

Can Central and Eastern European Management Compete? -

Ist das ungarische Management konkurrenzfähig?

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Ist das ungarische Management konkurrenzfähig?

Österreichische Headhunter Antwort:

JEIN

JA, aber es gibt nicht genug gute Leute

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TARGET Expat Study 2009 & 2015

1000+ Antworten aus CEE

SK – CZ – HU – RO – PL - BG

* 2009	* 2015
* Expats: 1169	* 889
* Lokale: 271	* 219
* Fragen: 44	* 47

* 1. Poland	PL
* 2. Slovakia	RO
* 3. Czech Republic	CZ
* 4. Romania	HU
* 5. Hungary	SK
* 6. Bulgaria	BG

2015



Gratis Download

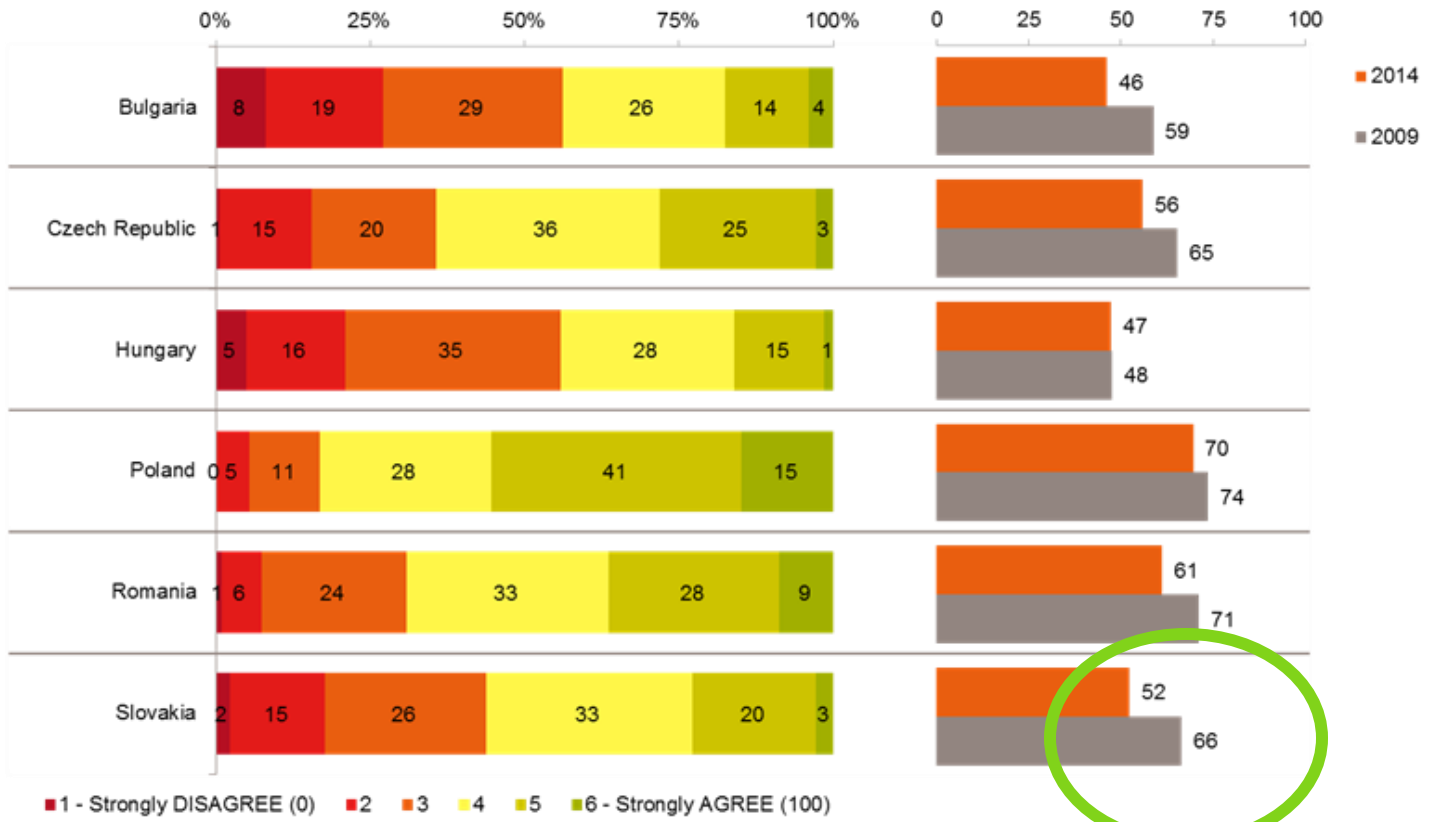
<http://targetexecutivesearch.com>

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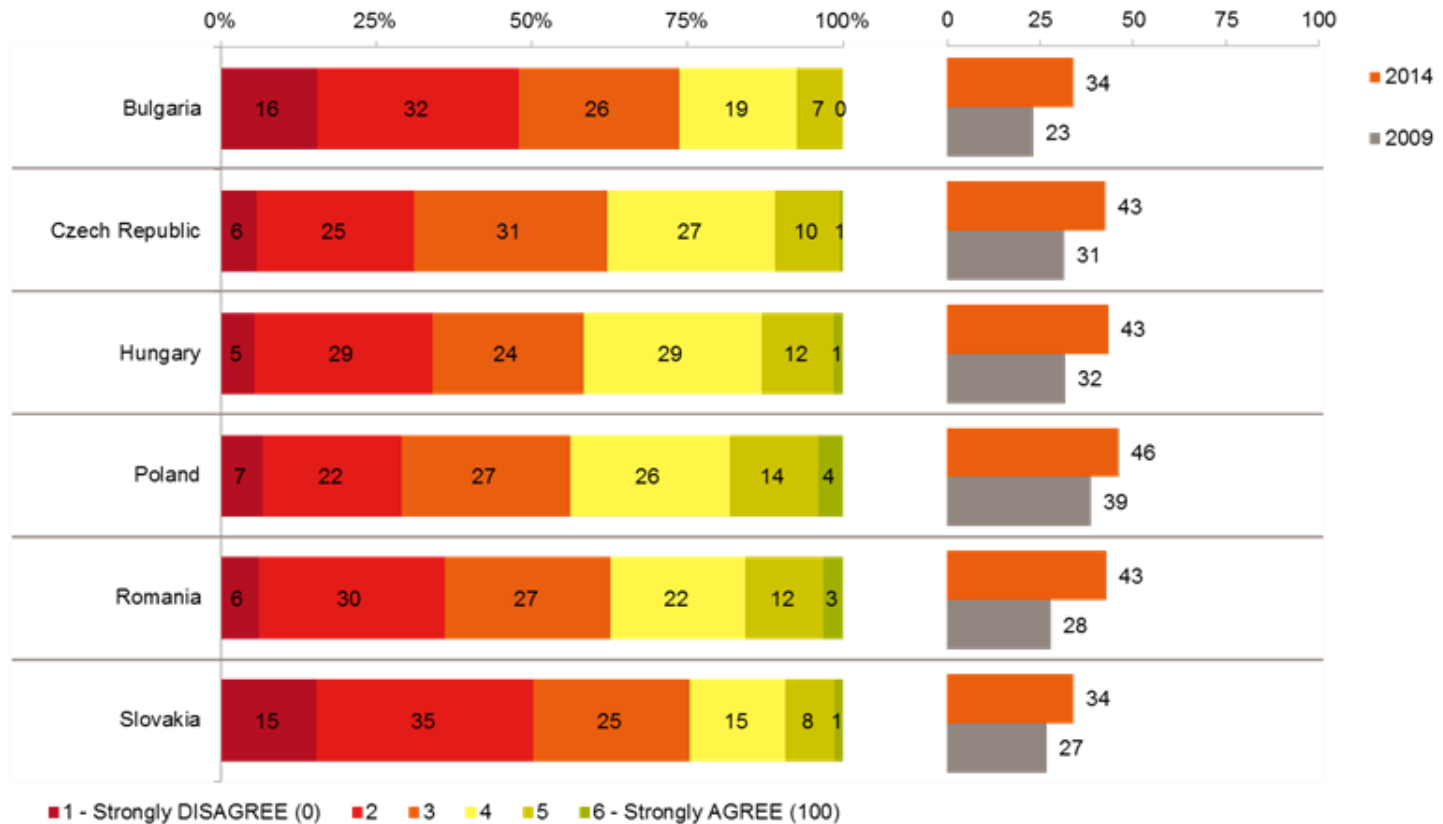
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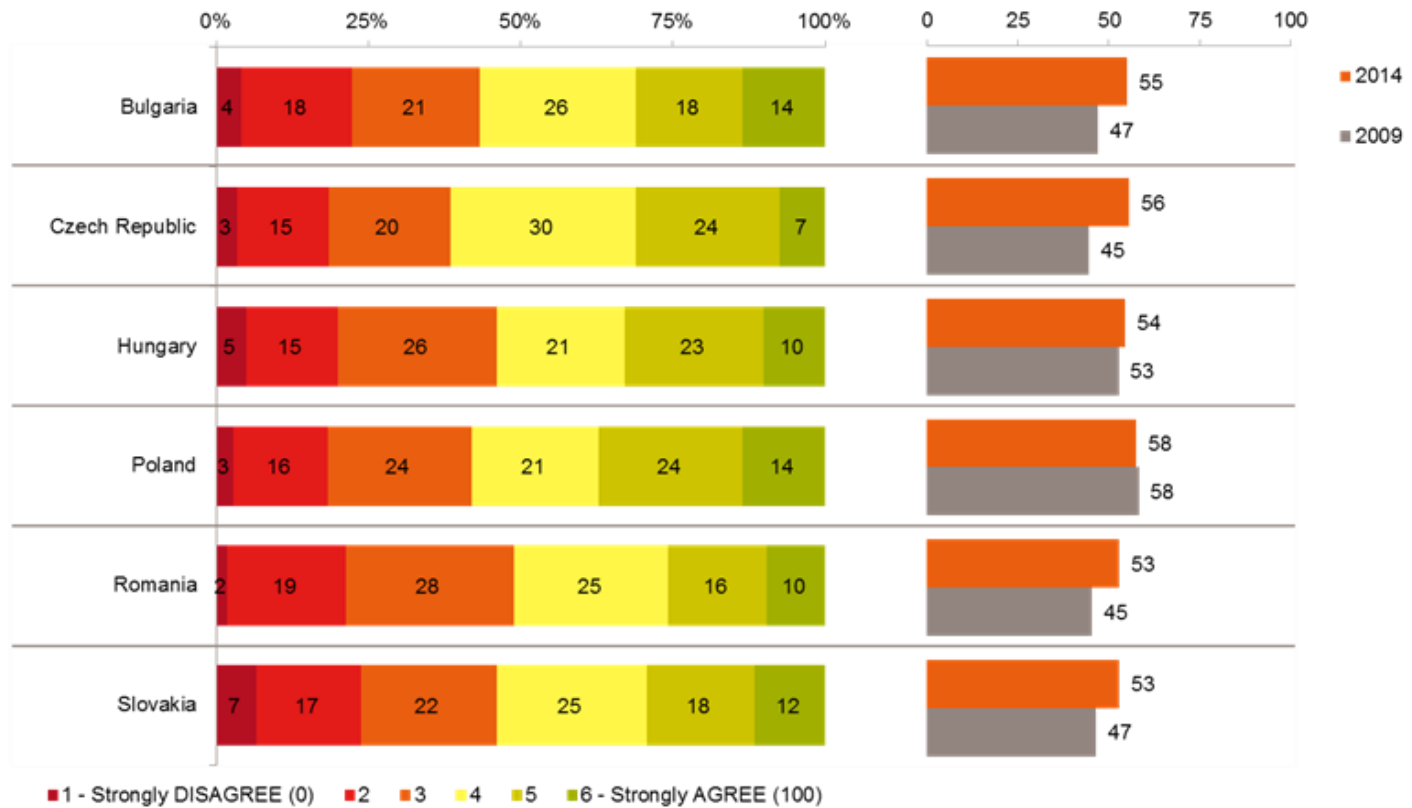
5. The business environment here is very active and dynamic



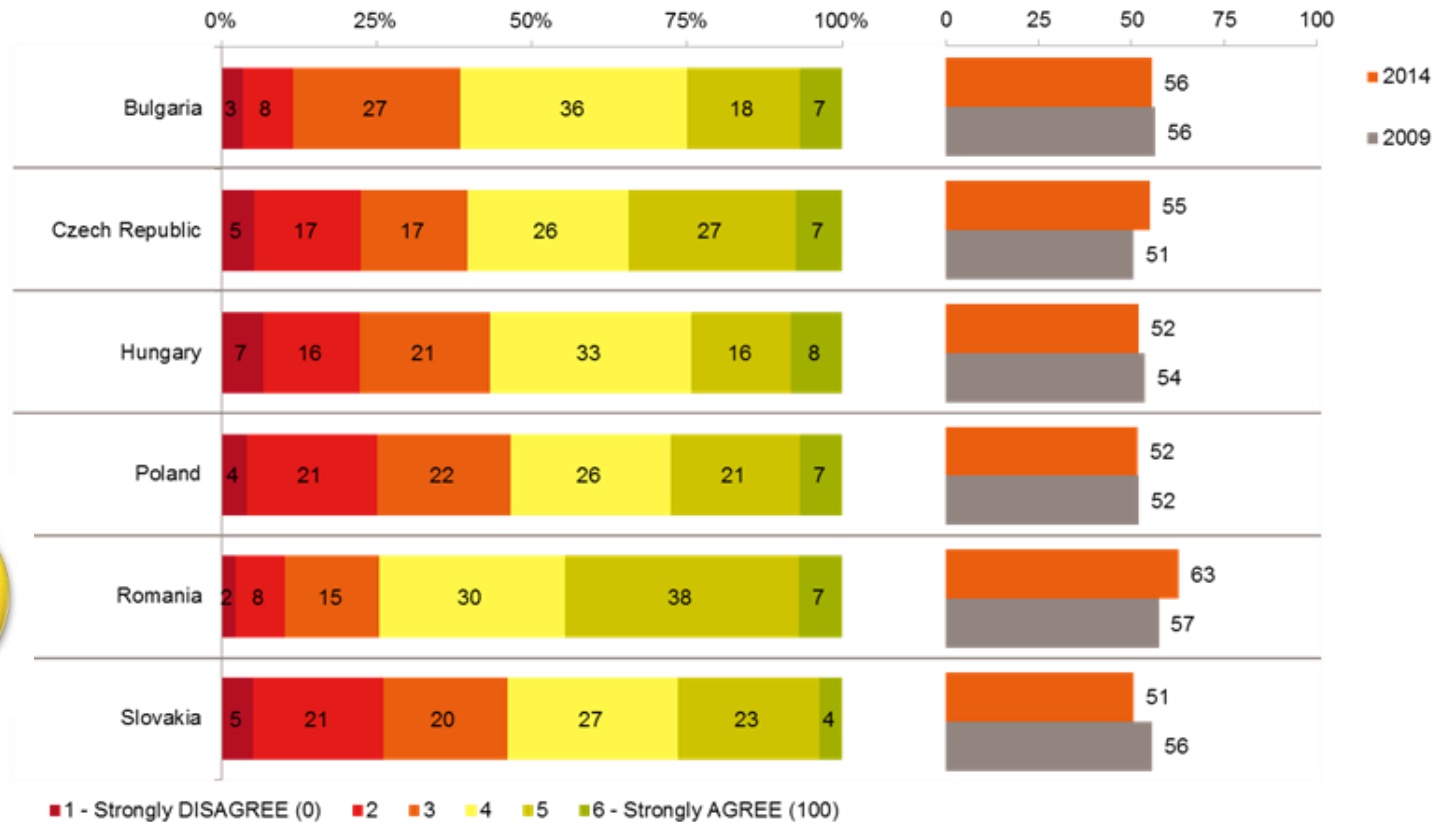
11. It is easy to find well-trained managers in this country



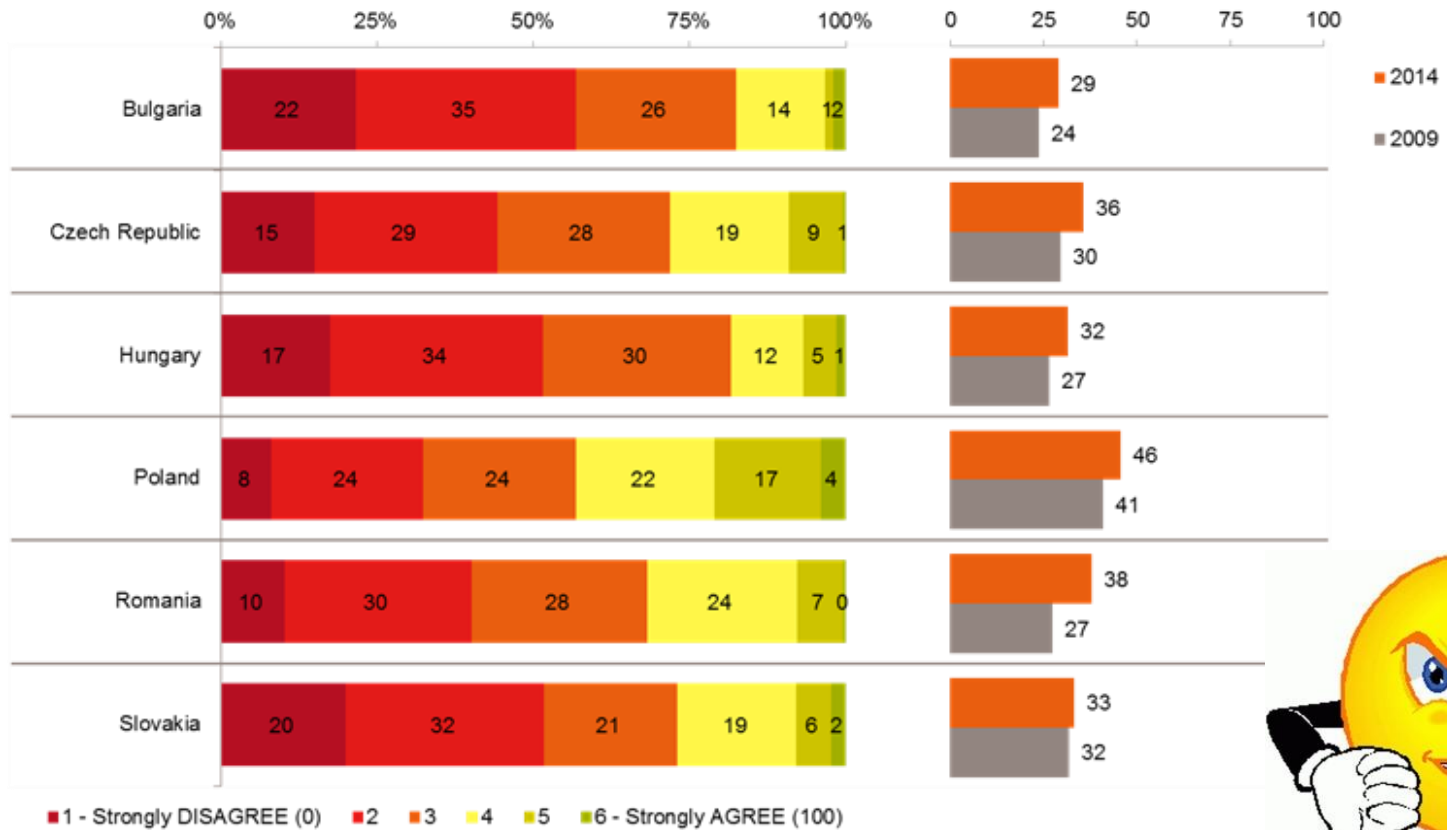
12. We could recruit better managers if we could pay them more



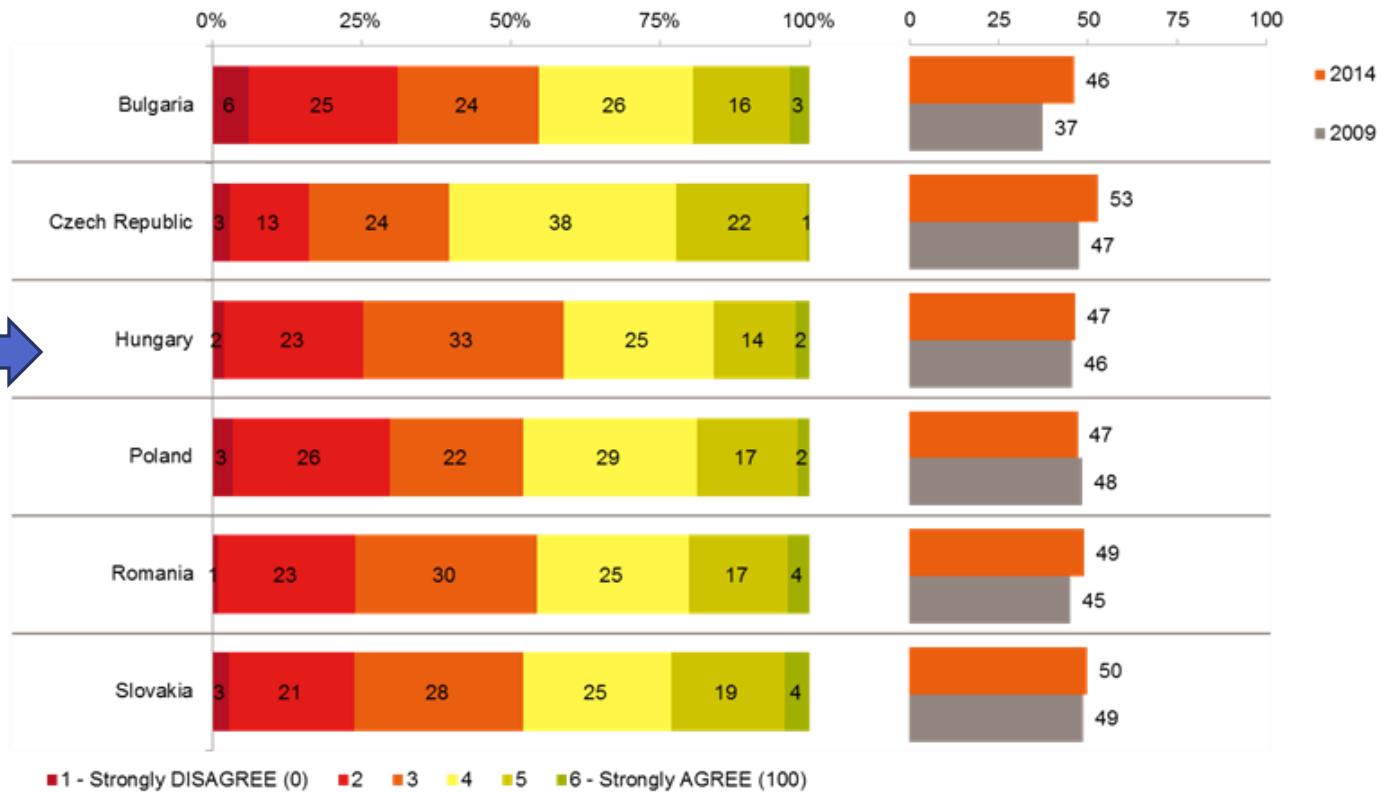
9. Humour is important in working relationships in this country



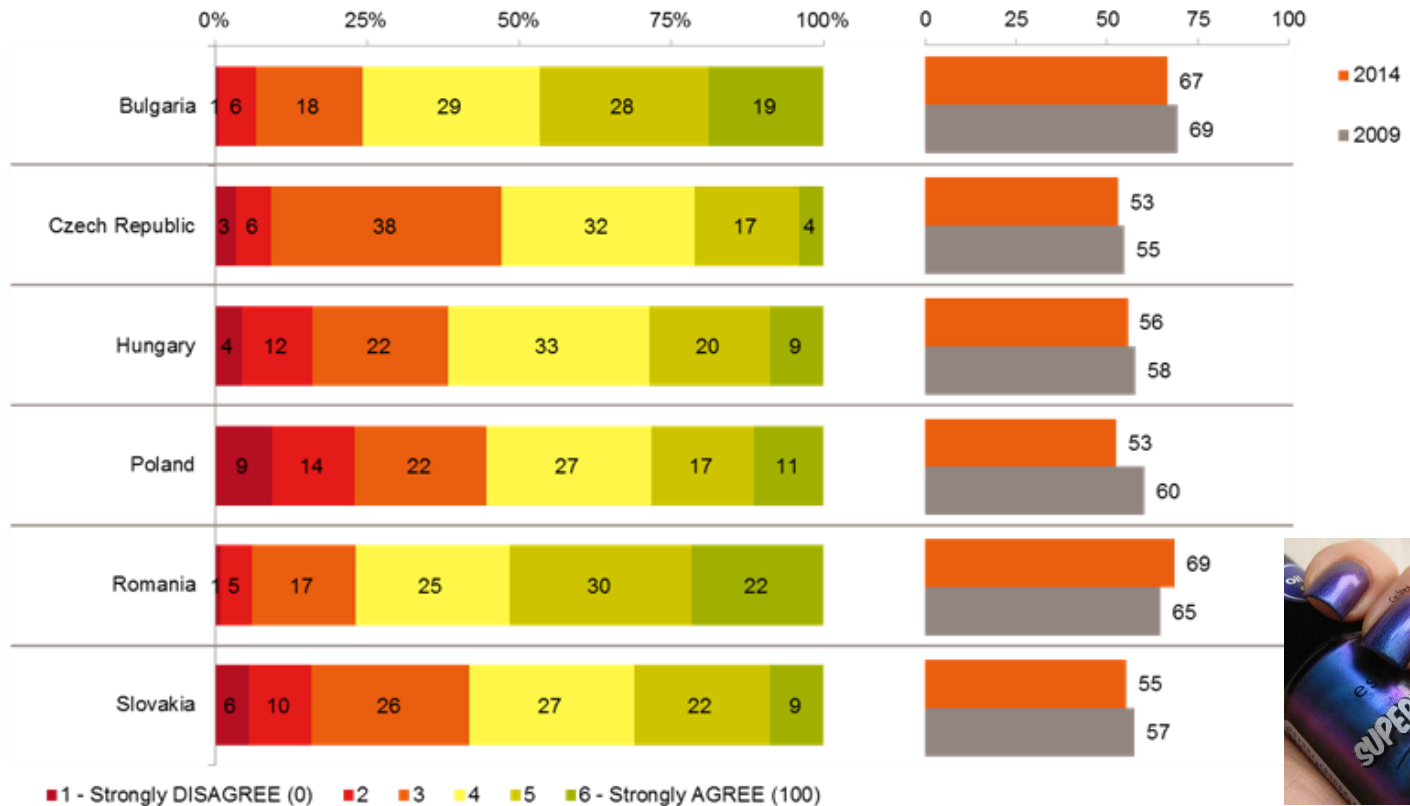
6. In this country business and commerce are strongly customer service oriented

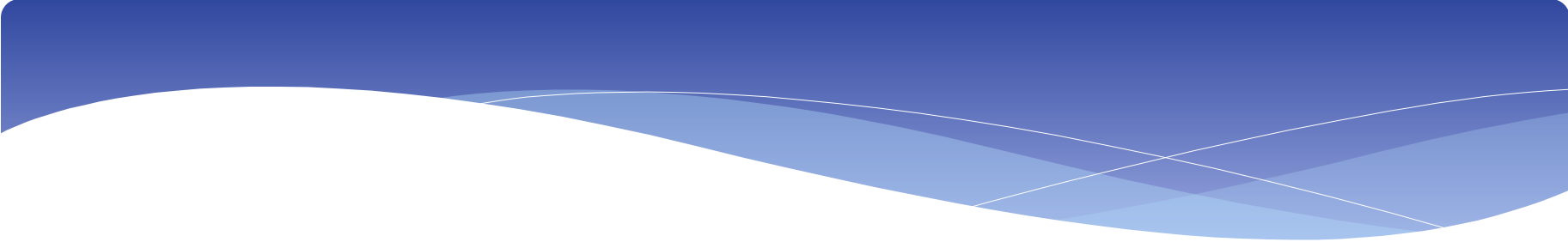


15. Local managers work well in teams



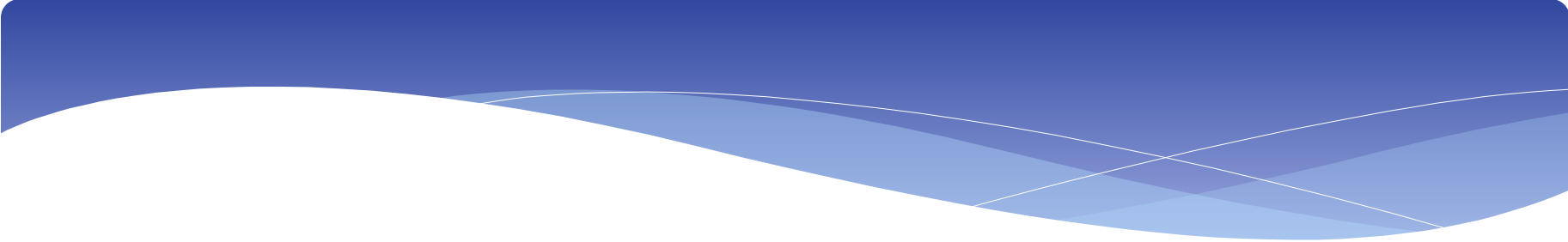
42. On the whole women in CEE tend to be more effective managers than men





CEE summary - the good news

- * CEE managers work very hard and are ambitious
- * Foreigners clearly enjoy living and working in CEE countries
- * Strong interpersonal skills of managers are highly valued
- * Good personal relationships are essential to good business in CEE
- * **Women are more effective managers than men**
- * Managers in the CEE region do place much value on the company they work for
- * In most CEE countries, managers prefer working in a planned, structured manner



CEE summary – the bad news

- * Bureaucracy and corruption seriously hinder good business performance in CEE
- * **Businesses and their managers are not customer-oriented resulting in very poor customer service**
- * Hierarchies here tend to be formal
- * Managers do not like to take the initiative in preventing and solving problems
- * CEE managers do not like to take a wider, strategic view

Zitate... HU

- * “Long years of Socialism are still reflected in the people’s mind-set. It is very hard to overcome the "tell me what to do and I’ll do it without thinking" way of thinking. Corruption is common, especially at higher government levels and the related business. **Corruption might also occur in foreign companies**, but is not all that visible” [**Austrian** Expat, HU]

Zitate... HU

- * “I love Hungary however the mind set of most people in the different workplaces is solemn and grim and **not customer oriented.**” [American Expat, HU]
- * I think the biggest issue in Hungary is that **people do not like to accept ownership** of issues/problems. [German Expat, HU]

Meine persönlichen Schlußfolgerungen

Klemens Wersonig

- * Überraschend wenig Verbesserung in den letzten 6 Jahren, obwohl unterschiedliche Manager befragt (2.500 Topleute)
- * Frauen in CEE sind oft bessere Manager
- * Hauptthemen sind Bürokratie – Korruption - Kundendienst
- * Mein Tip für Sie:
- * **Verbessern Sie Verkauf und Kundendienst!**

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