

## CURRICULUM VITAE



1. **Family Name:** ZETTISCH
2. **First Names:** Nándor
3. **Date of Birth:** June 3, 1953
4. **Nationality:** Hungarian
5. **Civil Status:** married
6. **Education:**

ELTE University, Budapest 1982 – 1987 Degree in psychology  
 MLEE, Budapest 1981 – 1982 Degree in Sociology  
 OD Trainer-Consultant Course (UNIDO) 1979 Certificate of OD Trainer-Consultant  
 CIS, Kharkov 1971 – 1976 Degree in engineering and economics

7. **Language Skills:** (Mark 1 to 5 for competence)

<b>Language</b>	<b>Reading</b>	<b>Speaking</b>	<b>Writing</b>
RUSSIAN	5	5	5
ENGLISH	5	4	3
GERMAN	5	4	3

8. **Membership of Professional Bodies:** IODA – International Organisational Development Association
9. **Other Skills:** Training, presentation, computing, driving
10. **Present Position:** Director of Competman Consulting Co. Ltd.  
President of Dialogue International Association
11. **Years with the Proposing Firm:** 17 – 10 years
12. **Key Qualifications:**  
 25 years of management development training, OD, HRM, QC-TQM experience, 10 years in “Start-up” programs, 5 years SME development, train the trainers programs  
 Gipsy-adaptation of “Start-up”, Police-adaptation of management training.

13. **Specific Eastern Countries experience:**

<i>Country</i>	<i>Date: from (month / year) to (month / year)</i>
RUSSIA, UKRAINE	1981 – 1995 Management development training programmes for more than 1.500 Russian speaking managers
RUSSIA – St.Petersburg	1989 Train the Trainers Programme
KASAKHSTAN	2001 Quality Control-TQM and problem solving training programmes for local managers of British Gas – Agip – Texaco – Lukoil Consortium in Aksay
IBS Hungary	2006-2007 Participation as trainer in EU-funded Tacis MTP4 (Managers’ Training Programme for Executives from Russia, Ukraine, Azerbaijan and Uzbekistan; <a href="http://www.tacis-mtp4.org">www.tacis-mtp4.org</a> ) at International Business School ( <a href="http://www.ibs-b.hu">www.ibs-b.hu</a> ) 10-JUL-2006 „Quality Management” - leader of seminar in Russian for group of executives from the

	beneficiary countries 21-JUL-2006 „Comparison of Management Structures and Practices” - leader of workshop in Russian during Europa Seminar 16-APR-2007 „Quality Management” and „Marketing” - leader of seminars in Russian for group of executives from the beneficiary countries 04-JUL-2007 „Human Resource Management” - leader of seminar in Russian for group of executives from the beneficiary countries
Investsberbank (OTP), Moscow	18-20 May 2007. “The fountain-heads of the leadership success” top management training

#### 14. Professional Experience Record:

<i>Date: from (month / year) to (month / year)</i>	1999 – permanent continuously
<i>Location</i>	Budapest
<i>Company</i>	Dialogue International Association
<i>Position</i>	President
<i>Description</i>	

<i>Date: from (month / year) to (month / year)</i>	1989 – 2006
<i>Location</i>	Budapest
<i>Company</i>	Competman Consulting Co. Ltd.
<i>Position</i>	Director – owner
<i>Description</i>	

<i>Date: from (month / year) to (month / year)</i>	1985 – 2002 permanent continuously
<i>Location</i>	Budapest
<i>Company</i>	ELTE University of Arts and Sciences
<i>Position</i>	Professor in management and organization psychology
<i>Description</i>	

<i>Date: from (month / year) to (month / year)</i>	1992 - 1993
<i>Location</i>	Budapest
<i>Company</i>	MOL (Hungarian Oil) Plc.
<i>Position</i>	Director of OD and HR Strategy
<i>Description</i>	

<i>Date: from (month / year) to (month / year)</i>	1983 - 89
<i>Location</i>	Budapest
<i>Company</i>	IGI (Institute of Industrial Economy)
<i>Position</i>	Management consultant
<i>Description</i>	

<i>Date: from (month / year) to (month / year)</i>	1978 - 1983
<i>Location</i>	Budapest
<i>Company</i>	ÉGSZI (Institute of Building Economy)
<i>Position</i>	Management consultant
<i>Description</i>	

## 15. Further professional experience/background

Year	Company/Project	Position
2005 - 2007	Training programs for "Minority Referees" of Hungarian Police	Senior trainer Monitoring-expert of Implementation,
2006	"Combating Hate Crime" - American-Canadian-British-Hungarian Train the Trainers program for Hungarian-Ukrainien-Croatian Police	Monitoring-expert of Implementation, Participant/Observer
2004 -2006	RPR Roma – Police – Respect program for prevention and resolution of conflicts through reduction of mutual prejudices	Senior trainer Monitoring/Supervisor
2003 - 2004	Quality mindset formation training-workshops for Coca Cola Beverages Hun. management	Senior trainer Monitoring/Supervisor
2000 - 2001	Train the trainers for Hungarian Police	Trainer-supervisor
2000 - 2001	Novartis Hun.Ltd. Coaching in Performance Evaluation System Implementation	Monitoring-expert of Implementation
1997 - 1999	SOROS Found. OD-HRD-TQM International Research Programme	Researcher Monitoring/Supervisor
1996 - 1999	USAID: OD (Organization Development)-projects in 3 firms for 3 years	Trainer – consultant Monitoring/Supervisor
1997 - 2001	Police management trainings ("EUPolice")	Trainer - developer
1996 - 1997	PHARE - Deloitte & Touche project, communication, negotiation, conflict management, books for Hungarian Tax Office	Author – project leader
1995 - 1996	"Gipsy-Start-up" financed by Melon Foundation	Trainer
1994 - 2002	RKW-Bayern	Entrepreneurship consultant
1993 - 2002	European Distance Education	Tutor
1992 - 1993	Shell Int., BP (UK), Human strategy and outplacement studies	Visitor
1992	Coopers & Lybrand, OD-diagnosis of MOL PLc.	Consultant Monitoring/Supervisor
1990 -1991	General Electric-Tungsum Performance Evaluation System Implementation	Consultant Monitoring/Supervisor
1990 -1999	PHARE sponsored "Start-ups" country wide with SEED (Small Enterprise Econ. Dev.) Foundation	Start-up project manager
1992	PHARE Training of Trainers Course for SME	Trainer - tutor
1989 - 1991	Omegaglen British-Hungarian Ltd., CMS (management, marketing, finance)	Tutor
1989 - 1993	World Bank, „ Mass Lay-off" Project	HR-expert Monitoring/Supervisor
1988 -1992	Oil industry, Performance Evaluation System Implementation, management training courses in business and marketing	Trainer Monitoring/Supervisor
1987 - 1988	Price-Waterhouse, MIS implementation program	Adviser
1986 - 1987	Ministry of Industry, industrial restructuring committee	Committee member
1983 - 1988	MBO-OD projects in industrial firms	Trainer-consultant

### **The main areas of skill-development trainings:**

- communication, negotiation, presentation, sales
- teambuilding, cooperation, client service
- achievement motivation, success orientation, risk-management
- entrepreneurship, "Start-up!" and SYOB-Start Your Own Business Programme
- performance management, employee satisfaction, outplacement, job finding
- conflict resolution, problem-solving, decision-making, managerial style, MBO
- strategy, marketing, product- and project management
- Quality Control, TQM, EFQM-model adaptation

### **Publications**

35 articles, co-author of the „Organization Development Booklets“ and of the “Handbook of Communication for Tax-consultants”