

Radovan Klement

Head of HR at Porsche Engineering Services

Summary

A top-performing HRD skilled in implementing large, structural change and policies to improve efficiency, maximize sales, and retain top talent. Skilled in managing large HR projects and developing and implementing meaningful employee education programs. Proven ability to recruit, develop, and retain top talent. Highly accomplished in building and maintaining relationships with key stakeholders in global matrix contexts. Over 10 years' experience in various HR management positions in Commercial, B2B/B2C Retail and manufacturing.

Experience

Head of Human Resources at Porsche Engineering Services

September 2015 - Present (1 year 5 months)

HRM Retail B2B CEE-Russia-MED-SA / HRD Czech Republic/Slovakia at Royal Dutch Shell

January 2015 - June 2015 (6 months)

- Talent management
- Performance management
- Organisational effectiveness and lean management
- Change management, employee engagement
- Leadership development and succession planning within line of business in cluster and leadership teams in countries
- Joint HR – Centre of Excellence /HR in Country and Business / Shared Business Operations
- Global talent rotation and internal sourcing, XP and graduate recruitment
- HR budget responsibility
- Strategic HR decisions, member of leadership teams
- Planning, designing, and executing HR programs that are aligned with functional business strategies

HRM B2B CEE-Russia / HRD Czech Republic/Slovakia at Royal Dutch Shell

April 2011 - November 2014 (3 years 8 months)

HRM Global Functions MED-CEE-Russia / Country HR Lead Czech Republic and Slovakia at Royal Dutch Shell

September 2009 - March 2011 (1 year 7 months)

HRD Czech Republic & Slovakia / Learning and Development MED/CEE at Royal Dutch Shell

September 2006 - September 2009 (3 years 1 month)

Country HR Manager Czech Republic and Slovakia at LG Electronics

2004 - August 2006 (2 years)

New Market Entry - HR processes and systems implementation, organizational development, compensation & benefits and grading system, performance management, learning and development, recruitment and selection, expatriate management. Country HR lead of HR&GA professionals.

HR Manager at Z-PRECIS

2001 - 2004 (3 years)

Project Coordinator at Chihuly, Inc.

1997 - 2001 (4 years)

Languages

English	(Full professional proficiency)
German	(Professional working proficiency)
Russian	(Limited working proficiency)
Czech	(Native or bilingual proficiency)
Slovak	(Full professional proficiency)

Education

Ecole Supérieure de Commerce Et de Management - ESCEM

MBA, Change Management, 2003 - 2005

Univerzita Hradec Králové

Master, 1992 - 1997

IMD Business School

HR in the Business, 2007

Volunteer Experience

Mentoring at Czech Technical University in Prague

February 2016 - Present

Radovan Klement

Head of HR at Porsche Engineering Services



4 people have recommended Radovan

"I have worked with Radovan for more than 7 years at Shell. I can characterize him as true HR professional, having vast experience in very dynamic and challenging Downstream environment. Radovan is an excellent team-player able to work on different levels - strategic (Group level) and operational (both - Cluster and Country levels). He is fully dedicated to driving HR agenda through credible HR partnering with the business, ready to challenge status-quo, but balancing challenge vs. support. His strongest characteristic is integrity, respect for people and deliver results. At the same time he is always trying to do his job with fun and joy, so it creates very inclusive working environment around him. "

— **Sergey Ryzhov**, *HR Manager Downstream Russia, Shell*, worked directly with Radovan at Royal Dutch Shell

"Radovan is highly skilled HR professional, open minded, responsible, always open for new opportunities, accepting new challenges and optimistic. It was a big pleasure for me personally to work with Radovan in one team!"

— **Alena Kozlova**, *Country HR Manager Ukraine/ B2B HR Account Manager CEE & Russia, Shell*, worked directly with Radovan at Royal Dutch Shell

"I had the pleasure of working together with Radovan when we were colleagues within HR in Shell Europe. He impressed with his great relationship skills which meant he could get on with people at all levels. Radovan also has strong technical HR skills and extensive knowledge of HR processes and practices."

— **Hedda Ferrington**, *HR Manager, AS Norske Shell*, worked with Radovan at Royal Dutch Shell

"Radovan took on an extremely challenging role at time when the czech and slovak offices were being integrated. He managed extremely well to bring his HR team together (comprising staff from both offices) and has handled the various stakeholders with professionalism and understanding, especially throughout and after the change process. On a more routine workload I've seen Radovan exhibit empathy, yet assertiveness with individuals at all levels of the organization, and his overall respect for staff and desire to ensure their development within the organization shows through time and time again."

— **MARTIN JAROS - LL.M, MBA, ACCA, CGMA, ACMA**, worked with Radovan at Royal Dutch Shell

[Contact Radovan on LinkedIn](#)