

Dyrektor HR Mowi Europa Centralna | coach, mentor
Warsaw, Mazowieckie, Poland

Podsumowanie

My personal mission and objective is to drive or support growth of a company through people. My second goal is to help individuals in their professional development. My core competencies include creating and implementing HR policies and programs that align with the business goals and values of a company, driving productivity and performance improvement, managing change and restructuring processes and coaching and mentoring management talents. I am passionate about creating a positive and productive work culture that enables people and organizations to grow and thrive in a dynamic and competitive environment.

Doświadczenie

Mowi

HR Director Central Europe
listopad 2019 - Present (4 lata 9 mies.)
Ustka, Pomorskie, Poland

Responsible for HR at Mowi CE: Poland, Germany, Czech Republic, Italy, Turkey, and Sweden. 4000 employees, including factories, sales offices, and SSC.

Key areas: developing and implementing HR strategy to support business goals, cultural change through development programs, recruitment, productivity, workforce planning, project management, internal communication, health and safety, and labor unions.

Achievements:

Increased productivity by 25% over 3 years.

Implemented a performance and project management culture.

High return on investment in training and other HR activities.

Reduced the number of accidents to the lowest level globally in Mowi.

Launched a talent management program in CE.

Established Mowi Smart Pro, a training program focused on ideas, problem-solving, and project management.

Główne umiejętności

Executive Team
Culture Change
HR Strategy

Languages

Polish (Native or Bilingual)
English (Full Professional)

Certifications

The First 90 Days® Leadership
Transition Facilitator
Mowi Next Executive Program
Six Sigma Green Belt
PROSCI Change management
trainer

Honors-Awards

Best Project in Poland
VIP Alumni

Publications

Coaching w biznesie. Business
coaching

Coaching. Teoria, praktyka, studia
przypadków (theory, practice and
case studies)

The European Social Model, facing
the crisis and globalization

Green Factory Sp. z o.o.
HR Director Green Holding
marzec 2018 - październik 2019 (1 rok 8 mies.)
Warsaw, Masovian District, Poland

Support of all HR activities for Green Holding, including: recruitment, training, HR administration, wages & benefits and motivation systems. Total of 7 companies: agriculture, food processing and fresh logistics.

Achievements:

Succession for CEO of Green Factory (from owner to managing director)
Changed the organisational structure in holding, resulting in simpler and agile organisation
Created shared service center with accounting and payroll
Recruitment and onboarding of 7 key directors (f.e. 2 sales directors which generated 9% sales increase for the company)
Coaching and mentoring for key directors

McCormick & Company
HR Director, Board Member
styczeń 2014 - luty 2018 (4 lata 2 mies.)
Stefanowo near Warsaw

Responsible for all Human Relations including: company structure, manpower planning, budgeting, benefits, evaluation, employee development, training, remuneration, payroll and administration at McCormick Poland and HR support for BeNeLux.

Overall business responsibility as the Board member.

Achievements:

Successful change management processes (changing route-to-market and achieving 98% service level)
Managed transfer of accounting, payroll and recruitment to EMEA Shared Service
Improve productivity 5-7% year over year for 4 years
Member of Multiple Management Board for Europe (1 year program)
Developed work and safety (BHP) and achieved 2000 days without accident in warehouse and logistic department

PGE S.A.
HR Director, member of 2 Supervisory Boards
październik 2012 - grudzień 2013 (1 rok 3 mies.)

Warsaw Area, Poland

Implementation of SAP HCM system with structure and process changes.
Effective unions cooperation. Created HR procedures, company's operational and competencies model.

Animex Europe Ltd. (Animex Sp. Z o.o., Smithfield Foods Inc. US, WH Group Ltd. China)

Managing Director, HR

styczeń 2008 - październik 2012 (4 lata 10 mies.)

Poland

Responsible for all Human Resources issues for 11 plants in Poland.

Company's culture and structure building, management development, HR procedures, motivation systems, union negotiations, HR budgets.

Created and implemented HR strategy in line with the company's strategy,

Created HR business partner model for all factories and HQ,

Training and development program for masters and lead hand,

Management assessment and development program, created management pipeline

Implementation of SAP HCM (awarded as the best project in Poland in 2010 by PMI)

Effective sales support staff training – certificate of “Customer friendly company”

Creation of shared service center with nearly 50% productivity improvement in accounting

Starwood Hotels & Resorts, Sheraton Warsaw

Area Director of HR

marzec 1998 - grudzień 2007 (9 lat 10 mies.)

Responsible for Poland, Croatia, Bulgaria and Albania (plus Russia for 1,5 year); 9 hotels (5 hotels openings). Implementation of new company mission and culture after merge with Starwood Hotels & Resorts; part of HR take over team for LeMeridian hotels; preparation and implementation of management trainee program; development of managers for new hotel openings.

Employee engagement program - achieving high engagement index.

Service training - achieving highest customer satisfaction score in Europe.

Multisoft S.A

HR Director

wrzesień 1996 - luty 1998 (1 rok 6 mies.)

Poland, Czech Republic

Import and sale of footwear and textile products. Creation of an HR department, new motivational and recognition programs, new remuneration based on MBO; creating and implementing a new, customer-oriented company culture, company restructuring.

NCH

Corporate Recruiter

wrzesień 1995 - sierpień 1996 (1 rok)

Development of Pure Solve and Chemsearch in Poland. Recruitment, motivation and development of managers.

Wykształcenie

Warsaw School of Economics

postgraduate, Human Resources Management

University of Lodz

Master, Psychology
