

Personal data



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I have strong entrepreneurial acumen, natural dynamism and passion combined with good communication and organizational skills.

My strategic and structured way of thinking mixed with solution focus and hands-on practice.

I have well-established managerial and leadership skills.

Wide experience in organizational development as well as mentoring in multinational environment.

I've spent my whole carrier in financial sector, worked different position and professional areas of different banks.

Coaching is a new carrier step for me, I'd like to support and help others to develop further. Share my experiences and inspire to find your own way, based on your own sources.

Work experience

2018 -

Executive Coach

My special focus on different generation problems and dilemmas, mainly dealing with young (generation Z, Y) and 50+ employees. Quarter-life and mid-life crises, burnout, inspiration, motivation.

I believe there should be a change of paradigm in management sciences, world of motivation systems has to be changed, organization culture has to be adjusted (if not completely rebooted) and employers has to prepare themselves for the incoming new generations and radically change of way of working.

2018 – 2019

Executive Coach studies

Learning DIADAL coaching model at Business Coach Kft. internationally accredited course

2016 - 2018

BNP Paribas Regional Head of HR for CEE

Responsibility:

Hungary, Bulgaria, Romania, Czech Republic

Provide a fully integrated comprehensive HR role

Direct all HR management related issues on the fields of recruitment, training and development, compensation and benefit, and personnel administration for the bank and its subsidiaries

Manage HR strategic objectives for change management, business transformation, and organisational development at regional level

Coordinate and harmonise regional HR strategy with central group HR

Carrier management and succession planning

Performance and talent management

Supervision of external payroll service

Professional success: During the last two years I completely designed the new regional setup of HR organization in CEE

2009 - 2016

BNP Paribas Head of Corporate Banking

Responsibility:

Manage Corporate Sales and Analyst Team

Supervise and develop client portfolio

Act as a Executive Senior Banker towards most important clients

Link Hungarian entity in to the global network to be able to generate more business

Decide on corporate credits - up to 70 mln EUR - with risk counterparty

Professional success: Hungarian corporate team became one of the most successful one in Europe under my management

2005 – 2009

Fortis Bank Hungary CEO

Responsibility:

Establish the operation of Fortis Bank in Hungary from scratch

Introduce new bank on the market

Recruit staff

Build activity and client portfolio

Link Hungarian entity in to the global network

Professional success: Built up an operational banking activity from zero and became profitable within 2 years

2001 – 2005

KH Bank Executive Director of Large Corporate Unit

Responsibility:

Responsible for the biggest clients and exposure of the corporate segment,

Manage 40+ sales corporate sales team

Organise integrate actions and strategy with KBC Head Office

Professional success: Integrate KH corporate team in the KBC network

1996 – 2001

ABN AMRO Bank Desk Head

Responsibility:

Manage different VIP client portfolio in Energy- , Industrial- and Financial sector

Headed and manage different and relevant Desks (Departments)

Professional success: Develop significantly my management and leadership skills

1993 – 1996

Konzum Bank Head of Credit Department

Responsibility:

Decision making on credits for KKV sector

Professional success: Widen professional knowledge from multinational enterprises to small – and medium sized companies

1987 – 1993

Magyar Hitelbank Chief of staff for the deputy CEO

Responsibility:

Establish and support decision making process within corporate banking area

Professional success: Being part of the foundation of the 2 tier banking system in Hungary

1982 – 1987

Central Bank of Hungary Corporate Finance Expert

Responsibility:

Manage different client portfolios and organise their finance and funding

Professional success: Became a banking professional in corporate banking field

Education

2018 - 2019	Executive Coach Course of Business Coach Kft.
2015 - 2016	Corvinus University HR Business Partner post-graduate course
1986 – 1987	Marx Károly University of Economy/ Banking faculty
1979 – 1982	Marx Károly University of Economy/ Finance faculty

Professional trainings:	Leadership for growth
	Risk Management
	Corporate Finance
	Sales strategies and communications
	Team dynamics
	Cash Management
	Intercultural corporate culture
	Diversity in management

Language skills

English	Fluent
Russian	Passive

Other skills

- MS Office (Excel, Word, PowerPoint, Outlook)
- Driving license „B” category

Hobby	Music and literature
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