CURRICULUM VITAE
[0 3 . 2 0 1 7   v 6]

PERSONAL INFORMATION

Name

PhDr. Patrik Šlechta, ACC

Address

Lom 1652, 289 22 Lysá nad Labem,
Czech Republic
Mobile: +420 606 661 392

Telephone

E-mail

patrik.slechta@seznam.cz

LinkedIn

http://www.linkedin.com/in/patrikslechta

Nationality/ Date of birth/ Status

Czech; 24.05.1972; Married
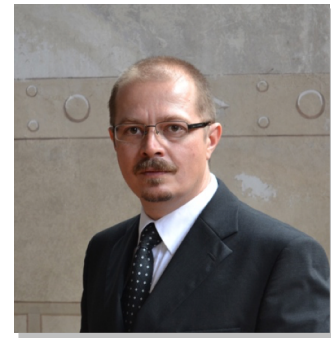
WORK EXPERIENCE

25 years of experience in IT	**20** years in Software Engineering
14 years in Solution / Systems Architecture	**12** years in Leadership / Management Role
7 years as Software Engineering Leader	**3** years Leading Services Delivery & Support

• Dates (from - to)
• Name and address of employer
• Type of business or sector
• Occupation or position held
• Main activities and responsibilities

9/2015 – till present
Raiffeisenbank a.s., Hvězdova 1716/2b, Prague 4
Bank, Financial Services
Head of IT Business Alignment; Internal Coach and Mentor
Senior leader reporting directly to CIO and member of Board. Accountable for business-IT alignment in definition and execution of business strategy, for continuous improvement of IT spent, for productivity of IT, for IT processes and for transparent communication. Providing leadership, mentoring and coaching to the supported managers and team members to achieve their optimum performance levels and professional development. Main areas of responsibility: **Strategy Management, IT Architecture** - Accountable for creating and tracking IT strategy, for shaping a shared understanding how IT applications, technologies and services contribute to current and future business goals, delivering consistent and robust bank-wide application architecture. **Demand Management, Requirement Analysis** - Accountable for effective and efficient processing of requirements for new IT services or changes in existing IT services. Accountable for non-project changes portfolio transparency in terms of quality, status, progress and resource consumption, with focus on business value generation. **Business Relationship Management, Service Level Management** - Accountable for single point of contact for Change the Bank area and for driving communication about Run the Bank, including negotiation of required and delivered Service Levels. Accountable for creating and maintaining consistent service level agreements for all IT services and for maintaining IT Service catalogue easy-to-understand for non-IT stakeholders. **IT Controlling & Financial Management** - As IT Cost Gestor, accountable for efficient spending of IT expenses, for preparation, management, reporting of overall IT OPEX and CAPEX budget. Transparent budget drawing and identification/execution of additional cost saving measures. **IT Governance, IT Processes**: Accountable for implementation and continuous improvement of process management in IT, overall IT process framework (ITIL), in order to improve quality of IT services and improve effectiveness of IT staff. Accountable for measuring and reporting IT performance in Service delivery and for challenging productivity of IT and quality of IT services against relevant benchmarks. Accountable for IT Risk management, risk awareness and for meeting compliance requirements, ensuring transparency in connection to enterprise risk management.

• Dates (from - to)
• Name and address of employer

6/2015 – 8/2015
MSD IT Global Innovation Center – Riverview, Svornosti 3321/2, Prague 5
Associate Director, Master Data Management - Explored field of healthcare to build Master Data Management Platform. Found the role rather narrow and virtual, left in probationary period.

• Dates (from – to) • Name and address of employer • Type of business or sector • Occupation or position held • Main activities and responsibilities	**8/2012 – 5/2015** **GE Money Bank, BB Centrum – Vyskočilova 1422/1a, Prague 4** Bank, Financial Services **Senior Manager - IT Service Delivery; Internal Coach and Mentor** Leader of IT Service Delivery organization reporting directly to CIO. Providing leadership, strategic direction and delivering IT services, solutions and projects in the areas of responsibility: Data Center Management, Disaster Recovery, Business Application Processing, Infrastructure and Applications Monitoring, Network & Communication, Linux/ Windows/ iSeries Computing, Virtualization and Consolidation Platforms, End User Support, Database and Middleware Competency Center and Data Backup/ Recovery Services, among the others. Managed department of more than **90 IT professionals** focused on high quality services, ensuring the day to day bank operations, supporting our **1M of clients** and **3000 of employees** on **250 branches** and Shared Service Center in Ostrava. Successfully designed and executed number of organizational and technology transformations, developed and promoted young talents to achieve lean and efficient organizational structure and seamless IT service management (**ITIL**). Optimized and decreased external IT **OPEX costs by 18%**. Delivered **15+ significant simplifications** or automations a year and reduced number of critical IT **incidents by 26%** to improve the services availability and reliability. Besides of the managerial role, engaged in various HR company-wide people development activities as workshop facilitator, mentor and mainly as the internal coach (internationally certified by ICF).
• Dates (from – to) • Name and address of employer • Type of business or sector • Occupation or position held • Main activities and responsibilities	**12/2011 – 8/2012** **GE Money Bank, BB Centrum – Vyskočilova 1422/1a, Prague 4** Bank, Financial Services **Application Processing Manager & Data Governance Manager** Managed Application Processing department, part of the IT Service Delivery organization. Provided services, systems administration and application processing of more than **100** business applications and systems. The biggest challenge was **to optimize costs and number of employees**, yet still maintain the quality of services, stability and availability of the production systems. Besides of the organizational changes and delivery of significant savings, focused on the improvements of team's daily work, processes, systems and supporting tools.
• Dates (from – to) • Name and address of employer • Type of business or sector • Occupation or position held • Main activities and responsibilities	**02/2011 – 12/2011** **GE Money Bank, BB Centrum – Vyskočilova 1422/1a, Prague 4** Bank, Financial Services **Data Governance Manager** Introduced Data Management, Data Governance and Data Quality principles and practices to the GE Money Bank. Established new Data Management strategy based on industry standard DAMA DMBOK. Launched new information ownership model and policies. Established Operational Data Quality processes, measurement and data quality reporting platform.
• Dates (from – to) • Name and address of employer • Type of business or sector • Occupation or position held • Main activities and responsibilities	**01/2004 – 02/2011** **GE Money Bank, BB Centrum – Vyskočilova 1422/1a, Prague 4** Bank, Financial Services **Manager – Business Intelligence & Data Warehousing** Managed Business Intelligence/ Data Warehousing development team consisting of 40+ employees and contractors. Provided leadership and supervision in areas of strategy, solution architecture, methodology, quality, processes and best-practices. Engaged in enterprise architecture, solution architecture and clarification of business needs. Designed or supervised solution concepts, methodology and strategic decisions on 200+ projects. Participated on various projects as an Oracle, Data Warehousing and Business Intelligence principal consultant. Evaluated individual employee performance and achievements, defined personal development plans, provided mentoring and internal training. Led negotiations with vendors and 3rd parties.
• Dates (from – to) • Name and address of employer • Type of business or sector • Occupation or position held • Main activities and responsibilities	**04/2002 – 12/2003** **GE Money Bank, BB Centrum – Vyskočilova 1422/1a, Prague 4** Bank, Financial Services **MIS / Data Warehouse Senior Consultant** (independent contractor/freelancer) Continuous development of complex Data Warehouse system for GE Money Bank and GE Money Auto. Analysis, design and development of a new DWH for GE Money Multiservis. Analysis of user req., solution design, large-scale Oracle database and ETL optimization. Consulting in Data Management, Data Integration, Oracle technologies and Data Warehousing.

• Dates (from – to)	**01/2001 – 03/2002**
• Name and address of employer	**Oracle Czech, Škrétova 12, Prague 2**
• Type of business or sector	Information Technologies
• Occupation or position held	**Business Intelligence & Data Warehousing Senior Consultant**
• Main activities and responsibilities	Analysis of user requirements, Data Warehouse solution proposals, construction of database models, design and development of ETL processes. Programming of ETL transformations and packages using SQL, PL/SQL and operating system scripts. SQL query and database model optimization. Expert support of end user reporting and data analysis activities. Technical support provided to the customer side IT operations staff running the production system environment.
• Other work experience	**1996 – 2000**, PVT a.s., Liberec (later Prague), **IT Technologies Consultant**
	1993 – 1996, PVT a.s., Liberec, **Analyst / Programmer**
	1990 – 1993, ELITRON a.s., Liberec, **IT Specialist / Programmer**

EDUCATION

• Dates / Name of org.	2014 – 2015, Jan Amos Komensky University Prague
• Principal subjects/occupational	**Andragogy** (Adult Education, Development and Care)
• Title of qualification awarded	**PhDr.** Rigorous examination in Andragogy, obtained academic title Doctor of Philosophy
• Dates / Name of org.	2012 – 2014, Jan Amos Komensky University Prague
• Principal subjects/occupational	**Andragogy** (Adult Education, Development and Care)
• Title of qualification awarded	**Mgr.** Graduated in Management of Human Resources and Andragogy
• Dates / Name of org.	2009 – 2012, Jan Amos Komensky University Prague
• Principal subjects	**Managerial Studies – Human Resources Management**
• Title of qualification awarded	**Bc.** Graduated with Honors in Management of HR, Psychology and Work Psychology
• Dates / Name of org.	1987 – 1991, Integrated High School, Na Bojisti, Liberec
• Principal subjects	**Electrical Engineering**
• Title of qualification awarded	School-leaving exam (Electrical Engineering, Czech Language and Literature, Russian Language)

TRAINING

ITIL® 2011 Foundation (TAYLLORCOX, 2016)
Team Coaching in practice, ICF accredited (Koučink Centrum, 2016, 16 hrs)
Autogenic Training - level I. (Centrum Alivio Prague, 2014, 20 hrs)
How to talk with people in crisis (Crisis Intervention Basics) (GAUDIA, 2014, 24 hrs)
AMC – Advanced Manager Course (GE Crotonville - Ashridge Business School, UK, 2013)
Team Coaching Workshop (QED GROUP, Radvan Bahbouh, 2013, 14 hrs)
Training of Coaches, ICF accredited (MUDr. Mgr. Radvan Bahbouh, Ph.D., 2012 – 2013, 80 hrs)
Stress Management and Burnout Prevention (TopVision, Mgr. Daniel Štrobl, 2012)
Transactional Analysis 101, theory of personality (S.E.N.A, PhDr. Blanka Čepická, 2011)
IBM IFW BDW - Banking Data Warehouse (IBM, 2011)
IBM IFW FSDM - Financial Services Data Model (IBM, 2011)
Master Data Management & Data Governance Conference Europe (IRM UK, 2011)
Ataccama Data Quality Center (ADASTRA, 2010)
Self-knowledge using Gestalt psychotherapy (PVŠPS, 2010)
Empowerment (GE Money / Top Vision, 2010)
Self-Development (GE Money / Top Vision, 2010)
GESTALT approach in professional and personal context (IVGT, 2010 – 2012, 160 hrs)
CIMA A: Marketing Management (Institut INPRO, 2009)
Leadership: Great Leaders, Great Teams, Great Results (FranklinCovey, 2008)
The 7 Habits of Highly Effective People (FranklinCovey, 2007)
Oracle Warehouse Builder in Use (ADASTRA, 2006)
Oracle 10G New Features for Administrators (Oracle Czech, 2005)
Communication for Managers (GE Money, 2005)
Power Hiring (GE Money, 2005)
Effective Internal Negotiation (GE Money, 2005)
Leadership Development Programme (GE Money, 2004)

• Acquired Certification	PRINCE2® Foundation Certificate in Project Management, Axelos (2017)
	ITIL® Foundation Certificate in IT Service Management, Axelos (2016)
	Professional Scrum Master I, PSM I, Scrum.org (2014)
	Professional Scrum Product Owner I, PSPO I, Scrum.org (2014)
	Scrum Master Accredited Certification, SMAC, Scrum-Institute.org (2014)
	ACC Certified Coach – ICF, International Coach Federation (2014)
	Life Coach Certificate – ExpertRating Certified Professional (2014)
	Oracle Certified Professional: Oracle8 Certified Database Operator
	Oracle Education Authorized Trainer: Oracle 8 Administration, Backup and Recovery, SQL…
• Other Past Training	Oracle New Features, TDWI DataWarehousing Essentials: Methods, Analysis and Design, Oracle DataWarehouse Design Principles, Oracle Pure Integrate, Oracle Designer System Modelling, Database Objects Generation, LBMS UML Modelling, LBMS Data Modelling, LBMS Business Process Reengineering, LBMS Object and Component Development, Oracle Performance Tuning, Administration, Backup and Recovery, Network Administration, Oracle Web Application Server Administration, Managing Oracle on SUN Solaris, SUN Solaris System Administration, Network Administration, SCO UNIX Administration; UNIX Shell Programming, MS Exchange Server Core Technologies, Microsoft Windows NT (whole training family), and others focused on Software Engineering, CASE, OOP, OOAD, RDBMS, Project Management…

PERSONAL SKILLS, COMPETENCIES

MOTHER TONGUE
OTHER LANGUAGES

CZECH

Reading skills	Writing skills	Verbal skills
Advanced	Advanced	Advanced
Intermediate	Intermediate	Intermediate

ENGLISH
RUSSIAN

SOCIAL SKILLS AND COMPETENCIES

Calm, considerate and able to handle conflict situations. Natural leader, still a strong team player, depending on situation, role and current needs. Good empathetic listener, open to discussion, new ideas and the other points of view. Skilled in facilitation, presentation, influencing and negotiation. Enthusiastic learner of Humanistic Psychology, Solution Focused Approaches and Postmodern Philosophy and their application to the coaching, mentoring, leadership and organizational development. Continuously working on own personal growth, development and effectiveness. Seeking the win-win solution based on the ethical principles. Sensitive to the diversity and possible differences in the structure of beliefs/values of the others.

ORGANIZATIONAL SKILLS AND COMPETENCIES
Coordination and administration of people, projects and budgets; at work, in voluntary work (for example culture and sports) and at home, etc.

Senior leader, experienced in leadership, management, mentoring and coaching of the line managers, project managers, solution architects, system analysts, software developers, administrators and support specialists. Motivating others to be creative, pro-active and self-reliant, but always ready to support them. Taking care of professional and personal development of the team. Skilled in project management, work/ resources/ budget planning, hiring and performance management. Able to define clear and understandable goals and responsibilities. Focused more on the leadership by example than the formal power based management.

TECHNICAL SKILLS AND COMPETENCIES
With computers, specific kinds of equipment, machinery, etc.

Applications Architecture: experienced in design and optimization of technical architecture of enterprise information systems, majority of projects related to the data management and data integration. **Data Warehousing on Oracle:** installation, configuration, data modeling, PL/SQL programming, ETL processes design, SQL code optimization, database performance tuning, implementation multi-terabyte database solutions. **Internet/Intranet technologies:** good overview in technologies related to the WEB applications such as HTML5, JavaScript, ASP, CSS, Bootstrap, WordPress, XML, JSP, Servlets, WebServices and other related technologies and tools. **Mobile:** basics of Apple XCode, Swift 3, iOS App. Development. **JAVA:** intermediate knowledge of JAVA language, concepts of development of JSP, Servlet, SWT applications, partially EJBs (used Eclipse, Netbeans, JDeveloper, Tomcat…). **Delphi:** programming of database related client-server applications and application frameworks (4 years). **Operating Systems:** experience with MS Windows Server, Red Hat Linux, Sun Solaris, IBM AIX, SCO Unix on servers, installation, configuration, scripting and administration in the past.

OTHER SKILLS AND COMPETENCIES

Eager to learn new things, approaches and technologies promptly.
Holder of driving license – B, actively used