying our product offerings. To this end, we've made substantial investments in expanding our research and development capabilities. Through collaborative partnerships with universities and other stakeholders, we're actively engaged in the creation of pioneering products that resonate with evolving consumer needs and market trends.

Navigating these challenges demands a multifaceted approach, combining market insight, technological innovation, and strategic partnerships. We aim to not only overcome the hurdles ahead but also emerge as a leader in the global marketplace. Our commitment to excellence and innovation remains unwavering as we embark on this journey of growth and expansion.

HOW DO YOU DRIVE INNOVATION IN YOUR COMPANY?

Innovation is the cornerstone of our company's success, and we've adopted a comprehensive approach to foster it across all facets of our operations. Central to this approach is our unwavering commitment to cultivating a culture that champions creativity, collaboration, and continuous improvement. We empower our employees to think outside the box,

experiment with new ideas, and challenge conventional wisdom, fostering an environment where innovation thrives. Recognizing that the physical environment plays a crucial role in nurturing innovation, we've made significant enhancements to our offices to promote collaboration and idea sharing. By creating spaces that encourage spontaneous interactions and interdisciplinary collaboration, we've fostered a conducive environment for innovation to flourish.

Moreover, our commitment to innovation extends beyond product development to encompass all aspects of our business. Whether it's enhancing operational efficiency or elevating the customer experience, we're constantly seeking innovative solutions to drive value and propel our company forward. By investing in the right people, processes, and partnerships, we're able to stay ahead of the curve and deliver innovative solutions that meet the evolving needs of our customers and stakeholders. Embracing a culture of innovation is not just a strategic imperative; it's ingrained in everything we do, fueling our drive for continuous improvement and sustainable growth.

WHAT ARE THE PARTS OF YOUR WORK THAT CONSISTENTLY EXCITE YOU AND ARE A SOURCE OF MOTIVATION FOR YOU?

The aspects of my work that consistently excite me and serve as a source of motivation are twofold: the opportunity to tackle complex challenges and the ability to make a meaningful impact. At Aliter Technologies, throughout its 16-year history, we've experienced numerous transformations, evolving from a small startup into a respected and successful corporation with over 150 employees. I take pride in being a part of this journey for more than a decade and eagerly anticipate the new challenges that lie ahead.

The dynamic environment of problem-solving within our company keeps me engaged and energized, pushing me to think innovatively and expand my skill set. Additionally, witnessing the tangible impact of our collective efforts, whether it's delivering innovative solutions to our clients or contributing to the growth and success of our team, reinforces my sense of purpose and drives me to excel in my work.

As we continue to navigate the ever-changing landscape of our industry, I remain committed to embracing each challenge with enthusiasm and determination, leveraging my experience and expertise to drive positive change and propel Aliter Technologies to even greater heights.

JÁN KRNÁČ

CEO
CRESCO REAL ESTATE



Experienced manager and leader engaged in the entire development process and financing of large-scale residential and commercial projects. He started working in the field of real estate development during his studies in 2002 at what is now called Cresco Real Estate. From 2004 to 2005 he worked as a Sales and Marketing Manager and later as a Sales Director and since 2010 he has been acting as the CEO at CRESCO Real Estate. Under his leadership, the company completed the first high-rise buildings in Bratislava called III Veže and launched the first modern residential district Slnčnice, currently inhabited by over 6,000 residents.

YOU HAVE BEEN WORKING AT CRESCO REAL ESTATE FOR 17 YEARS. HOW DO YOU MAINTAIN YOUR DRIVE AFTER SPENDING SO MANY YEARS IN ONE COMPANY?

Cresco started its real estate development path in the early 90's as a smaller, almost family-sized company. At that time, its founder Štefan Belež was already giving opportunities to young people. I was also given the opportunity to join part-time as a university student. The company had 15 employees back then. Ever since my professional life has been connected with CRESCO Real Estate, and I have been gradually involved in business matters and marketing, later becoming a Sales Director and finally, I got the opportunity to act as the CEO.

Today with a headcount of 65 we still try to maintain pleasant, almost family-like atmosphere, which also gives room for career growth. The opportunity to try out different assignments not only protects you from burnout but also, keeps you professionally growing.

HOW DO YOU MAINTAIN SUCH AN ATMOSPHERE ONCE THE COMPANY GROWS?

Even today, my door is always open to each member of our team. If they have questions or suggestions, we can go over them together.

Naturally, we all know each other and have developed friendships that go beyond the working hours and the office space. This atmosphere is important because every job brings stress and tense situations that can lead to frustration and resignation if the atmosphere is not right.

We also try to avoid unhealthy competition among colleagues; rather, our aim is to collaborate and find solutions together. And, of course, we still take pride in the fact that it is not age but drive and willingness to learn which is our main criteria for selecting the members of our team.

WHAT DO YOU STILL ENJOY ABOUT THE REAL ESTATE BUSINESS AFTER ALL THESE YEARS?

I enjoy the creativity and diversity of this field of business. On a daily basis, we deal with various challenges, from seeking new opportunities, financing and communicating with banks but also being close to our customers and residents living in the already completed projects. This is the most important feedback. No two days are alike.

THE LAST FEW YEARS HAVE BEEN CHALLENGING NOT ONLY FOR THE REAL ESTATE FIELD. HOW DO YOU DEAL WITH SUCH DIFFICULT PERIODS?

We try not to make decisions in stress and without thorough thinking but rather after detailed consideration and in a professional way. We always listen to the opinion of the team before making major decisions and, of course, we base our decisions on data and analyses. In most cases, decisions are not made by one person but by an entire team.

This approach, as well as years of experience, has helped us be prepared for the past few years. We completed our very first high-rise project called Tri veže in Bratislava on Bajkalská Street, where we built 633 flats in the midst of the unfolding financial crisis in 2010. At the same time, we also launched the Slnčnice project in Bratislava, which is the largest modern residential project in Slovakia. Today, more than 6,000 people reside there.

WHAT WAS CRUCIAL FOR OVERCOMING THIS CRISIS?

Even in favourable times, we approach things conservatively. We don't try to do everything ourselves at all costs and we outsource some activities. As a result, we don't have to cut staff even in adverse periods but we keep experienced people for when the economy and purchasing power improve again. In every crisis, new opportunities arise, and we have always seized them.

WHAT DO YOU CONSIDER TO BE THE BIGGEST BARRIERS IN YOUR BUSINESS?

It's definitely legislation and the resulting changes in permitting processes. This is not only a real estate business problem, seeing as urban planning, building permits, and EIA also affect industry and logistics – in short, any business outside of services.

Today, in regard to real estate projects, the authorisation process for a large-scale project takes 5 years at a minimum, and the final inspection could take more than a year. And if you have millions of euros invested for such a long period and don't know when you will be able to start the construction, you have to consider wisely whether to launch new projects on the market.

ZUZANA KOŠTIALOVÁ

MEMBER OF THE BOARD
OF DIRECTORS
TATRA BANKA



Zuzana Košťalová became a member of the Board of Directors of Tatra banka in July 2022. She graduated from the University of Economics in Bratislava with a specialization in international business. She joined the bank in 1994 and has worked in various positions building corporate banking and managing client relationships. Prior to moving to the position of member of the Board of Directors Zuzana managed the Large Corporate Clients Division, which also covers the Syndicates and Financial Institutions Department. She has also built a strong team focusing on the acquisition of international corporate clients. She also cooperated on several optimization projects and managed Tatra banka's first private equity investment on the Slovak market.

WHAT IS YOUR WISH FOR AMCHAM SLOVAKIA'S 30TH ANNIVERSARY?

To remain one of the most active foreign chambers of commerce in Slovakia, by never stopping to move forward for a modern state, by attracting and speaking on behalf of most investors in Slovakia.

DO YOU HAVE A FAVORITE MEMORY LINKED TO AMCHAM SLOVAKIA?

I do not have a favourite memory linked to AmCham Slovakia, however AmCham Slovakia remains in my eyes one of the leading non-profit organisations in Slovakia representing and supporting international business.

WHAT ACHIEVEMENT FROM 2023 ARE YOU PROUD OF THE MOST?

There are few achievements we have been able to reach last year, however since I am responsible for Corporate,

Private banking and Capital markets area in our bank I am especially proud that 2023 was not only best year ever in history of our bank but also for all business segments I am responsible for.

HOW DO YOU DRIVE INNOVATION IN YOUR COMPANY?

Innovations are part of our DNA for the past decades and are still at the forefront of our mission. To continuously innovate, we have specialized innovation teams with focus on maintaining and improving innovation culture and exploration of the new ideas and opportunities in areas such as AI, embedded finance, or financial literacy.

Art. Education. Technology.



Three worlds. One bank.

We are moving the boundaries of banking, where art, education and technology come together to create a new, intelligent future.

IVANA LORENCOVIČOVÁ

MANAGING PARTNER
DELOITTE



Ivana Lorencovičová is the Managing Partner of Deloitte Czech & Slovak Republic. She is also the WorldImpact Leader for Deloitte Central Europe promoting initiatives focused on creating a more sustainable and more equitable corporate environment. Ivana has over 20 years of experience in transaction advisory and manages projects for strategic and financial investors in various sectors, including advisory on M&A, company sales, restructuring, refinancing and business valuations. She is a Fellow Member of the Association of Chartered Certified Accountants (FCCA) in the UK.

WHAT IS YOUR WISH FOR AMCHAM SLOVAKIA'S 30TH ANNIVERSARY?

First of all, I wish AmCham a happy 30th anniversary and I wish AmCham, its board and members lots of wisdom and energy to continue working together to further improve the business environment in Slovakia. In the complex and fast changing world we live in, where issues require a vision and a long-term strategy, the engagement of leaders and businesses is very important. And here every voice and initiative count.

WHAT ACHIEVEMENT FROM 2023 ARE YOU PROUD OF THE MOST?

I am very proud that, at Deloitte, we have been successful in driving our businesses, innovating our product offerings, and bringing new solutions to our clients to help them solve their problems. We are also very much focusing on initiatives around talent, culture and values, diversity and inclusion, climate and sustainability with the vision of creating better futures for our people and wider communities. I believe that with success comes responsibility and it is important for organizations like Deloitte to champion positive change. And we started from within, with our own operations, internal policies, etc. Discussing these crucial matters is essential, but it is tangible actions that make a difference. That's why I am proud to see concrete initiatives being implemented at Deloitte and I am actively driving some of them.

As a mum of two lovely teenagers, I am also proud that with the great support of my husband and family, I am able to combine motherhood and career. Dealing with teenagers brings many complex questions and topics, and I see many parallels between the two worlds that inspire me, and this experience helps me to improve and become better and more efficient as both a mum and a leader.

WHAT DO YOU PERCEIVE AS THE BIGGEST CHALLENGE FOR YOUR COMPANY IN THE NEAR FUTURE?

The biggest challenge is to navigate the complexities we face in this fast-changing world as people and as a business. We are focusing on innovation of our service offerings to stay relevant to our clients, on technology transformation of all our

activities, taking efficiency measures in an environment where costs are rising very fast. At the same time, it is our ambition to attract the best talent and offer meaningful careers to our people.

HOW DO YOU DRIVE INNOVATION IN YOUR COMPANY?

Ambition, empowerment, and accountability best describe our approach. We have set clear goals and objectives regarding what we want to achieve in business, and areas such as talent and D&I, technology, quality, sustainability. We appoint and empower leaders and teams for each area and measure progress regularly. We are investing in new offerings, technologies and competencies, so we are able to respond to new trends and clients' needs.

At Deloitte, we give our people a great deal of autonomy and we rely on their initiative and creativity. We also value our culture of entrepreneurship, which encourages people to try new things, ask questions, challenge the status quo, and come up with ideas. This is how many innovations happen at our company.

WHAT ARE THE PARTS OF YOUR WORK THAT CONSISTENTLY EXCITE YOU AND ARE A SOURCE OF MOTIVATION FOR YOU?

What gives me a sense of fulfilment is being able to work with clients and people in general. I enjoy the process of listening to and understanding issues, working with others to connect the dots and finding solutions to problems. I enjoy being able to influence and change things, and this gives me energy and motivation.

WHAT SINGLE CHANGE WOULD MAKE SLOVAKIA A BETTER PLACE TO DO BUSINESS?

In a perfect world, everyone would be more respectful and polite and would act with ethics and integrity. Since we live in the real world, we should focus on stability, predictability, and law enforcement. The same rules must apply to everyone.

MARTIN MAGÁL

PARTNER
ALLEN OVERY SHEARMAN
STERLING S.R.O.



Martin is recognized as one of Slovakia's most accomplished private-practice lawyers. He advises clients on a wide range of corporate and commercial transactions including acquisitions, disposals, joint ventures and restructurings. At the same time, Martin heads the firm's dispute resolution practice in Slovakia and in the wider CEE region. He has acted on many landmark M&A transactions involving Slovak target companies and investors across many sectors and industries, including financial institutions, media, telecoms, energy, technology and construction. He has litigated cases at all levels of the Slovak judiciary (including acting before the Supreme Court and the Constitutional Court), in civil, administrative, anti-trust and arbitration-related litigations. Martin is also one of Slovakia's leading arbitration practitioners.

WHAT IS YOUR WISH FOR AMCHAM SLOVAKIA'S 30TH ANNIVERSARY?

As we commemorate this significant milestone, my aspiration for AmCham Slovakia is to continue advancing with the same dynamism and foresight that have been its hallmarks for the past three decades. It's a privilege to have A&O Shearman (formerly Allen & Overy) be an integral part of this journey, actively contributing to the community for nearly as long.

AmCham Slovakia has been instrumental in bringing together the international business community, transcending beyond just U.S. companies. Your initiatives have sparked policies that serve the broader Slovak society, maintaining a nonpartisan stance while holding political leaders accountable to their promises. The network you've fostered enables members to connect, overcome challenges, and capitalize on opportunities.

Looking ahead, the possibilities are boundless for both AmCham and A&O Shearman. It's a joy to share in celebrating such significant anniversaries together—30 years for AmCham and 25 for us.

WHAT ARE SOME OF THE KEY ACHIEVEMENTS AND CONTRIBUTIONS THAT YOUR COMPANY HAS MADE TO THE LEGAL INDUSTRY AND COMMUNITY OVER THE LAST QUARTER-CENTURY?

As trailblazers in the Slovak legal market since 1999, we've introduced groundbreaking legal solutions that have become benchmarks in the industry. We're proud to have crafted the first Slovak law-governed Syndicated Loan Agreement and Share Purchase Agreement (SPA) that align with international standards. Our advocacy for arbitration has offered a swifter, more reliable avenue for resolving commercial disputes.

Our commitment extends to legislative reform, where we've championed more transparent and efficient legal frameworks, particularly in bankruptcy and restructuring, as well as the law of pledges. Our dedication to social responsibility is evident through our pro bono work, supporting non-profit organizations and marginalized groups.

AS YOU CELEBRATE YOUR 25TH ANNIVERSARY OF ESTABLISHMENT IN SLOVAKIA, WHAT OTHER MILESTONES DO YOU ANTICIPATE?

The recent merger of Allen & Overy with Shearman & Sterling, creating A&O Shearman, is a landmark event for us. As we navigate the integration of our cultures, systems, and practices, our focus remains on ensuring a smooth transition that preserves the exceptional service our clients expect.

HOW DO YOU BELIEVE THE MERGER WILL BENEFIT YOUR CLIENTS AND WHAT IMPACT DO YOU FORESEE ON YOUR POSITION IN THE GLOBAL LEGAL MARKET?

The merger elevates us to the third-largest international law firm worldwide, bolstering our presence in the U.S. and enhancing our global reach. It enables us to tap into a broader client base and harness advanced technology, reinforcing our competitive edge in the global legal arena.

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THE HEART OF MY ENTHUSIASM LIES IN TACKLING COMPLEX LEGAL CHALLENGES THAT SIGNIFICANTLY CONTRIBUTE TO OUR CLIENTS' ACHIEVEMENTS.

WHAT ARE THE PARTS OF YOUR WORK THAT CONSISTENTLY EXCITE YOU AND ARE A SOURCE OF MOTIVATION FOR YOU?

The heart of my enthusiasm lies in tackling complex legal challenges that significantly contribute to our clients' achievements. The legal sector's dynamic nature demands constant learning and adaptation, which keeps my work captivating and intellectually rewarding. Collaborating with a team of exceptional professionals dedicated to excellence and innovation is immensely gratifying. Additionally, mentoring emerging legal talent and observing their progression in the field brings profound professional fulfillment.

MICHAL MAJOR

EXECUTIVE DIRECTOR
BEKO EUROPE,
POPRAD, SLOVAKIA



Executive leader with +20 years experience, graduated from the Technical University of Kosice. He was working in the area of Quality Assurance in various industries. He was active in the area of Lean Management and transformation of the Industrial Organization, managing sole production sites. Then he continued at Whirlpool Corporation as Lean and Industrial Engineering Senior Manager. Since 2015, he has been acting as Managing Director of Whirlpool Slovakia, responsible for the global WCM rollout & Industry 4.0 strategies in EMEA region. Mr. Major graduated as PhD. in the area of Industrial Organization and Lean Transformation. He is also alumni of INSEAD Global Management. Recently, he has been part of the exciting integration with Beko Europe. Mr. Major is also CSR Leader recognized by Via Bona Slovakia National CSR Award 2019 and 2022, Grand Prix in Business Ethics in 2020, and The U.S. Secretary's Award for Corporate Excellence (ACE) in 2021.

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WHAT IS THE MOST EXCITING CHANGE CURRENTLY INFLUENCING YOUR SECTOR?

One of the most exciting changes in the white goods production sector is the integration of smart technology, digitalization, and new challenges for human resources. In our reality in Poprad are WCM (World Class Manufacturing) and Industry 4.0 the keybones shaping our current changes but also our future. Home appliances like refrigerators, washing machines, and ovens are becoming more connected, allowing for remote control, automation, and energy efficiency.

WHAT SECTORS HAVE THE BIGGEST POTENTIAL TO SHAPE THE FUTURE OF THE SLOVAK ECONOMY?

Several sectors hold significant potential to shape the future of the Slovak economy. These include:

- 1. Automotive Industry:** Slovakia is a major player in automotive manufacturing, with several major companies having production facilities there. Continued investment in electric and autonomous vehicles could further propel this sector.
- 2. Technology and Innovation:** Fostering a culture of innovation and investing in technology infrastructure can position Slovakia as a hub for tech startups and research, driving economic growth.
- 3. Renewable Energy:** With a focus on sustainability and reducing carbon emissions, investing in renewable energy sources such as wind, solar, and hydroelectric power can create jobs and reduce dependence on fossil fuels.
- 4. Tourism and Hospitality:** Slovakia's natural beauty, cultural heritage, and historical sites have the potential to attract more tourists, driving growth in the hospitality sector and related industries.
- 5. Manufacturing and Advanced Manufacturing:** Besides automotive, expanding into other areas of advanced manufacturing such as home appliances, aerospace, machinery, and electronics can diversify the economy and create high-skilled jobs.
- 6. Education and Training:** Investing in education and vocational training programs can develop a skilled workforce ready to meet the demands of emerging industries and attract foreign investment. Strong focus on marginal communities especially in Slovakia is the key element for the Slovak success story.

By focusing on these sectors and implementing strategic policies, Slovakia can position itself for sustainable economic development in the future.

WHAT SHOULD BE THE GOALS FOR THE SLOVAK ECONOMY OVER THE NEXT TEN YEARS?

Setting goals for the Slovak economy over the next decade could include fostering sustainable growth, reducing unemployment, enhancing competitiveness in key industries, investing in innovation and technology, improving infrastructure, promoting entrepreneurship and small business development, and ensuring environmental sustainability. These goals can help strengthen the economy, create jobs, and improve the standard of living for citizens.

WHAT DO YOU APPRECIATE MOST ABOUT MEMBERSHIP OF AMCHAM?

Joining the American Chamber of Commerce in Slovakia offers several advantages, but perhaps the biggest is access to a valuable network of businesses, professionals, and resources. Membership provides opportunities for networking, collaboration, and knowledge sharing, which can lead to new business partnerships, insights into market trends, and access to industry events and advocacy efforts that can benefit both individual members and their organizations.

WHAT MOTIVATES YOU IN WORK?

Motivation is a very subjective attribute that depends on our mental, family, and professional status. It's changing over the years and I'm not an exception, but overall there are common attributes over my career that are driving my "personal engine". It's an ability and possibility to change the status quo. It may sound like cliché but really to have the opportunity to drive change towards new challenges is something that is helping me to wake up every morning. There is my favorite motto that is helping me to deal with business pitfalls and is more and more verified by the years..." There is no elevator to success, you have to take the stairs".



FRIDRICH MATEJÍK

COUNTRY LEADER
IBM CZECH REPUBLIC
AND IBM SLOVAKIA



With 16 years of experience in IT industry he has a strong background in management and leadership. He joined IBM in 2008 and gradually replaced several business positions. Later he became a leader of hardware systems division and from January 2018 a Country Leader of IBM Slovakia. From December 2022 he is also a Country Leader of IBM Czech Republic.

WHAT ACHIEVEMENT FROM 2023 ARE YOU PROUD OF THE MOST?

In 2023 we were able to secure the implementation of the new and transformative technologies like IBM watsonx generative-AI, cloud computing, 7 nm processors hardware technologies, within Slovakian market. None of these transformative technologies do not exist in isolation from each other, so we witnessed how the boundaries between them blurring. This brings us closer to the "intelligent enterprises" where systems, solutions and people support each other to short-term and long-term tasks in the most efficient way it was possible ever. We delivered our customers security solutions which help them protect their business with an advanced and integrated portfolio of enterprise cybersecurity solutions and services infused with AI. Our modern approach to security strategy uses zero trust principles to help companies and organizations thrive in the face of uncertainty and cyberthreats.

WHAT DO YOU PERCEIVE AS THE BIGGEST CHALLENGE FOR YOUR COMPANY IN THE NEAR FUTURE?

The quality and the price point play the key role above all when many of our customers decide for next steps how to adopt transformative technologies in their processes and manufacturing. This doesn't necessarily mean that the innovation and the whole customer experience has took a back seat. The new technologies must literally streamline processes and remove hassles from the lives of our customers and must immersive and surprised them. Therefore, we need to bring 100 percent customer-centric innovation and cocreation, shifting from traditional selling to shared thinking, innovation and opportunity with our business partners for mutual growth.

HOW DO YOU DRIVE INNOVATION IN YOUR COMPANY?

Successful innovation requires understanding demand. If I could mention one example around building a product

for recreational fishermen. The product faltered at first. Why? Because the focus was on the "fishermen" aspect rather than the "recreational" appeal. Once the team realized it was really the "recreational" aspect that drove demand, the market exploded. A key to achieving runaway success for an innovative product is the notion of "negative thinking." Think about demand from a "not not" perspective; how to evolve the product from "It would be nice to have this" to "I can't not have this." It's about understanding what turns the product into something that is compelling and unavoidable to help you overcome that wall of fundamental indifference.

Inherent biases, blind spots and false assumptions can impact innovation. This can include seeking out information that confirms our existing beliefs; continuing to invest time, money and resources in a project because of what we've already put into it; and misunderstanding information based on the way it is presented or framed. For example, patients will consistently choose a doctor who describes a medical procedure as having a 90 percent success rate over another doctor who describes the same procedure as having a 10 percent failure rate.

WHAT ARE THE PARTS OF YOUR WORK THAT CONSISTENTLY EXCITE YOU AND ARE A SOURCE OF MOTIVATION FOR YOU?

Everyday work routine rarely relies on a "eureka moment." It is often a slow, grinding process to perform daily tasks. But my everyday passion for work, collaboration and coworking with my colleagues brings me the knowledge that every single meeting with a customer or business partner gives me the opportunity to show my creativity, uniqueness and ability to solve the obstacles and motivate the team I lead to achieve a common goal and if I see that we are moving forward in the right direction, my colleagues learn new skills and strive to be better in their job-roles, and we manage to achieve partial successes, this is a great motivation for me to my further work.

IBM Slovakia is a major player in the Slovak market established in 1992 with a vast network of sellers and business partners. IBM offers cutting-edge technologies in the field of generative-AI, automation, hybrid cloud, analytics and applications to simplify implementation and provide value-add services for its clients in banking, defense, government, manufacturing,

telecommunications, utility and distribution. IBM Slovakia offers a broad range of IT technologies, including watsonx generative-AI platform, IBM Security solutions, enterprise systems, hardware and software systems, cloud solutions, analytics, mobile and social solution to drive digital transformations.

KATARÍNA MATULNÍKOVÁ

MANAGING PARTNER
WOLF THEISS BRATISLAVA



Katarína has been the Managing Partner and the Head of the Employment Team of Wolf Theiss Bratislava since April 2023. With over two decades of experience with employment and labour law, she advises large national and multinational companies on issues ranging from employment restructurings, international assignments, employee transfers and redundancies to benefit / incentive schemes, employment aspects of acquisitions, and data protection regulations. She is an experienced litigator, an avid supporter of the speak-up culture and whistleblowing, and a highly sought-after legal advisor to employers conducting internal company investigations or reviewing complaints. She frequently represents clients in collective negotiations and labour law disputes. Katarína is a member of the Employment and Social Affairs Committee of AmCham Slovakia and also a member of the European Employment Lawyers Association.

DO YOU HAVE A FAVOURITE MEMORY LINKED TO AMCHAM SLOVAKIA?

I have been working with AmCham's Employment and Social Affairs Committee for over a decade. In that time, there have been quite a few moments which will forever remain etched in my memory. Most of them relate to commenting on and discussing the changes in the Slovak employment law with the relevant stakeholders. As this is a subject many of us are passionate about, I will be the first to admit some of the debates could get heated.

However, being called on stage during AmCham's autumn event last year and being thanked for the work done as a member of the Committee truly stands out. This moment caught me completely by surprise, and the recognition I received made me emotional.

WHAT ACHIEVEMENT FROM 2023 ARE YOU PROUD OF THE MOST?

My proudest achievement and also the most significant challenge of 2023 was, without a doubt, becoming the Managing Partner of Wolf Theiss Bratislava. Not only did I decide to leave the relative comfort zone of a company I had been working at for over a decade, but I decided to take on a leadership position in a decidedly male-dominated field. The responsibility that stems from accepting this challenge has tested my resilience and determination on more than one occasion, but it has also validated confidence in my abilities as a leader and allowed me to showcase my strategic business acumen. Furthermore, being able to actively participate in and ultimately drive the culture that fosters diversity and inclusion both within and outside the organisation is a source of immense sense of pride for me.

WHAT DO YOU PERCEIVE AS THE BIGGEST CHALLENGE FOR YOUR COMPANY IN THE NEAR FUTURE?

With the rapid evolution of the legal landscape, one of the most pressing challenges facing any law firm in the near future is adapting to technological advancements and the changing expectations of clients. The increasing digitisation of legal processes and the rise of artificial intelligence present both an opportunity and a challenge. While technology has the potential to streamline operations and improve efficiency, it also necessitates significant investment in infrastructure, training, and cybersecurity measures to ensure

data protection and compliance with regulations.

Another significant challenge is attracting and retaining top talent. The legal market is very competitive and law firms must differentiate themselves as employers of choice by offering not only attractive compensation packages and opportunities for professional development but, more importantly, supportive work culture that prioritises work-life balance and diversity and technology.

// *HUMAN CONTACT HAS ALWAYS BEEN THE EPICENTRE OF MY MOTIVATION, BOTH IN THE WORK ENVIRONMENT AND IN MY PERSONAL LIFE.*

WHAT ARE THE PARTS OF YOUR WORK THAT CONSISTENTLY EXCITE YOU AND ARE A SOURCE OF MOTIVATION FOR YOU?

Human contact has always been the epicentre of my motivation, both in the work environment and in my personal life. In the collaborative environment of the workplace, it fosters camaraderie and teamwork. In the collective brainstorming sessions with clients where diverse perspectives merge, it leads to innovative solutions. Each relationship enriches not only the work itself, but also our growth as individuals. Every interaction has a unique energy that propels me forward. It may sound like a cliché, but I have been exceptionally lucky to have had the pleasure of working with like-minded people who have always pushed me out of my comfort zone.

Ultimately, it's the bonds forged in the workplace that fuel my passion and drive. They remind me that behind every task, every project and every achievement, there are people with unique stories, aspirations and ambitions. Embracing these connections not only enhances the quality of my work, but also enriches my journey through the landscape of professional endeavours.

LUKÁŠ MICHÁLIK

PARTNER
MENTS S.R.O.



Lukáš has been practicing law for more than 16 years in the area of Corporate/M&A, Banking & Finance and Real Estate. Searching for new challenges, couple years ago he started to build Life Sciences practice around him.

He handled some of the major deals in the Slovak Republic and is continuously recognized as leading lawyer in Slovakia.

Innovation in law, LegalTech and anything tech related is his passion - sometimes to the frustration of his colleagues when he is obsessing with new piece of tech to be incorporated into the practice.

WHAT ACHIEVEMENT FROM 2023 ARE YOU PROUD OF THE MOST?

One of the most rewarding achievements from 2023 was launching our own law firm **Ments**.

Trust of clients and team members who took this journey with us, has been and is extremely encouraging. I am happy that the market has gotten to a state that it is able to recognize passion for client service, drive for innovation in law, and the fact that knowledge and skills can come in a young and dynamic shape of a firm.

“ WE ALSO BELIEVE IN CREATING A WORK ENVIRONMENT THAT IS FREE FROM STIGMA, DISCRIMINATION, CAN'T DO ATTITUDE AND INEQUALITIES, AND ONE THAT FOSTERS COLLABORATION, DIVERSITY, AND INNOVATION.

That is what our firm embodies. We also believe in creating a work environment that is free from stigma, discrimination, can't do attitude and inequalities, and one that fosters collaboration, diversity, and innovation.

We don't pretend to do everything in law practice. But what we choose to do, we dedicate ourselves into it. Right now it is Corporate/M&A, Life Sciences, Real Estate, Banking & Finance and Compliance. But new areas may be coming - hopefully the source for achievement to be proud of in 2024.

HOW DO YOU DRIVE INNOVATION IN YOUR COMPANY?

Innovation is at the core of our firm's culture and strategy. We drive innovation in three main ways: by embracing technology, by investing in talent, and by engaging with our clients.

We use technology to streamline our processes, enhance our efficiency, and improve our communication and collaboration. We invest in talent by providing continuous training, mentoring, and feedback, and by encouraging our lawyers to develop their skills and expertise in their chosen fields. We engage with our clients by understanding their needs, and delivering tailored solutions that add value and create impact. We also seek feedback from our clients and use it to improve our services and performance.

WHAT DO YOU PERCEIVE AS THE BIGGEST CHALLENGE FOR YOUR COMPANY IN THE NEAR FUTURE?

The biggest challenge for my firm in the near future is to maintain our competitive edge and reputation in a dynamic and evolving market. The legal industry is undergoing significant changes, driven by globalization, digitalization, regulation, and client expectations. To succeed in this environment, we need to be agile, adaptable, and responsive. We need to keep abreast of the latest trends and developments in our practice areas, and to offer innovative and cost-effective solutions to our clients. We also need to expand our network and reach, and to collaborate with other professionals and organizations that share our vision and values. We are confident that we have the skills, experience, and passion to overcome this challenge and to continue to grow and thrive as a firm.

JURAJ NEVOLNÍK

COUNTRY MANAGING
DIRECTOR SLOVAK REPUBLIC
PENTA REAL ESTATE, S. R. O.



Juraj joined Penta in 2010 as a student. During his tenure in the real estate division he played a crucial role in several successful projects, including the development of the Bory residential zone, Rosum office project and SKY PARK Offices. Since 2017 he has been overseeing Penta Real Estate in Slovakia. Under his leadership the company's real estate portfolio continues to significantly expand with an aim to positively contribute to the overall development of Bratislava. He is a graduate of the Faculty of Architecture at the Slovak Technical University.

WHAT IS YOUR WISH FOR AMCHAM SLOVAKIA'S 30TH ANNIVERSARY?

I wish Amcham another successful at least three decades of bringing people, ideas and businesses together.

WHAT ACHIEVEMENT FROM 2023 ARE YOU PROUD OF THE MOST?

We have finished and handed over Bory Hospital, the most modern healthcare facility in Slovakia and wider region. Despite challenging conditions, we have been able to complete this probably most complex project we have ever built within deadlines and the budget. This is a once in a lifetime project and I am very proud of all the colleagues that have contributed to the successful completion of the hospital.

WHAT DO YOU PERCEIVE AS THE BIGGEST CHALLENGE FOR YOUR COMPANY IN THE NEAR FUTURE?

Market conditions have been unfavourable for the past 18 months, however we do see incremental increase in sales and customer confidence each consecutive month. We are also currently undergoing change of the company to the fund structure, where other people and investors can participate in the successful story of Penta and become a part of it. For us, this is almost equivalent of IPO, so it is really a transformative effort for the whole group. I believe, this will allow us to grow even faster and reach new markets and segments.

HOW DO YOU DRIVE INNOVATION IN YOUR COMPANY?

We try to make company structure as shallow as possible. I know every single employee in the firm and everybody is invited to come with own proposals and ideas and discuss them freely. I also believe in allowing people highest possible freedom in their work by encouraging independent project management, responsibility and task ownership. People are creative by nature, you just have to give them the opportunity to express themselves.

WHAT ARE THE PARTS OF YOUR WORK THAT CONSISTENTLY EXCITE YOU AND ARE A SOURCE OF MOTIVATION FOR YOU?

I love the smell of the concrete. When you come to the construction site and see, feel, smell „papers“ coming to life. This is definitely the most exciting moment. Especially if you consider, that project preparation, planning and permitting usually takes years and years. So after all the papers are in order and you can see the idea becoming a building, it is really rewarding.

WHAT SINGLE CHANGE WOULD MAKE SLOVAKIA A BETTER PLACE TO DO BUSINESS?

Less bureaucracy. Companies are burdened by lot of duties and regulatory requirements, processes take undue amount of time and some of the regulatory quirks are really bizarre.



BORY
BYVANIE

www.borybyvanie.sk

MARTINA NOVOTNÁ

FOUNDER
AKČNÉ ŽENY



Martina Novotná is the founder behind project Akčné Ženy, an online magazine dedicated to empowering women. With a passion for fostering female leadership and providing a platform for women's voices, Martina has created a dynamic space for discussions on personal development, career advancement, business growth and societal impact. Through Akčné Ženy, she has pioneered a movement that celebrates the achievements of women and inspires others to pursue their dreams fearlessly with no difference in gender.

NAME 2-3 QUALITIES YOU LOOK FOR IN EMPLOYEES?

I appreciate willingness to learn and getting outside of one's comfort zone. The ability to learn new things and adapt to any change is important. Especially, with the digital environment changing daily. Next it would be enthusiasm and positive attitude because a lot can happen, but the best way to handle any tough situation is with a smile on one's face. And lastly, integrity. We create online teams which function as a whole, but they wouldn't work without the individual approach of all of our team members. Colleagues are not being pushed into anything, and they can work in their own pace. The aspect I consider important are the results.

NAME 3 AREAS NEW GOVERNMENT AFTER SEPTEMBER ELECTIONS SHOULD SET AS ITS PRIORITIES

We are in need of high-quality and accessible education for everyone. Next it would be improving our healthcare system and health services. And last, what I experience on daily basis, is the bureaucracy. Especially the one in business. Let's find a way to get rid of the useless paperwork.

WHAT SINGLE CHANGE WOULD MAKE SLOVAKIA A BETTER PLACE TO DO BUSINESS?

Making Slovakia attractive again. From the business point of view, I perceive numerous attempts of discouraging entrepreneurs when setting up and leading a business.

WHAT DEFINES YOUR LEADERSHIP STYLE AND PRINCIPLES?

I am trying to create a work environment, where we communicate openly, and we are not scared of both, giving and receiving constructive feedback. I am also more than proud to watch my colleagues work very responsibly as individuals what excellently represents the brand Akčné ženy. The way I see it, I am a liberal team

leader. I let my girls work in their own pace and style. I trust them and support them. They never disappoint.

“ THE MOST IMPORTANT BEING STOLEN ARE NOT WALLETS ANYMORE. IT'S OUR OWN THOUGHTS AND IDEAS.

WHAT MOTIVATES YOU IN YOUR WORK?

My biggest motivation is to see that we can. We can make changes happen. Changes in mindsets of others which are coming slowly, but certainly. I believe that we managed to create an environment for every single woman who wants to thrive, move forward in her career, build her business and most importantly for every girl with a dream. Thanks to these active women, we can create a Slovak society full of gender equality, caring energy and prospering future.

WHAT DOES YOUR PROJECT CONSIST OF?

We are an organization grouping inspiring and hard-working women from all over Slovakia. We:

- Write online magazines Akčné Ženy and Akčné Mamy with their English equivalent Women in Action,
- We initiate project Equal Pay Day in various Slovak cities to promote gender equality and feminine approach,
- We founded project Pre zdravie ženy which fosters important topics in the field of women's health,
- We do what we love on our events and meetings!



WHAT ACHIEVEMENT FROM 2023 ARE YOU PROUD OF THE MOST?

Out of all pre-leased square meters in Slovakia in 2023, a third was leased by CTP. This is an unprecedented achievement of our Business Development team.

WHAT DO YOU PERCEIVE AS THE BIGGEST CHALLENGE FOR YOUR COMPANY IN THE NEAR FUTURE?

Our growth is rapid, but we still need to stay grounded. Focus on what we do best with local micro-teams focusing on quality and a personal approach.

HOW DO YOU DRIVE INNOVATION IN YOUR COMPANY?

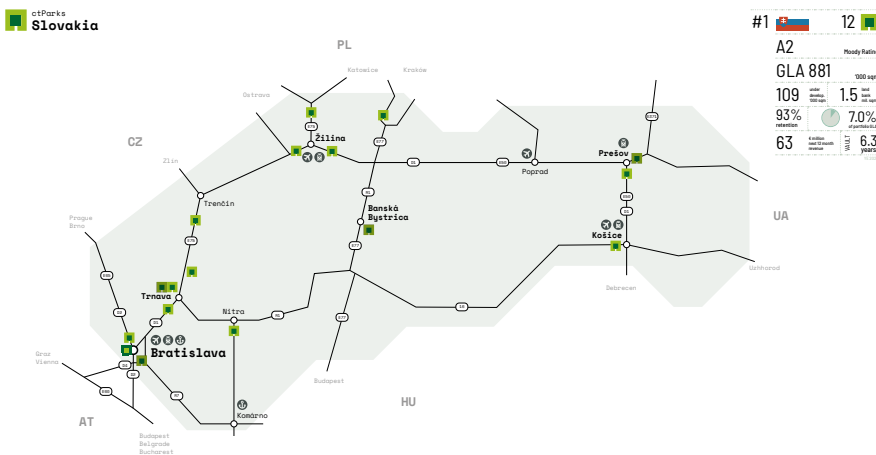
Every project requires at least two innovations before it is approved by the board. This forces us to rethink and break out of autopilot mode, keeping us a market leader.

WHAT ARE THE PARTS OF YOUR WORK THAT CONSISTENTLY EXCITE YOU AND ARE A SOURCE OF MOTIVATION FOR YOU?

I love a challenge! The harder the problem, the more I enjoy solving it. It keeps me learning and growing.

WHAT SINGLE CHANGE WOULD MAKE SLOVAKIA A BETTER PLACE TO DO BUSINESS?

The highway network.



In his role as Business Development Director, Ivan has played an important role in propelling CTP's portfolio in Slovakia to market leadership. Leveraging his experience from automotive, nuclear, and chemical projects, he is responsible for driving the growth and occupancy of CTP's portfolio in Slovakia and developing innovative business parks tailored to the needs of a variety of industries. As a full-service commercial real estate developer, CTP specializes in developing, building and managing custom-built, high-tech industrial and logistics parks in 10 European countries.



TOMÁŠ PASTOREK

COUNTRY DIRECTOR
AMGEN SLOVAKIA S.R.O.



As the Country Director of Amgen Slovakia, Tomas Pastorek oversees a team of experts who work to provide novel treatments for patients with severe diseases. He has more than 20 years of experience in the pharmaceutical industry, working on market access and commercial roles both locally and internationally. Tomas is dedicated to keep collaborating with the Slovakian healthcare community to offer the most recent developments in biotechnology to the ones who require them most.

WHAT IS YOUR WISH FOR AMCHAM SLOVAKIA'S 30TH ANNIVERSARY?

I hope that in its 30th year, AmCham Slovakia keeps being a powerful and respected representative of the business sector, partnering with key stakeholders aiming for constructive reforms and fostering creativity and collaboration. I hope that AmCham Slovakia will expand its network and impact and foster mutual understanding and trust among its members and partners. I also wish that AmCham Slovakia will celebrate its achievements and inspire the next generation of leaders and visionaries. We are happy to join together in celebration this year as Amgen Slovakia branch office marks its 20th anniversary of establishment and we continue our journey of mutual cooperation.

WHAT ACHIEVEMENT FROM 2023 ARE YOU PROUD OF THE MOST?

One of the achievements that I am proud of the most from 2023 is the launch of Amgen Slovakia's innovative digital platform for patients www.krehkekosti.sk which provides access to information, education, and support for patients with osteoporosis. Another achievement that I am proud of is the growth and development of our team, which consists of talented, experienced, and passionate professionals who share Amgen's mission to serve patients. I am honored to work with such a dedicated and inspiring group of people.

WHAT DO YOU PERCEIVE AS THE BIGGEST CHALLENGE FOR YOUR COMPANY IN THE NEAR FUTURE?

Our company needs to focus on what is most important and use our activities and resources effectively in a changing and unpredictable environment. People have to deal with more and more tasks with less time, working across countries and fields in daily tasks or projects. So, setting priorities is not just a problem, but also a chance to use our advantages and stand out from others in the market. A new technology could help us with this.

HOW DO YOU DRIVE INNOVATION IN YOUR COMPANY?

Incorporating an artificial intelligence in the systems and processes that run our

company can generate valuable insights and recommendations that can enhance or modify our business strategies and tactics. AI tools are not only useful for research and development on a global scale, but they also have the potential to assist us in handling administrative tasks and improving prioritization skills, which are essential to cope with the growing complexity of business in general. We have also been leading various works streams and projects at different levels, from local to global, that aim to accelerate innovation. The overall paradigm emphasizes the need to invest in people and projects development, keeping in mind that we can learn from our mistakes. These are just some of the ways that we drive innovation in our company, and we are always looking for new opportunities and ideas that can make a difference for our customers and patients. Innovation is not only a goal, but also a value and a mindset that we embrace and nurture at Amgen Slovakia.

WHAT ARE THE PARTS OF YOUR WORK THAT CONSISTENTLY EXCITE YOU AND ARE A SOURCE OF MOTIVATION FOR YOU?

My work gives me the chance to cooperate with wonderful people in our Slovak team. They impress me with their creativity, commitment, and skills, as well as their desire to learn and improve. I enjoy working in a great cross functional collaboration with such capable colleagues, as they help me to face difficulties, discover new opportunities, and achieve high-quality results. I also value the diversity and inclusion that our team supports, as we respect different views and backgrounds that enhance our work culture and outcomes.

WHAT SINGLE CHANGE WOULD MAKE SLOVAKIA A BETTER PLACE TO DO BUSINESS?

A key improvement that would enhance Slovakia's business environment is to boost the certainty by ensuring long-term commitment to invest in innovation. By establishing a consistent and attractive regulatory framework, fostering cooperation and knowledge sharing among stakeholders, and offering sufficient funding, Slovakia could achieve a more prominent role in the region.

LUIS PRATA

MANAGING DIRECTOR
HEINEKEN SLOVENSKO,
A.S.



Luis Prata is the CEO of Heineken Slovakia from July 2023. He came to the management of the company with rich 30-year experience in the FMCG segment. He has been working at HEINEKEN since 2010, and from 2019 he led the Jamaican brewery Red Stripe during its transformation period, while successfully implementing a number of projects that improved the company's overall performance. His work in the field of inclusion and diversity is also recognized externally. He actively implements his experience and passion for talent development and organizational culture in Slovakia. He is responsible for leading HEINEKEN Slovakia in its transformation, strengthening the brand portfolio and leading position on the market, but also continuing the implementation of the HEINEKEN Evergreen strategy.

HOW DO YOU PERCEIVE THE TRANSITION FROM JAMAICA TO SLOVAKIA?

It's hardly imagine a bigger change, since we are talking about completely different realities. Taking off from a Caribbean island and landing in an Eastern European country is a huge "leap". The culture, climate, degree of development and geopolitical situation are diametrically different. In the end, it went very smoothly because I returned to Europe, where I feel naturally good. The hardest part is communicating in Slovak and adapting to the colder climate.

DO YOU CONSIDER SLOVAKIA AS A COUNTRY OF BREWERS?

Slovakia has a rich, more than 500-year-old tradition of brewing beer. In this territory, the production of beer spread the most in the 14th and 15th centuries. In the 19th century, brewing begins to take shape as an industry and new knowledge and technologies arrive. The Slovak beer is widely recognized for its quality leveraging craftsmanship and great natural ingredients like the Slovak water and Slovak malt. Currently, brewing and malting is the fourth most important branch in the food industry. There are 2 large breweries in Slovakia (one is Heineken Slovakia in Hurbanovo), 2 medium-sized breweries, dozens of smaller craft breweries and 7 malthouses (one is in Hurbanovo). The most valuable Slovak beer brand, Zlatý Bažant, was brewed in the Hurbanovo brewery in 1969 and is still enjoying its golden days as the best-selling lager.

IS SLOVAKIA A COUNTRY THAT PROVIDES ENOUGH RAW MATERIALS FOR BEER PRODUCTION, OR DO WE HAVE TO IMPORT THEM?

One of our commitments is to purchase 100% of barley and hops from sustainable sources by 2030. In 2018, we started buying barley from sustainable agriculture, when we managed to buy only 11%. We gradually increased the volume and from the 2023 harvest we already bought more than 73% of barley from sustainable agriculture. It is also the result of our cooperation with local growers. We have a policy of buying barley and hops from growers within a radius of 450 km. In 2023, we purchased more than 70% of barley from Slovakia, the rest from neighboring countries such as Hungary and the Czech Republic.

WHAT ACHIEVEMENT FROM 2023 ARE YOU PROUD OF THE MOST?

Compared to the previous year, the past year was full of changes. Despite this, the figures from the sales of HEINEKEN Slovakia products confirmed that our renewed Zlatý Bažant 12% Slovak lager caught the attention of brewers. The novelty worked on the market and in retail alone it was sold about a third more than the traditional twelve last year. We are also attentive to the rapid changes in the business world and the orientation towards increasingly sophisticated digital services. This year we introduced the improved EAZLE e-commerce platform to the public. Its goal is to provide business owners, distributors or wholesalers with the best offers, rewards and promotions adapted to their business, while ordering will be easier and more efficient. We are equally sensitive to the increasingly discussed topic of sustainability in the context of our corporate strategy. The events of recent years have sufficiently shown us how important it is to be sustainable, efficient, friendly to energy and the environment. As part of our strategy, we are gradually moving towards achieving carbon neutrality in production by 2030.

WHAT DO YOU PERCEIVE AS THE BIGGEST CHALLENGE FOR YOUR COMPANY IN THE NEAR FUTURE?

Our goal is to continue to support our Slovak brands and focus on the premium portfolio. Our premium product Zlatý Bažant 12% will definitely be in the center of our interest. However, we continue to offer our stable products with a maltier profile, such as Zlatý Bažant 73. We also introduced the new brand Krušovice Bohém, which we have in our portfolio. Activities connected with the partnership with the Slovak Ice Hockey Association are certainly bring a new wind. We are also for an interesting innovation in the portfolio of flavored radlers.



TATIANA PROKOPOVÁ

MANAGING PARTNER
SQUIRE PATTON BOGGS S.R.O.



Tatiana Prokopová, the Bratislava office managing partner and a prominent figure in real estate, boasts an impressive portfolio and remarkable negotiation skills for high-stakes projects. She is sought-after for her expertise in complex transactions and litigation disputes. With a friendly yet highly professional demeanor, Tatiana is admired for her client-centric approach and active engagement in the social community. She is recognized as a thought leader, often quoted in the national press and invited to speak at conferences and seminars. Tatiana has been honored as a Leading Individual for Dispute Resolution and Real Estate by The Legal 500 EMEA 2024, and ranked in Band 2 for Real Estate by Chambers Europe 2024. In 2021, she was named among the TOP 100 Women of the Czech and Slovak Legal Business by Info.cz

WHAT IS YOUR WISH FOR AMCHAM SLOVAKIA'S 30TH ANNIVERSARY?

I wish AMCHAM to continue on its path as the most successful and influential public policy think tank for Slovakian business, and to further drive its members toward positive industry changes.

WHAT ACHIEVEMENT FROM 2023 ARE YOU PROUD OF THE MOST?

Our Firm offers support in all key aspects of running and growing a business – transactions, contracts, employer-employee relations, market competition, and dispute resolution. International Dispute Resolution, Real Estate & Construction, and Commercial Law are our key practice areas where we have been most successful, recognized and reputable.

Established in 1991 as the first global legal practice in Slovakia, we have witnessed the Slovak real estate market rise over time. With over 30 years' presence on the Slovak market, we have forged numerous long-lasting relationships and strong professional ties. Our experts stay updated with the latest real estate law reforms, which affect the Slovak construction market. We seize every opportunity to publicly discuss how the first construction law reform in 50 years will impact the market.

Our team has a significant international reach and serves as a global center of excellence for the Firm's international arbitration cases. We are honored to have received continuous praise and high rankings from reputable legal editorials such as Chambers & Partners and The Legal 500 EMEA. Additionally, this year, we were ranked in the top 20 largest law firms by revenue and in the top 10 largest law firms in the Litigation & Arbitration category by The Slovak Spectator. The past year has been truly exceptional for our Litigation & Arbitration team, securing victories for our clients in five multimillion USD investment treaty and commercial arbitrations.

WHAT DO YOU PERCEIVE AS THE BIGGEST CHALLENGE FOR YOUR COMPANY IN THE NEAR FUTURE?

The legal sector faces numerous obstacles these days. Our foremost challenges involve adapting to swiftly evolving technologies, such as AI and automation, while safeguarding data security and privacy. Additionally, we must efficiently manage cost pressures and meet client demands for value-based pricing and alternative fee arrangements. Talent retention is another critical

concern, mirroring issues faced by businesses in various sectors, where employers contend with shortages, retaining employees, and adjusting to evolving regulations concerning remote work and employee well-being standards.

“
OUR FOREMOST
CHALLENGES
INVOLVE ADAPTING TO
SWIFTLY EVOLVING
TECHNOLOGIES, SUCH
AS AI AND AUTOMATION,
WHILE SAFEGUARDING
DATA SECURITY AND
PRIVACY.”

WHAT ARE THE PARTS OF YOUR WORK THAT CONSISTENTLY EXCITE YOU AND ARE A SOURCE OF MOTIVATION FOR YOU?

What motivates me most is seeing that our team's advice and support makes a difference in our clients' business, resolves their problems or protects them from risks. Client satisfaction is what drives us all the most. I care deeply about the team I'm working with and their success. These people are my fuel in day-to-day responsibilities and my motivation to go above and beyond. I see them as hardworking individuals, demonstrating a high level of professionalism in supporting our clients, and it motivates me to keep pushing forward. I enjoy seeing them take pride in every success and in the fact that they have chosen to join our Firm. My team teaches me a lot; I greatly value their knowledge and experience, and I strongly believe that what I do has a significant impact on their professional lives.

I'm not sure if I should say it out loud, but I love having fun with my team, whether we're going out for dinner or spending active time together. Seeing all these people enjoying each other's company is the best motivation for me. I feel confident that I'm in the right place with the right people, enjoying the intellectual challenges of this job.

Zimmer Biomet was established in 1927 in Warsaw, Indiana, and initially specialized in aluminum splints. Over the decades, the company has evolved into a prominent global leader in innovative healthcare solutions and maintains a steadfast focus on embracing transformative technologies that have the potential to revolutionize patient outcomes.

During the early stages of implant development, Zimmer Biomet pioneered porous coating cementless implants, now widely adopted in orthopedic procedures. Subsequently, the company introduced porous metal constructs, which have become standard solutions for revision surgeries. Another milestone was the development of long-lasting oxygen-resistant polyethylene, a key component in most orthopedic implants manufactured by Zimmer Biomet.

Today, Zimmer Biomet's offerings include advanced data analytics, artificial intelligence, and precision robotics. With the ROSA® Robotics for intra-operative surgical support and the OptiVu™ Mixed Reality Platform, Zimmer Biomet is integrating implants with cutting-edge technology to enhance efficiency and enhance patient care. The company's commitment extends beyond the surgical period and this is demonstrated by the mymobility® Care Management Platform, which empowers patients through smart devices with continuous support and data collection, optimizing recovery and post-surgical outcomes.

What sets Zimmer Biomet apart from industry peers is its interconnected ecosystem of technologies that share data to inform clinical decisions, create efficiencies, and enhance the patient experience.

Collaborations with leading technology firms have enabled Zimmer Biomet to introduce a new generation of intelligent implants in the United States featuring microprocessor technology, enabling real-time therapy control and improved clinical outcomes. In the rapidly evolving landscape of digital healthcare, Zimmer Biomet remains at the forefront, continuously driving innovation and introducing transformative technologies each year.

Recent innovations, including the ROSA® Knee System, have significantly improved patient recovery from total knee arthroplasty, and this is

complemented by mymobility®, which streamlines patient care by reducing in-person physical therapy visits.

Hospitals in Slovakia, such as Bory Hospital and University Hospital in Bratislava, are already benefiting from these state-of-the-art solutions. But these achievements extend beyond individual institutions, setting a precedent for medical facilities across Central and Eastern Europe to embrace transformative technology.

“
*ZIMMER BIOMET
REMAINS AT THE
FOREFRONT,
CONTINUOUSLY
DRIVING INNOVATION
AND INTRODUCING
TRANSFORMATIVE
TECHNOLOGIES EACH
YEAR.*
”

Despite already being a leading player in global medical technology, Zimmer Biomet sees ample opportunities for continued growth in reconstructive surgery, sports medicine, extremities, thoracic and trauma care and the company is actively seeking small to mid-sized acquisitions to further enhance its capabilities. After nearly 100 years since its establishment, Zimmer Biomet continues to demonstrate the vital role of orthopedics in the healthcare ecosystem, and to ensuring that people in Slovakia, CEE and worldwide have access to the latest innovations that alleviate pain and improve quality of life.

Zimmer Biomet is proud to contribute to AmCham Slovakia's mission of fostering a better business environment and quality of life in the country. As part of this vibrant business community, consisting of nearly 300 companies spanning various sectors and sizes, we are dedicated to driving positive change and advancing healthcare standards across the region.

KAMIL RÉNYI

GENERAL MANAGER
ZIMMER BIOMET FOR
CENTRAL AND EASTERN
EUROPE



Kamil Rényi, General Manager of Zimmer Biomet for Central and Eastern Europe, brings over 25 years of experience in the medical devices industry, overseeing multinational sales and marketing teams across 20 countries.



ManpowerGroup®

ZUZANA RUMIZ

GENERAL MANAGER
MANPOWERGROUP
SLOVENSKO



Zuzana Rumiz is a dynamic leader with nearly 8 years of invaluable experience at ManpowerGroup Slovakia. Starting as an Operations Manager, she swiftly ascended to the role of General Manager within just a year. Her influence extends far beyond our company's walls. She's a pivotal figure in Slovakia's HR landscape, serving as the re-elected President of Association of Personnel Agencies of Slovakia and she also plays a crucial role as Vice President in Associations of employers' unions and associations. Zuzana started her journey with an interest in human resources at Comenius University in Bratislava, in the field of Human Resources Management.

Continuing her quest for knowledge, she pursued Strategic Human Resource Management at SDA Bocconi School of Management in Milan. Zuzana's multifaceted expertise and unwavering dedication make her a true asset to both ManpowerGroup and the broader professional community.

WWW.MANPOWERGROUP.SK

WHAT IS YOUR WISH FOR AMCHAM SLOVAKIA'S 30TH ANNIVERSARY?

I would like to wish AmCham Slovakia continued success in fostering strong Slovak-American business relations, with ever-increasing bilateral trade and collaboration on innovation that drives new opportunities and benefits both economies in the global market.

DO YOU HAVE A FAVORITE MEMORY LINKED TO AMCHAM SLOVAKIA?

Our joint activity in Košice, in the eastern part of our country, remains particularly memorable for me. I believe the development of this region is crucial for our economic and society. Therefore, I very much appreciate the efforts that AmCham is making on this very subject. As always with the utmost professionalism and dedication.



WE DRIVE INNOVATION THROUGH A CULTURE OF CURIOSITY, PRIORITIZING CLIENT NEEDS, AND EMPOWERING OUR PEOPLE...

WHAT ACHIEVEMENT FROM 2023 ARE YOU PROUD OF THE MOST?

While 2023 presented significant challenges due to a transforming labor market and evolving candidate expectations, I'm incredibly proud of our team's resilience, professionalism, and ability to adapt. This past year truly marked our entry into the Age of Adaptability, a defining characteristic for the future of Human Resources.

WHAT DO YOU PERCEIVE AS THE BIGGEST CHALLENGE FOR YOUR COMPANY IN THE NEAR FUTURE?

I perceive the biggest challenge for our company in the near future to be navigating the rapidly changing landscape of the workforce and employment market. With the ongoing evolution of technology, shifting demographics, and changing expectations of employees, it's crucial for us to stay ahead of the curve and adapt our strategies accordingly. Specifically, I see the need to continuously innovate in

our recruitment and workforce solutions to meet the demands of both clients and candidates. This includes leveraging emerging technologies, such as artificial intelligence and data analytics, to enhance our ability to match talent with opportunities effectively.

Additionally, as the concept of work continues to evolve, with trends like remote work and gig economy gaining momentum, we must be flexible and agile in our approach to talent management. This means rethinking traditional employment models and embracing new ways of working to remain competitive in the market.

Overall, the ability to anticipate and respond to these dynamic changes in the employment landscape will be essential for ensuring the continued success and growth of ManpowerGroup Slovakia.

HOW DO YOU DRIVE INNOVATION IN YOUR COMPANY?

At ManpowerGroup Slovakia, we drive innovation through a culture of curiosity, prioritizing client needs, and empowering our people with the tools and training to experiment, collaborate, and develop creative solutions that stay ahead of the evolving talent landscape.

WHAT ARE THE PARTS OF YOUR WORK THAT CONSISTENTLY EXCITE YOU AND ARE A SOURCE OF MOTIVATION FOR YOU?

First, there's the challenge of solving the talent puzzle. The ever-changing job market and the need to connect businesses with the right talent is a complex but fascinating problem. Finding creative solutions that benefit both businesses and individuals is incredibly rewarding.

Secondly, I'm motivated by the impact we can have on people's lives. By helping people find fulfilling careers and businesses secure the talent they need to thrive, we play a role in shaping successful futures. Knowing the positive difference we make keeps me energized and constantly striving to innovate in this important field.

WHAT SINGLE CHANGE WOULD MAKE SLOVAKIA A BETTER PLACE TO DO BUSINESS?

I'd say streamlining the bureaucracy for business formation and regulations would be a game-changer for Slovakia. Simplifying the process would save companies time and resources, making it easier to establish and operate a business here. This would attract more investment, boost economic growth, and ultimately create a more dynamic business environment for everyone.

CHRISTIANA SERUGOVÁ

PARTNER, SK & CEE TAX AND LEGAL CLIENTS & MARKETS LEADER
PWC SLOVAKIA



Christiana, Partner at PwC Bratislava, Slovakia, brings over twenty-five years of experience in Slovak and international tax. Joining PwC Bratislava in mid-1999 after four years at another consulting firm, she specializes in M&A Tax, International Tax Structuring, and Transfer Pricing. After seven years leading PwC's Slovak tax and legal practice, she now oversees both PwC Slovak and CEE Clients & Markets. Throughout the transition of the Slovak economy, she was actively involved in numerous privatizations and advised a diverse range of multinational and Slovak companies on inbound and outbound investment structuring. Christiana has been a Slovak State Registered Tax Advisor since 1998 and currently serves as the Vice President of Finance in AmCham, where she chairs the Tax Committee, actively shaping Slovak tax legislation. She is also the Slovak Ministry of Finance nominee to the EU Advisory Commission in Transfer Pricing Arbitration Cases for Slovak Republic.

WHAT IS YOUR WISH FOR AMCHAM SLOVAKIA'S 30TH ANNIVERSARY?

It is great to see AmCham growing over the years and becoming the mature organisation with a lot of credit thanks to its enthusiastic members as well as the core team - I am wishing AmCham to have such enthusiasts around for future as well ! Developed into the platform which is uniting the voices of community and representing businesses across different industries in areas which are of utmost importance for Slovakia is a great achievement. Going forward, focusing on four pillars around the rule of law, preparing talents for future, innovations and equal development of different parts of Slovakia and initiating dialog with the state and more importantly, the actions, will be crucial ! Good luck and I am ready to contribute with my bit and connecting with my specialist colleagues as well.

DO YOU HAVE A FAVORITE MEMORY LINKED TO AMCHAM SLOVAKIA?

My favourite from the recent past is the one from the election night - very interesting discussions to watch on stage, equally interesting to conduct off-stage. Good energy, spirit of belonging and acting for the greater good, as well as encounters with friends and business partners were great to experience.

WHAT ACHIEVEMENT FROM 2023 ARE YOU PROUD OF THE MOST?

Assuming the regional role within CEE in my area of interest - Clients and Markets and building up the team of enthusiasts around me to move the things forward. On a personal level, moving from windsurfing to kite surfing and survive 😊

WHAT DO YOU PERCEIVE AS THE BIGGEST CHALLENGE FOR YOUR COMPANY IN THE NEAR FUTURE?

Definitely the biggest one is and will be going forward to assess properly the need to transform - whether it's investing into new service offerings, new technologies, reinventing the consulting services based on AI, striking the right balance between the growth and investments.... Change of the mindset when thinking about our service offerings but more importantly,

as people are the one and only asset of consulting companies, when planning the resources for future - what competencies and capabilities we need, how to upskill ourselves to transform the way of doing business and how to combine it with , the classic' way of doing business.

HOW DO YOU DRIVE INNOVATION IN YOUR COMPANY?

We in PwC are truly the global network of firms. In our space, we are organised as the regional firm across the 27 countries in CEE starting with the Czech Rep in the western Europe up until Mongolia in the east. We are surely benefitting from the global innovation teams within the firm. However, also locally in Slovakia, we are having the strong team of almost 100 technology solutions consultants working mostly for Western markets but driving innovations internally as well.

WHAT ARE THE PARTS OF YOUR WORK THAT CONSISTENTLY EXCITE YOU AND ARE A SOURCE OF MOTIVATION FOR YOU?

I might have not realised this at the beginning of my career, but consulting really is enabling you to observe and be a part of the constant change - whether at your clients, in the business environment overall or, if you are the part of the global firm, internally as well. I am very curious person and being consultant, my curiosity is completely satisfied - if one is open minded, in the firm as ours, one can explore different areas, clients, service offerings, teams etc. Meeting all the time new people - externally at the clients and internally with different teams and territories and learn what they are doing is what keeps me driven and motivated.

Extremely important part of it for me is the team - and I have learnt that it is not only the work you love which brings the satisfaction but if you are doing it with people you respect and trust and admire for their thinking, it is unbeatable combo !

WHAT SINGLE CHANGE WOULD MAKE SLOVAKIA A BETTER PLACE TO DO BUSINESS?

I fit is only one I can mention, I believe definitely focus on improving the education system.



DAŠA SLEZÁKOVÁ

HEAD OF DIGITAL
& INNOVATION
ROCHE SLOVENSKO



Daša Slezáková is the Head of Digital & Innovation at Roche Slovensko, leading the charge in digital transformation for enhanced customer engagement, marketing, and innovation management. She promotes initiatives supporting data-enabled healthcare and fostering the growth of Slovakia's healthcare innovation ecosystem.

With over 10 years of international experience in the healthcare industry, Daša has held various roles spanning strategy, business development, sales, marketing, and product development.

Her career began in Dubai, where she spent several years managing IT integration projects across the Middle East and Africa. Upon returning to Slovakia, she has assumed leadership positions in Digital Health, HealthTech, and Healthcare IT, where she has successfully orchestrated go-to-market and international expansion strategies for two digital health startups.

WHAT ACHIEVEMENT FROM 2023 ARE YOU MOST PROUD OF?

I'm most proud of our 2023 focus on patient-centric innovation. We launched several innovative therapies and medical solutions that directly address unmet medical needs and are fundamentally transforming patient lives. Additionally, we developed new digital companion tools that empower patients to manage and take control of their health. To enhance and personalize the patient and healthcare provider experience, we transformed our customer omnichannel engagement model. We also continued to shape a data enabled healthcare ecosystem, as a foundational step towards value-based care and better health outcomes for patients in Slovakia. Internally, we strengthened our self-managed teams for greater autonomy and accountability, fostering a high-performance culture that accelerates innovation.

HOW DO YOU DRIVE INNOVATION IN YOUR COMPANY?

We follow a standard design thinking process beginning with problem identification through the mapping of patients and customers journey at workshops involving healthcare providers, patients, and other stakeholders. The solution ideation and prototyping phase is bolstered by our open innovation initiatives, such as challenge-based innovation accelerators and hackathons, where we collaborate with startups, companies, researchers, and others to develop tailored customer solutions. I'm proud that Roche Slovensko launched the first digital health startup accelerator in Slovakia - Healthcare Lab, which has expanded internationally to cover the entire EU and is currently supported by EIT Health. Additionally, it's important to mention that we have developed internal innovation management and design thinking capabilities, allowing

us to autonomously drive the entire process. This approach accelerates the innovation and distinguishes our customer engagement efforts.

WHAT ASPECTS OF YOUR WORK CONSISTENTLY EXCITE YOU AND SERVE AS MOTIVATION?

I'm consistently motivated by the collaborative and high-performing nature of our work at Roche. The vibrant company culture fosters a diverse, international network, leading to truly innovative solutions. Most importantly, knowing our work directly improves the lives of patients is the ultimate reward. Whether we're developing cutting-edge therapies, precision diagnostic tools, or personalized healthcare solutions, the potential to positively impact patients and their families motivates me every day.

WHAT IS THE MOST EXCITING INNOVATION CURRENTLY INFLUENCING YOUR SECTOR?

I would highlight personalized healthcare as one of the most exciting innovations currently influencing our sector. Personalized Healthcare is revolutionizing care by tailoring medical treatments and interventions to the individual characteristics of each patient. This approach involves using advanced diagnostic tools, technologies, data analytics and artificial intelligence to understand the unique characteristics of each patient's disease or condition. By analyzing genetic, molecular, and other relevant data, it aims to develop personalized treatment strategies that are more effective and targeted, minimizing side effects and improving patient outcomes. At Roche, we are committed to advancing personalized healthcare through our portfolio of innovative therapies, companion diagnostics, and digital health solutions.

WHAT SINGLE CHANGE WOULD MAKE SLOVAKIA A BETTER PLACE TO DO BUSINESS?

The solution is straightforward: bridging students with real-world experience. Through practical education, we are nurturing heroes from among our youth, equipping them with essential skills like economic reasoning, financial literacy, and entrepreneurial mindset.

After completing our practical educational programs, students can turn their dreams into reality; they learn how to sustain themselves with their talents and how to bring their ideas to life.

WHAT ARE THE PARTS OF YOUR WORK THAT CONSISTENTLY EXCITE YOU AND ARE A SOURCE OF MOTIVATION FOR YOU?

I am delighted to see how our work is changing the lives of students and helping them prepare for their future careers.

I am pleased to see that the students we have worked with are achieving success in various programs, competitions, in their careers, and lives. I am very proud that Slovakia, through me, could support them on their journey.

I am happy to be surrounded by a truly great team of people, whether they are employees of our organization, teachers, school principals, or our partners, donors, and volunteers who care about the education of children and youth in Slovakia.

I am glad that my work contributes to positive changes in society. I realize that the importance of financial literacy, entrepreneurship, and digital skills is crucial for the future development of children and youth in Slovakia.

WHAT ACHIEVEMENT FROM 2023 ARE YOU PROUD OF THE MOST?

Junior Achievement Worldwide, a network of which Junior Achievement Slovakia is a part, has been nominated for the 2024 Nobel Peace Prize. Nominations may be received only from heads of state and certain elected officials, university professors in selected fields, past Nobel laureates, and a few other notable individuals.

In Slovakia, during the 2022/2023 school year, approximately 35,000 students, 1,000 teachers, and 820 schools participated in our educational programs. In total, we have over 470,000 graduates from educational programs in primary, secondary, and tertiary education spanning more than 30 years in Slovakia. Each year, we engage approximately 500 industry professionals in experiential education.

MARTA SLOVÁKOVÁ

CEO
JUNIOR ACHIEVEMENT
SLOVAKIA



As the current CEO of JA Slovakia, I build the strong connection between business and education. I'm dedicated to promoting social responsibility, achieving results, and fostering transparent, people-centered business practices. Beyond my professional endeavors, I'm deeply committed to volunteer work. My passion lies in empowering others and shaping a brighter future through education and social responsibility.

Donate Invest
2% of your taxes
in the practical education of youth.

JA Slovakia
Member of 26 Worldwide

jaslovensko.sk/dve-percenta
It is a worthwhile investment

MARTIN ŠRAMKO

CEO
IMMOCAP



Martin Šramko has been working at ImmoCap in the position of CEO since 2014. Before that, he held the position of financial and investment director of the company. He studied at the University of Economics in Bratislava and the University of Reading in Real Estate Investment & Finance. He has experience in negotiations, due diligence, financial analysis, finance, and real estate transactions. He is an expert in business development. He co-initiated the founding of the Initiative for Modern Wooden Buildings.

WHAT IS YOUR WISH FOR AMCHAM SLOVAKIA'S 30TH ANNIVERSARY?

First of all, I wish AmCham Slovakia a lot of joy and success, so that its beneficial activities continue to develop a pleasant environment not only for business, but also strong relationships within the trade. Three decades of successful operation prove that AmCham is the right platform for building meaningful long-term relations.

WHAT ACHIEVEMENT FROM 2023 ARE YOU PROUD OF THE MOST?

ImmoCap has been on the real estate development market for almost 30 years and recently we have experienced a really dynamic shift forward. The company develops with energy and enthusiasm, which is mainly the result of a well-functioning team. Last year was a turning point for us, as after mature consideration and with experience in the creation of office buildings, we decided to also enter the segment of housing. We successfully approved the beautiful office building The Mill on Mlynské nivy boulevard and started building a modern apartment building Millhaus right next to it. The full occupancy of The Mill and the extraordinary interest in flats in Millhaus confirmed that our decision was the right one. From this point of view, 2023 was a year our entire team can be proud of.

WHAT DO YOU PERCEIVE AS THE BIGGEST CHALLENGE FOR YOUR COMPANY IN THE NEAR FUTURE?

Our generation faces several challenges and it is no longer enough to just react flexibly, we must look to the future with specific plans and be prepared. At ImmoCap, we consider the biggest challenge to be the approach to climate change and how we can contribute to a better environment through our work. The topic of reducing the carbon footprint and overall energy efficiency of our projects is definitely one of the biggest challenges. ImmoCap always goes beyond what is imposed by legislation or the market standard. We have already assembled a highly specialized team of experts who are involved in the design of buildings in such a way that they not only bring a minimum carbon load, but also present energy-

efficient solutions. We always create them with two aspects in mind: the end user and the environment. Creating projects that help nature and at the same time save our partners' resources is a challenge that we enjoy achieving.

HOW DO YOU DRIVE INNOVATION IN YOUR COMPANY?

Technologies and their correct use represent one of the cornerstones of our development. It nicely illustrates our approach to creating energy-efficient spaces for living and working. We already offer housing on the market, where the owner can save up to 50% on energy costs. I just have to add here that the technology itself, no matter how advanced it is, is never enough on its own. At the beginning, there must always be an expert or a team that will think through the concept well and use top technologies correctly.

WHAT ARE THE PARTS OF YOUR WORK THAT CONSISTENTLY EXCITE YOU AND ARE A SOURCE OF MOTIVATION FOR YOU?

Maybe it will sound pathetic, but I do love entering our office in the morning (we have beautiful new premises in The Mill 😊) and greet my colleagues. Sometimes we exchange a few sentences about the news, we talk about what awaits us, what challenges we face, what has been solved. This daily routine can give me a lot of energy.

WHAT SINGLE CHANGE WOULD MAKE SLOVAKIA A BETTER PLACE TO DO BUSINESS?

We could certainly get inspiration from the USA but also Western Europe, where, even at the business level, there is a kind of standard in the quality of relations and openness in dealings. Slovakia is a great country to work and live in, but maybe it would help business if each of us brought more personality, character and maybe an opinion to it. What is completely common in the Western world would also help business in Slovakia. So that business is not "just" about making money, but through small symbols we can show that we care about what kind of world we create for future generations, what our values are.

ImmoCap is a Slovak real estate developer that has been bringing projects to Bratislava for almost 30 years creating space for a better, healthier, and higher quality life. Thanks to an exceptional team of professionals, ImmoCap is able to transform brownfields and thus expand the city center with vital zones, where people can comfortably work, live or spend their free time. ImmoCap revived Trnavské mýto with the construction of Central, which brought not only a shopping center, but

also offices and a hotel. Together with the city of Bratislava, it revitalized the Trnavské mýto Underpass. The success of developer's buildings is confirmed by projects such as Lakeside park 02 or The Mill. ImmoCap has multiple residential projects ahead of it, a carbon-neutral headquarters for ZSE. The current flagship is the project of the new ISTROPOLIS, which, in addition to residential and administrative functions, will also bring high-quality public spaces and a modern cultural and social venue.

LADISLAV ŠVRČEK

HIRING DIRECTOR
EPF GROUP, A.S.



Ladislav Švrček has 19 years of experience in the field of HR. Having joined EUROPERSONAL Group in 2013, his tenacity, loyalty, and drive have seen him gradually rise to the position of Hiring Director. He leads and coordinates the internal and external recruitment team. As a specialist in recruitment for the Slovak and Czech Republic, he is deeply familiar with the issues of recruiting people from countries both within and outside the EU. His active interest in growth and advancement in the field makes him an expert on visa processes. Ladislav is one of the founders of the Visa Servis and After Care Plus platforms, and has worked as a project director on the implementation of internal HR SW solutions. He also oversees the training centre for operating all classes of powered trolleys, and is constantly proposing new initiatives and opportunities for developing the services we provide.

WHAT DO YOU WANT TO WISH AMCHAM SLOVAKIA FOR ITS 30TH ANNIVERSARY?

We wish AMCHAM future success in fulfilling its mission: to improve the business environment, promote economic development, and strengthen international partnerships and ties for at least another 30 years.

DO YOU HAVE A FAVORITE MEMORY RELATED TO AMCHAM SLOVAKIA?

Since we are new to AMCHAM, we expect those favorite memories are yet to be made 😊.

“
OUR GREATEST
MOTIVATION
COMES FROM THE
SATISFACTION OF
OUR CLIENTS AND
EMPLOYEES.

WHICH 2023 ACHIEVEMENT ARE YOU THE MOST PROUD OF?

We have launched the new Visa Servis and After Care Plus platforms. We have translated our many years of internal experience into the Visa Servis platform, which we currently offer to our clients, partners, and other providers of HR services. After Care Plus is a higher level of service aimed at the adaptation process of third-country nationals to Slovakia and includes a range of support activities. Following the approval of national visas, our Visa Servis platform has proven that monitoring the market and looking for innovative solutions was and continues to be the right way forward.

WHAT DO YOU SEE AS THE GREATEST CHALLENGE FOR YOUR BUSINESS IN THE NEAR FUTURE?

Staying among the TOP 10 temporary employment agencies. Reaching out to and establishing cooperation with new investors in the Czech and Slovak Republic. Lastly, being able to meet our clients' expectations within the defined requirements and the lowest possible

turnover. We also want to gradually implement AI into our processes and continue developing the platforms above.

HOW DO YOU INCREASE & PROMOTE INNOVATION IN YOUR COMPANY?

We actively listen to our employees while providing space and support for their ideas related to improving our processes. We follow the latest trends and are responsive to the needs of the market, trying to adapt to them as quickly as possible (see Visa Servis). At the same time, we are gradually implementing AI into our processes and continue building and developing our partnerships by getting involved in more organizations (see AMCHAM) 😊.

WHICH PARTS OF YOUR JOB DO YOU FIND CONSISTENTLY FULFILLING AND A SOURCE OF MOTIVATION FOR YOU?

Within the scope of our business, our greatest motivation comes from the satisfaction of our clients and employees. Positive feedback and signing new contracts go hand in hand with this.

WHAT SINGLE CHANGE WOULD MAKE SLOVAKIA A BETTER PLACE TO DO BUSINESS?

For us, it would primarily be having a more flexible labour legislation. For instance, less red tape related to recruitment, especially with the employment of third-country nationals, and being able to devote more time to an individual approach, mutual communication and adaptation of the employees.

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AFTER CARE +
europersonal



DEUTSCHE TELEKOM IT SOLUTIONS

ANDREAS TRULS

MANAGING DIRECTOR
DEUTSCHE TELEKOM
IT SOLUTIONS SLOVAKIA



WHAT IS YOUR WISH FOR AMCHAM SLOVAKIA'S 30TH ANNIVERSARY?

Congratulations on three decades of incredible achievements, fruitful collaborations, and steadfast commitment to enhancing Slovakia's business landscape. The past has been marked by numerous successes, memorable milestones, and transformative projects. Yet, as we commemorate your 30 years of dedication, we are reminded that the future holds even greater promise and potential.

DO YOU HAVE A FAVOURITE MEMORY LINKED TO AMCHAM SLOVAKIA?

From my personal experience, AmCham Slovakia has been providing unparalleled support, resources, and networking opportunities to businesses. AmCham's dedication to facilitating dialogue, promoting innovations, and advocating for the rule of law certainly makes a difference.

WHAT ACHIEVEMENT FROM 2023 ARE YOU PROUD OF THE MOST?

There is no doubt that 2023 has been another successful year for our brand Deutsche Telekom IT Solutions Slovakia. We have continued our Agile journey by implementing a Flexorg model in large parts of our organization to put our customers even more at the center of everything we do.

Additionally, we can now provide Sovereign Cloud services „Made in Košice“, to ensure that all digital information, including stored data and software, is compliant with data sovereignty laws and regulations. Furthermore, we have built a solid foundation in the Artificial Intelligence (AI) space, and we expanded our footprint in the Low-Code application development area. In 2023, we also received several prestigious awards, including the Best IT Company and 2nd place in „Najzamestnávateľ“ (The Best Employer) in the IT & Telecommunications category, which we are very proud of.

WHAT DO YOU PERCEIVE AS THE BIGGEST CHALLENGE FOR YOUR COMPANY IN THE NEAR FUTURE?

As we continue to enhance our abilities to lead, design, and innovate, we anticipate that the previous effects of labor cost differences will gradually diminish over the next few years. This will result in a shift towards a workforce with more specialized industry leadership and vertical skills. AI technologies such as machine learning and natural language

processing will be used to automate repetitive and mundane tasks within our teams and will have a significant impact on software development. In addition, AI adoption requires upskilling and reskilling efforts within our teams to effectively leverage new technologies and tools.

HOW DO YOU DRIVE INNOVATION IN YOUR COMPANY?

We place a strong emphasis on innovation, but we understand that there is no "one-size-fits-all" solution, so we take a comprehensive approach. Our goal is to nurture a culture of creativity by training employees to think creatively and rewarding innovative ideas. We also prioritize collaboration and networking, building strong partnerships with universities, technology transfer centers, and other companies to exchange ideas. Additionally, we promote continuous learning and development to keep up with emerging trends and technologies and offer innovation programs for employees. Finally, we aim to create a safe environment where failure is viewed as a learning opportunity rather than a setback. Therefore, we encourage experimentation and iteration to foster continuous improvement.

WHAT ARE THE PARTS OF YOUR WORK THAT CONSISTENTLY EXCITE YOU AND ARE A SOURCE OF MOTIVATION FOR YOU?

I take pride in our vision to develop and implement innovative telecommunications solutions that enhance connectivity. I am very fortunate to work with people who are committed to social responsibility and continuously give back to the community, particularly in the areas of education & digital literacy. My source of motivation is a collaborative work culture where teamwork and cooperation are highly encouraged. Lastly, I am excited about continuous learning and professional development, which is inevitable, sometimes tiring, but always fulfilling.

WHAT SINGLE CHANGE WOULD MAKE SLOVAKIA A BETTER PLACE TO DO BUSINESS?

As a company, we aim to take on more overall responsibility for larger parts of the global value chain within the Deutsche Telekom Group. Therefore, we require innovation capabilities and entrepreneurship. Increased funding and support for research and development initiatives, more innovation clusters, additional technology transfer programs, and the establishment of startup incubators/accelerators will help foster a culture of innovation and entrepreneurship in Slovakia.

Andreas joined T-Systems in 2004 as Regional Solution Sales Central Europe. He later served as Vice President of IT Operations in Tokyo/Japan, overseeing operations at T-Systems Japan. He then assumed responsibility for Computing Services and Solutions in Asia Pacific while working at T-Systems Malaysia. In 2015, he was promoted to Vice President of IT Operations APAC & Americas. Since June 2020, Andreas has served as Managing Director of Deutsche Telekom IT Solutions Slovakia. With a wealth of experience in IT leadership, he specializes in designing and implementing scalable growth strategies that enhance shareholder value in the outsourcing industry and drive organizational transformation. Andreas has a proven track record of building and nurturing high-performing teams. Over his 20-year career, he has successfully led technical and service delivery teams across Slovakia, Malaysia, Singapore, China, Brazil, North America, and Mexico.

IVANA HERETIK VAČOKOVÁ

GENERAL MANAGER
TALENT SOLUTIONS
SLOVAKIA



Expert in recruitment services and experienced manager, with over 18 years' experience on agency side including international exposure (Romania, Lithuania, Hungary, Czech Republic). Specialties: people management, interim management, project management, process implementation, performance management, green field projects, foreign direct investment consultancy, tendering process, training & development, SSC, RPO, HR consultancy. As an all-rounder, I am passionate about driving business success through strategic planning, effective leadership, and fostering a culture of innovation.

WHAT IS YOUR WISH FOR AMCHAM SLOVAKIA'S 30TH ANNIVERSARY?

As AmCham Slovakia celebrates its 30th anniversary, I hope it keeps up the fantastic work it's doing. With a significant impact on business and society, AmCham is building excellent platforms and bridges within the business community. AmCham's efforts have an impact on many different sectors, encouraging innovation, growth, and sustainable development.

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WE CREATE
A DIVERSE AND
INCLUSIVE WORK
ENVIRONMENT
WHERE DIFFERENT
PERSPECTIVES
AND EXPERIENCES
CONTRIBUTE
TO INNOVATIVE
THINKING.

WHAT ACHIEVEMENT FROM 2023 ARE YOU PROUD OF THE MOST?

Success is accumulated from numerous little victories, and thankfully there were a lot of them in 2023. The change of company name from Adecco to Talent Solutions was unquestionably one of the major ones. I'm really proud of my team because they handled the entire rebrand process well and went above and beyond their regular responsibilities. The market accepted the name change without having a significant impact on our company results, which I view as an outstanding achievement given how difficult it is to maintain a brand's legacy after 20 years in the market.

WHAT DO YOU PERCEIVE AS THE BIGGEST CHALLENGE FOR YOUR COMPANY IN THE NEAR FUTURE?

The biggest challenge in the recruitment industry is the ongoing issue of biases, labor shortage as well as the global economic crisis, which affects the whole market and causes a slowdown. We have to deal with the issue of the declining demographic curve, the 22% loss of talent among graduates, and the lengthy immigration process that prevents foreigners from entering the workforce. We must address and find solutions for our clients in order to help them hire the talent they require to succeed in today's labour market.

HOW DO YOU DRIVE INNOVATION IN YOUR COMPANY?

Within our organization, innovation is encouraged by our company culture. We wouldn't be able to remain competitive in the market without innovation because our industry is changing so quickly. Along with developing, testing, and implementing new trends, we also invest in the training of our teams. We create a diverse and inclusive work environment where different perspectives and experiences contribute to innovative thinking.

WHAT ARE THE PARTS OF YOUR WORK THAT CONSISTENTLY EXCITE YOU AND ARE A SOURCE OF MOTIVATION FOR YOU?

The people around me are one of my most important sources of motivation along with the dynamics of the industry I work in. Seeing my colleagues around me develop and succeed brings me joy. Working with clients, candidates, and colleagues is always an exciting experience, which makes this work fulfilling. I'm an achiever oriented on results, setting goals, and taking on new challenges and this business is letting me to execute all of those.

WHAT SINGLE CHANGE WOULD MAKE SLOVAKIA A BETTER PLACE TO DO BUSINESS?

Unfortunately there are many changes which need to happen in Slovakia. Compliance with laws in combination with implementation of simplified bureaucracy would be a good start.

BART WATERLOOS

MANAGING PARTNER
VGD SLOVAKIA S. R. O.



Bart Waterloos is currently the Managing Partner of VGD Slovakia. He started his career more than 25 years ago at VGD Belgium and then moved in 1999 to the Prague office of VGD to become there responsible for 4 years as the audit manager. In 2004 he moved permanently to Slovakia, where through mergers, acquisitions and the cooperation with his Slovak partners, he developed VGD Slovakia into a top player among the audit and advisory companies in Slovakia. Currently their more than 150 experts focus on the larger family owned SME entrepreneurs. Bart is currently responsible for the overall management, with still a particular attention for international clients in both consulting, audit and recently also ESG advice.

WWW.VGD.EU

As we celebrate **AmCham Slovakia's 30th anniversary**, I extend my heartfelt wishes for continued growth, resilience, and positive impact on the business community and Slovakia as a whole.

AmCham Slovakia has been a beacon of collaboration, fostering connections between businesses, policymakers, and communities. As we reflect on the past three decades, here are my wishes for the organization's future:

- 1. Developing the regions:** It is great that AmCham Slovakia is driving various initiatives to unlock the business potential in Eastern Slovakia and may you continue in these efforts.
- 2. People:** As we look forward, my wish is for AmCham Slovakia to empower young leaders. Mentorship, education, and skill-building will shape a brighter future.
- 3. Rule of law Initiative:** I hope that AmCham will continue to be a spokesperson for this initiative and to be a partner in this towards the public authorities.
- 4. Sustainable Practices:** May AmCham Slovakia champion sustainable business practices. Let environmental stewardship and social responsibility guide its endeavors.

Let you continue your journey to shape Slovakia's business landscape and inspire generations to come so that you support Slovakia into a better place to live and do business in.

As regarding **my favorite memory**: It is a cliché, but there are many fond memories of AmCham events. Maybe one that stands out to me was the Annual Meeting of 2019 when I was invited to the stage for the first time as Statutory auditor of AmCham to present the financial results of the year that we audited then. It was in the Mirror Hall of the Primicialny Palac and that gave it all an extra cachet of grandeur.

Over the year 2023 we are very proud of the fact that we were invited to join the

international network CLA Global as a new member. This network of independent accountants, auditors and advisors, was formed only the year before by the large American company CLA, who is the 10th largest US accounting firm! So we do believe that our membership of Amcham will be getting even deeper.

And this also brings us to the **biggest challenge** in the near future, because being a member of **CLA Global** also requires us that we adopt a new international name and global branding of **CLA Global**. Meaning that as from January 2025 we will transform from VGD Slovakia into **CLA Global SK**.

But apart from that it is of course the continuous work with our fantastic staff and making sure that they continue to grow on a professional and personal level, because only via them can we make a difference towards our clients. With the new, younger generation and the changing trends, this is a constant challenge.

Especially if we consider the **drive to innovate**, because our own profession of accountants and advisors has changed tremendously over the past three decades. And that change is only accelerating with AI. We are constantly monitoring these trends and have a small pilot group of AI enthusiasts within our Digital team that is checking for good use-cases and we will be rolling these out gradually.

There is of course no magic one single change that would make Slovakia instantly an even better place to do business, but what would, in my opinion, come close to this, is continued investment in education. We are hiring constantly bright new staff and they can really make the difference in our business. But we also see that the number of such bright staff is declining with the years and that schools have to struggle very hard for the necessary funding that would enable them to be on-par with the neighbouring countries.

We Are VGD. Let's talk.

As an entrepreneur you have to deal with a number of aspects around your business that are constantly changing and modifying. We take care of these activities for you. So that you can focus on your core business and be more successful.

We are local company with international context. We have been operating under the VGD Slovakia brand for 22 years and we have grown into one of the largest consulting companies in Slovakia. Globally, we are part

of CLA Global a leading, global network of independent accounting and consulting firms. We will become CLA Global SK in 2025. We provide clients with professional service in the areas of accounting, tax, audit, as well as transaction consulting, consulting in the field of digitalization and subsidies and grants. Our clients are mainly entrepreneurs and manager-owned SME's.

We have more than 150 experts in various fields in three offices - in Bratislava, Piešťany and Banská Bystrica.

MARTIN ZÚBEK

AUDIT PARTNER
BDO AUDIT, SPOL. S R.O.



Martin possesses over 14 years' experience in auditing statutory financial statements and financial statements prepared in accordance with IFRS and US GAAP, SOX testing, audit of consolidated financial statements, mergers, and other assurance services. Martin also participated in projects of conversion of statutory accounting to IFRS, or in project of internal audit for a multinational corporation. He is member of the Slovak Chamber of Auditors (SKAU), certified statutory auditor and Fellow of the Association of Chartered Certified Accountants (FCCA). Martin's expertise lies with manufacturing, consumer business, technologies and media & telco sectors.

WHAT WAS THE DECISIVE FACTOR FOR BECOMING AN AUDIT PARTNER AT BDO?

The decision to become a partner in BDO is a logical step in my career path. On the other hand, it is also a tremendous challenge that I take very seriously. I am an analytical person, but the decision to take this career step with BDO was not at all about numbers or facts. I have had many conversations during which I carefully perceived the values, goals, atmosphere, communication style, and especially the "BDO energy." When the time came to decide, I was sure that BDO is the right place where I want to work as a partner. I must add that since I made this decision, every subsequent interaction with people from BDO has reinforced that I made the right choice.

“ MY GOAL IS TO USE THE BEST OF WHAT TECHNOLOGIES ARE OFFERING US TO AUTOMATE REPETITIVE TASKS.

WHAT DO YOU PERCEIVE AS THE BIGGEST CHALLENGE FOR YOUR COMPANY IN THE NEAR FUTURE?

We are living in a fast-changing environment overall – what was considered a great innovation a few years ago is currently a standard and I expect it will become insufficient in the next

few years. In my opinion, the biggest challenge is keeping or even improving the quality of the service we provide to our clients on the one hand and managing the cost of delivery on the other. These two apparently conflicting requirements need to be delivered keeping in mind the changing working habits and focusing on the well-being of our employees.

HOW DO YOU WANT TO DRIVE INNOVATION IN YOUR COMPANY?

My goal is to use the best of what technologies are offering us to automate repetitive tasks. By doing so, we can free up time for our employees, who would be able to concentrate on tasks which require professional judgement. In addition, I want to put increased focus on utilizing data analytics to enable us to better define and focus on risk areas relevant to each individual audit.

WHAT ARE THE PARTS OF YOUR WORK THAT CONSISTENTLY EXCITE YOU AND ARE A SOURCE OF MOTIVATION FOR YOU?

The answer is easy and short: PEOPLE! I really like cooperation with people, either colleagues or clients. Every interaction is different. So is every audit even though we have audited the same client for several years. Thanks to this my work is not a stereotype and makes me motivated.

WHAT SINGLE CHANGE WOULD MAKE SLOVAKIA A BETTER PLACE TO DO BUSINESS?

This is really difficult question since I see quite a few obstacles for Slovakia to be a better place for doing business. Nevertheless, if I must choose only one, I would say lowering tax and administrative burden for employees would help.

BE A LEADER IN YOUR MARKET

ADVISERS OF THE FUTURE

BDO

TAX | AUDIT | OUTSOURCING
BUSINESS ADVISORY | LEGAL

7 GOOD REASONS TO JOIN AMCHAM SLOVAKIA



REPUTATION

AmCham is a respected organization and progressive & tech savvy platform for the local business community to push the transformation of the Slovak economy for better competitiveness.



NETWORKING

AmCham provides the highest quality events, not only in the physical but also digital space.



COMMUNITY

AmCham is a good place where investors and business partners meet.



VISIBILITY

AmCham provides increased visibility in the business community and inspires our leaders to drive strategic initiatives.



IMPACT

Powerful and direct legislative impact in Slovakia, supporting the continuous improvement of business environment. Key policy pillars:



INFORMATION

Members can enjoy increased media exposure through quotes, articles, interviews in major media outlets.



INNOVATIONS

AmCham brings new topics to the table with true visionary thinking.





People. Passion. Possibilities.®

Už desať rokov pracujeme na tom, aby sme prinášali zmenu do ľudských životov. Vyvíjame lieky a riešenia, ktoré pomáhajú pacientom, komunitám a celému svetu. Nachádzame odpovede, ktoré zlepšujú životy. A nezastavíme sa, kým nezvýšime štandard liečby pre všetkých.

abbvie

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