International
Association of
Controllers

Int. Controller Verein eV
International Work Group

International Association of Controllers

(IAC - ICV)

International Work Group 2019

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- Results
- Members

come together,
work together,
learn together,
develop together

Romina Oreskovic
head of the int. work group

Contact:
Dr. Herwig R. Friedag
c/o Friedag Consult
Beskidenstr. 33
D 14129 Berlin (Nikolassee)
Fon +49 30 80 40 40 00
Fax +49 30 80 40 40 01
e-Mail: consult@friedag com

Vorstand Prof. Dr. Heimo Losbichler, Steyr Vorsitzender • Matthias von Daacke, Obererdingen, Stv. Vorsitzender • Carmen Zillmer, Wörthsee, Geschäftsführerin
Dr. Klaus Eiselmayer, Wörthsee • Siegfried Gänßlen, Stuttgart • Malgorzata Podskarbi, Poznan • Karl-Heinz Steinke, Idstein
Register Amtsgericht München VR 8615 Steuer-Nr. 117/107/40315

The Idea

IAC - International Work Group

come together, work together, learn together, develop together

We have built an international, English speaking ICV-work group that is open to welcome all experienced controllers and consultants from all countries of Europe.

Our members:
ICV members (exclusively) with at least 5 years of professional experience as controllers and/or consultants, as both groups are considered as (internal) advisers in the company. Controllers should increasingly work as internal consultants in the company. This should be professionalised in the work group.

Area of focus:
Every year one company (target company) will be analyzed to provide the target company with new and open ideas, suggestions and proposals (but not end-to-end management consultancy) for modern management in all areas of the company.

Our target companies in the past

2018

Our target company for 2018 has been based in Berlin: AutoDOC with units in Berlin and Szczecin, a reseller of car components. AutoDOC is a 10 years old very successful start-up, growing extremely fast, always with profits...

We had four topics for our mixed teams:
1. B2B
2. Logistics
3. Controlling
4. Purchases

In the end we have got the following conclusion:

"*It was an inspiring and extremely collegial collaboration with the ICV's international working group, which resulted in numerous valuable pointers for the further development of our strategy, processes and our controlling systems.*"
Alexej Erdle (Executive Partner)

2017

In 2017 we have been in Slovenia: MDM d.o.o from Ljubljana Slovenia, more you can see at www.mdm.si. MDM is a family business with 130 employees.

There we have discussed the following topics:
1. Ideas to change company's culture
2. Bring awareness to the people (cleanliness, speed, working-capital, client-orientation)
3. Excellence in performance / processes
4. Cross-communication inside the company

"*The purpose to connect with ICV was mainly control the departments financially, in a mathematical way. But immediately we figured out importance of traditional values, leadership, relationship and emotional intelligence - so figures became as a consequences due to a proper execution of mentioned four facts. Thank you Walter and all the ICV team.*"
Rok Drašler, CEO and owner

2016

In 2016 we have worked in and for LUG, an innovative light-system company in Zielona Góra, Poland.
Also here we discussed four subjects:

1. Integration of customers needs
2. Market design for 2020
3. Motivational system
4. New organisation with better information / controlling

„*We know: you don´t solve our problems. But you gave us a new view how to manage our company. And this is very important for us. And what is the most important: That we change our company from a executor strategy to a responsibility strategy...*“
Ryszard Wtorkowski, CEO and owner

„*I strongly believe that these days with ICV will have a big impact on our organisation in the future*“
Eryk Wtorkowski, Managing Director

See more details: www.luglightfactory.com/en/company. We have had great experiences there - more you can see at "experience 2016".

2015

The target-company in 2015 has been Nomaxtrading from Piekary Śląskie near Katowice in Poland. Three teams, each consisting of members from different countries analysed these topics:

1. European markets,
2. sales controlling and
3. management KPI´s dashboard.

The target-company Nomaxtrading has been very satisfied with our work: "*summary of our experience. We would like to say thank you to all of the ICV team as we are highly impressed with their engagement, dedication and hard work. They are wonderful, open and cheerful group of people who's ambition leaves a strong lasting impression. The team was able to quickly ascertain our strengths and weaknesses which we hadn't seen or didn't want to see. Through this joint cooperation the ICV team had a very positive input on our business. Thank you one more time!*"
Lukasz Janus, owner

Our Offer

International knowledge for our partners

arriving to discuss with the partners of our target company

Each year the members of the ICV international work group, controllers of many European countries are working for one company. We help to develop our "target-company" and at the same time learn ourselves to be better partners in our companies.

Company advantages

Companies from all countries in Europe may apply to be considered for this ICV support and will enjoy (normally very expensive) advantages.

- opening the sight for new solutions
- learning from the experience of an international team, consisting of experienced experts in controlling / consulting

Besides hotel, meeting rooms and meals, the company will not incur other costs. If several company applications are submitted, ICV corporate members will have priority.

The work group's leadership team will make the final decision about the target company. A brief summary of the work group's results – in agreement with the target company – will be published on the ICV's home page.

Examples for our experience

At the end it is up to the target-company to introduce new sights, new ideas, new processes. The members of the international work group can help You to find solutions or at least ideas to answer for instance the following questions:

Country knowledge

- What should we do to start production in a new country XYZ?
- What is the best way to open a (sales) company in XYZ?
- What kind of taxes we have to pay in XYZ?
- With which kind of products we should start in XYZ?

Reporting / Controlling

- Which are the most important figures for our company?
- How should we organize controlling without spending too much?
- We need a smart reporting system – how to manage it?
- Employees engagement improvement with soft controlling responsibility reporting philosophy
- Controlling processes optimization by professional controlling concept (better quality of management information reporting, analysis, communication)
- How to prepare timely and effective Management Reporting?
- Do You have proposals for the improvement of our sales-force?

Presentation at MDM (2017)

Strategy

- What are your recommendations to initiate a strategy-process?
- What is the best way to start a Balanced Scorecard?
- Set of KPI for achieving strategic goals
- Modern profitability analysis for strategic decisions (products, projects, customers, regions etc.)
- How could we pay more attention for innovation?
- How to implement new product ideas? – For example R&D-Controlling…

Processes

- Could You give help to save costs in our processes?
- How to install an easy system for liquidity?
- Are our Processes reliable and effective, or can we improve by reviewing our main processes?

IT-support

- Can you assist and recommend implementing a new ERP System to automate the processes and workflow?
- Are there any IT projects that we need to implement to improve efficiency, transparency and to be prepared for future advantages?

Human resources

- What changes in our organization are needed to provide a work area that enables us to successfully face future opportunities?
- How can we use public media for our business?

Financial resources

- Working Capital Management
- How to get more liquidity for my company?

NOMAXtrading-Management (2015)

LUG-owner family (2016)

Results
2018

International knowledge for our partners

We have decided: a very interesting merchant of automotive spare-parts from Berlin will be our target company for 2018: AutoDOC

This company with more than 1.300 employees in Berlin (Germany) and Szczecin (Poland) intends to strengthen their controlling - a perfect task for our international work group.

Get-to-know meeting (may 2018)

The meeting started with a great hello to every-body, arriving the evening before. We met in the Skybar of Andels Hotel and enjoyed the summer evening.

On Friday morning the participants met at AutoDOC warehouse Berlin. There we had a guided tour through the warehouse of AutoDOC.

Then, after lunch, we had the plenum meeting to learn to know each other and our guest-giver Auto-DOC. We had four topics for our mixed teams:

1. B2B
2. Logistics
3. Controlling
4. Purchases

Saturday evening some of us visited the Reichstag and afterwards we had a beer in a Biergarten nearby.

During the next months the 4 teams met at least monthly via Skype, some even more (one team had a personal meeting in Budapest) to work on their topics.

In July Herwig visited Emilia in Szczecin to have a look at the new AutoDOC-warehouse

Exchange meeting in Vienna (September 2018)

The ICV-collegues met end of September in Vienna to present the actual results, to learn the results of the other teams, to give advices, hints; the four topics are very much interwoven...

It was a short, but hard working Saturday without any social activities...

Results-workshop (November 2018), Berlin

The 4 teams presented discussed finally their results and generated a presentation. In the evening dinner in a Georgian restaurant

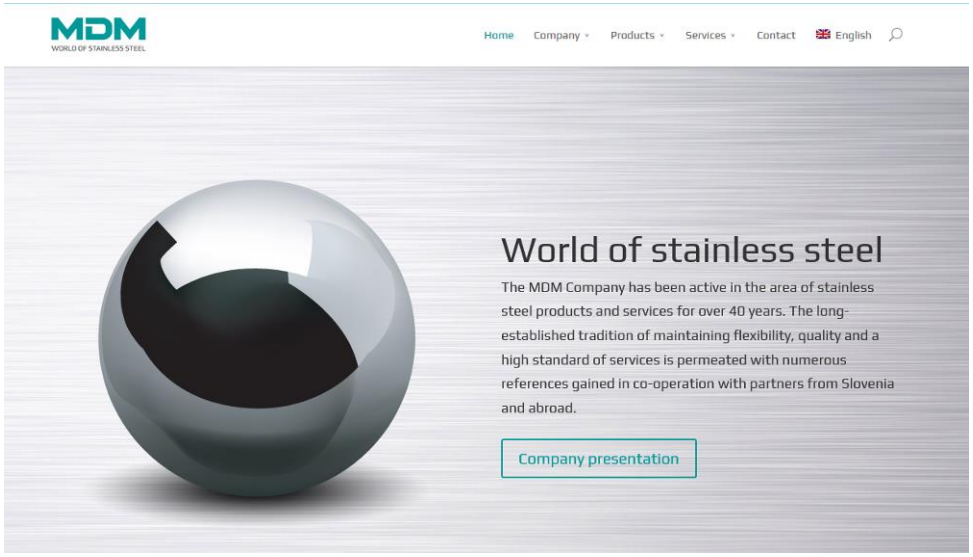
Saturday morning: the four teams presented their results in attendance of the owners of AutoDOC. Of course, we cannot report the results of our work. But we have given to the owners so many ideas, recommendations etc. that they have been really satisfied.

Conclusion: "*It was an inspiring and extremely collegial collaboration with the ICV's international work group, which resulted in numerous valuable pointers for the further development of our strategy, processes and our controlling systems.*"
Alexej Erdle (Executive Partner)

Results
2017

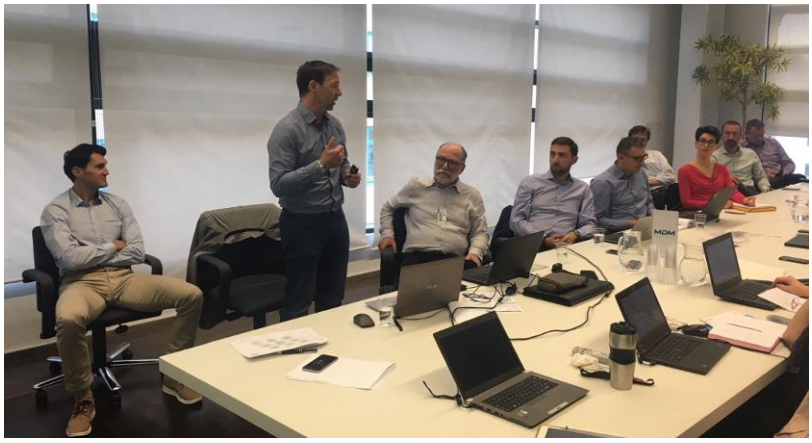
International knowledge for our partners

Our target company in 2017 is situated in Ljubljana, Slovenia. They are selling stainless steel material not only in Slovenia, but also in Austria, Croatia, Bosnia Hercegovina and Serbia. More you can see at: http://www.mdm.si/



In the last years, MDM has been a very fast growing company and planning new premises to offer clients best service.

However fast grow brings also new problems that we discussed in four cooperative teams, consisting of MDM staff and ICV members:
Team 1: Ideas to change companies culture
Team 2: Bring awareness to the people
(cleanliness, speed, working-capital, client-orientation)
Team 3: Excellence in performance / processes
Team 4: Cross-communication inside the company



In 2017 we had two meetings in Ljubljana (June and October) and one meeting, exclusively for ICV-members in London (September 2017).

As a rule, we do not publish the specific results of our work in companies, but communication and quality, or better: better quality by better communication had been the most important result – with many ideas, concrete advices to the management.

Visiting the MDM-store

Having dinner in the old city of Ljubljana

"The purpose to connect with ICV was mainly control the departments financially, in a mathematical way. But immediately we figured out importance of traditional values, leadership, relationship and emotional intelligence - so figures became as a consequences due to a proper execution of mentioned four facts. Thank you Walter and all the ICV team."

Rok Drašler, CEO and owner

Results

2016

International knowledge for our partners

In 2016 we had another very interesting partner. The tendering for the year won a company LUG, producing light systems and exporting really very innovative products all over the world.:

LUG Light Factory, a leading manufacturer of professional luminaires and lighting systems which are characterized by high technical parameters, energy-efficiency and state-of-the art design on the international level - see more at http://www.luglightfactory.com/en/company/profil-firmy.

LUG Light Factory is based in Zielona Góra, western Poland.

Get-to-know-meeting (June 2016)

On June 2nd all work group members arrived in Zielona Góra at the hotel - from Slovenia, Croatia, Russia, Germany and Poland:
a warmhearted reunion with lots of kisses, hugs and hellos...

Next morning three vans from LUG brought us to LUG Light Factory, a family owned company. A group of 11 managers including three family members welcomed the IAC work group and held a tour with us around the exhibition as well the production hall. We also visited the new factory some kilometers away where the R&D-department is realizing new light products.

In the afternoon both groups, LUG-managers and IAC-members started to work on four subjects:

1. Integration of customers' needs
2. Market design for 2020
3. Motivational system
4. New organization with better information / controlling

A guided walk in the city of Zielona Góra with a great evening-dinner in the cellars of the town-hall ended this interesting day – quite late.

On the next day the four teams continued to work on their subjects and – in the afternoon – presented their first results. With lots of sun in our hearts and in the air we left Zielona Góra; the next work group meeting was planned for September in Berlin.

Exchange Meeting in Berlin (September 2016)

On Sept. 17th we met in Berlin: the whole IAC-international work group - only two members have been missing - and all LUG-members of the four teams. After half a day discussing face to face in the teams, all team-leaders presented their actual results.

For getting new ideas we changed all team-members, so we hoped to get new and different views on all discussed items. The final work - after many Skype-meetings - had been presented at the end of October in Zielona Góra.

Results-meeting (October 2016)

Then, in Oct. 28th we met again in Zielona Góra. After half a day of team-work the (new) teams presented their results: not all but the 3 most important ideas or suggestions. The video (see below) gives you an idea of these two great days we enjoyed - being together, working hard and having intense talks during lunch and the fine evening dinner...

ICV members from five European countries in Zielona Góra

We passed a fantastic time with the colleagues from LUG with lots of work and many learnings for LUG and for us.
More you can see on our homepage:
https://www.icv-controlling.com/de/arbeitskreise/international-work-group/experience-2016.html

„We know: you don´t solve our problems. But you gave us a new view how to manage our company. And this is very important for us. And what is the most important: That we change our company from an executor strategy to a responsibility strategy...“
Ryszard Wtorkowski, CEO and owner

„I strongly believe that these days with ICV will have a big impact on our organization in the future“
Eryk Wtorkowski, Managing Director

Results

2015

International knowledge for our partners

In 2015 we had been working with / for NOMAXtrading, a family-owned producer of meat-nets in Piekary Śląskie, Silesia.

We spent two weekends in lower Silesia, two days in early June and two days in late October, discussing with our NOMAX-partners about problems to be solved.

We organized three teams working on a special subject. Then followed many Skype-calls, even team-meetings in Warsaw to find a solution.

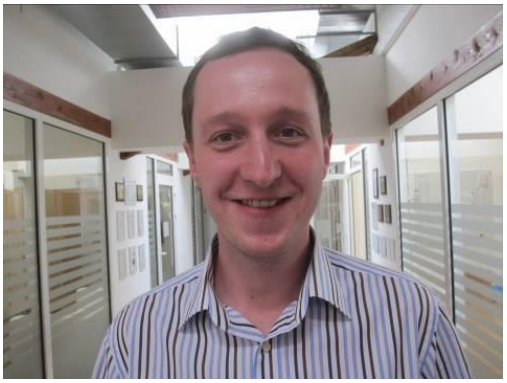
The topics have been:

1. European markets
2. Sales controlling
3. Management of KPI´s.

At the beginning of the results-workshop there also had been a 6 hrs-workshop on the strategy-development and -implementation.

The final day was reserved for the presentations of the three teams:

The owners and the management of NOMAXtrading had been very impressed about many new ideas, other views and practical results as well.



"*Summary of our experience. We would like to say thank you to all of the ICV team as we are highly impressed with their engagement, dedication and hard work. They are wonderful, open and cheerful group of people who's ambition leaves a strong lasting impression. The team was able to quickly ascertain our strengths and weaknesses which we hadn't seen or didn't want to see. Through this joint cooperation the ICV team had a very positive input on our business. Thank you one more time!*"
Lukasz Janus, owner

Our members (2019)

Coming from eight countries of Europe, all members of IAC, everybody having at least more than 5 years of experience as controller or as consultant.

To be open for new ideas we try to have every year two or three new work group members; in 2019 we will work with the following ones:

	first name	surname	home adress city	home adress country	job
1	Luiza	Arcab	Warsaw	Poland	Financial Controller
2	Dragica	Erčulj	Ljubljana	Slovenia	Consultant
3	Axel	Ehberger	Barcelona	Spain	Consultant
4	Herwig	Friedag *	Berlin	Germany	Consultant
5	Peter	Janžekovič	Ljubljana	Slovenia	Controller
6	Borut	Kadunc	Ljubljana	Slovenia	Controller
7	Anita	Lazovic	Belgrade	Serbia	CFO
8	Roger	Maurer	Allensbach	Germany	Financial Consultant
9	Jörn	Ney	Berlin	Germany	CFO
10	Jasmina	Očko	Zagreb	Croatia	Consultant
11	Romina	Oreskovic *	Zagreb	Croatia	Group Finance Director
12	Mariusz	Rzeźnikiewicz *	Frankfurt/O.	Poland	Consultant
13	Walter	Schmidt	Berlin	Germany	Consultant
14	Karol	Sikora	Warsaw	Poland	Head of management information departm.
15	Jana	Štelcer	Osijek	Croatia	Head of controlling
16	Edyta	Szarska	Warsaw	Poland	Consultant
17	Valentin	Usenkov	Kaliningrad	Russia	CEO
18	Johannes	Vollmer	Dortmund	Netherlands	Head of Corporate Controlling
19	Anna	Wieloch *	Szczecin	Poland	Financial Controller, Service Global Finance

* = work group leading-team

Romina Oreskovic is head of the ICV international work group;
Romina is CFO in an international operating Croatian company, supported by Anna Wieloch and Mariusz Rzeźnikiewicz from Poland and Herwig Friedag from Germany.

Luiza Arcab

Luiza Arcab
Financial Controller / Corporate Performance Manager / Certified Auditor

FBSerwis SA
Ul. Stawki 40
PL 01-040 Warsaw
Poland

eMail: luiza.arcab@gmail.com
Mob.: +48 606 159 688

my motto:

„Most of the important things in the world have been accomplished by people who have kept on trying when there seemed to be no hope at all. – Dale Carnegie“

ICV-membership:
since 2012

languages:
Polish, English, German, Spanish

studies:
- University of Lodz (2003): Finance and Banking, Corporate Finance (Master)
- Polish Chamber of Auditors (KIBR) Certified Auditor

hobbies:
- Personal Development
- Makeup, fashion
- Dancing (Salsa, Jazz)
- Sailing
- Music

expert knowledge:
- Business Analysis
- Business & Financial Modelling
- Managerial Reporting
- IFRS Reporting
- Statuatory Financial Audits
- Financial Statements Analysis (investment project assessment, “creative accounting” detection techniques, managerial reporting)
- Company market valuation

practical experiences:
- Implementation of Power BI tool
- Service Design
- Financial and operational controlling for management board of >450 employee
- Financial Controlling in Real Estate, Construction & Development industry
- Investment management
- Tax optimization
- Defining Pricing Policies (strategy, valuation models, execution)
- Statutory financial audits of stock market companies (Deloitte)
- internal ISO audits (9001, 14001)
- SAP solution (FICO) for Eastern Europe region in FMCG multinational company – Business Analyst

publications & other interesting things:
- AIESEC member (1999-2002) - organization of seminars and international conferences
- Certified Controlling Specialist (Polish Ministry of Education)
- Internal Auditor ISO 9001:2008, ISO 14001:2004 – TUV Akademia Polska Sp.zoo

Axel Ehberger

Axel Ehberger
Diplom-Betriebswirt (FH)

Elexa Controlling
C. Arnau d'Oms, 66, 4, 2
08016 Barcelona Spain
www.elexa-controlling.com
eMail: axel.e@elexa-controlling.com
Mob.: +34 677 521850

my motto: .

„Be water, my friend“

(Bruce Lee, in the sense of “Everything flows and we should not try to shield ourselves and remain static.”)

ICV-membership:
since 2014

languages:
English, Spanish, German

studies:

- **International Business Administration,** University of Applied Sciences Wiesbaden (FH) and Universidad de Zaragoza (Erasmus).
- **Controller Akademie:** 5 stages and Controllers’ diploma (2018)
- **Bankkaufmann** (Training in banking)

hobbies:

- Aquascaping
- Pilates
- Skiing

expert knowledge:

- Analytical Information for Management
- Implantation of a MIS
- BI-Applications
- Management Reports

practical experiences:

- Controlling as an external service as well as seminars, courses and in-house training.
- Lecturer at a German-Spanish University (Controlling, Cost Accounting) and a Spanish University (Management Accounting).
- Guest speaker at an International Master of Finance (Reporting for Management).
- Responsible of a Management Information System (MIS).
- Financial Services Consultant (Control Systems in Banking and Treasury Management).
- Controlling in a Start-up company.

publications & other interesting things:

- Head of the ICV Work Group Spain.
- Passive member of the IBCS Association (International Business Communication Standards).
- Translation (with the ICV work group) of the ICV Guideline Working Capital Management into Spanish.
- Publication of Students Scripts: Accounting, Cost Accounting

Dragica Erčulj

Dragica Erčulj
Consultant and trainer,
Head of Controlling School

CRMT Šola kontrolinga
Tehnološki park 20
SLO 1000 Ljubljana Slovenia
www.kontroling.si
eMail: dragica.erculj@kontroling.si
Mob.: + 386 (41) 964 730

my motto:
„because we care“

ICV-membership:
since 2007

languages:
Slovene, English, Serbian, Croatian

studies:
- Faculty of economics, University Ljubljana: diploma in business economics (1981)
- Controller Akademie: 5 stages and Controllers' diploma (2001)

hobbies:
- Hiking
- Basketball
- Travel

expert knowledge:
- Prepares, organises and supports workshops and seminars at Controlling school (public and inhouse)
- Business analysis
- Implementing ERP Baan, Infor, BI MIK, Microstrategy
- Trainings and sales of MindManager

practical experiences:
- Implementing controlling and BI solutions in companies, in Slovenia and former YU countries
- More than 25 years of trainings and consulting
- Organizer and program manager of ACC conference in SLO (15 years)
- Leader of WG Slovenia
- Givinig workshops/seminars helping establishing new WGs in SECE
- ICV regional delegate SECE /2009

publications & other interesting things:
- More than 50 articles about controlling, tools and methods, BI&controlling
- Translation of publications in the field of controlling (e.g. Controllers‘ dictionary)
- Member of IGC
- Member of Managers' Association of Slovenia
- Member of Slovenian Association of facilitators

Herwig Friedag

Dr. Herwig Friedag
Diplom-Volkswirt, Consultant

Friedag Consult
Moderation im Unternehmen

Friedag Consult
Beskidenstr. 33
D 14129 Berlin (Nikolassee) Germany

www.friedag.com
eMail: consult@friedag.com
Mob.: +49 177 80 40 400

my motto:
„together we are changing the world“

ICV-membership:
since 1980

languages:
German, English, French

studies:
- Technical Univ. Berlin (1974): national economics diploma
- University Rostock (2005): graduation Dr.rer.pol.

hobbies:
- Moving in nature (hiking or by bike)
- Rowing
- Volleyball
- Travelling

expert knowledge:
- Installation of a controller-service in a multinational concern (800 employees)
- Production and sales of commercial software
- Strategy-development and -implementation for > 350 companies

practical experiences:
- Giving companies in all over Europe during more than 350 workshops process-security by moderation of the strategy-process (Balanced Scorecard)
- One-page-only-reporting
- Innovation-management
- For 15 years head of public relations for the IAC (ICV)

publications & other interesting things:
More than 100 publications about strategy-development and -implementation:
- Friedag, H./ Schmidt, W. : Balanced Scorecard – The European Approach, Berlin 2016
- Friedag, H./ Schmidt, W. : Balanced Scorecard – einfach konsequent, Haufe Verlag Freiburg, 2014
- Friedag, H./ Schmidt, W. : Taschenguide Balanced Scorecard, Haufe-Verlag Freiburg, 2010 (in German, Russian, Polish, Finnish)
- Friedag, H./ Schmidt, W. : Management 2.0: Kooperation, der ent-scheidende Wettbewerbsvorteil, Haufe Verlag Freiburg, 2009

Peter Janžekovič

Peter Janžekovič
Master of science (business informatics), Controller

Delavska hranilnica d.d.
(Worker's savings bank)
Miklošičeva ulica 5
SL 1000 Ljubljana Slovenia
www.delavska-hranilnica.si

eMail: insilico.info@gmail.com
Mob: +386 418 792 27

my motto:

"The quality of your life is the quality of your relationships."

ICV-membership:
since 2018

languages:
Slovene, English, Croatian, Serbian, German (basic)

Studies:

- Bachelor in economics (University in Ljubljana, 1998)
- Master's degree (Business informatics; University in Ljubljana; 2011)
- Controlling School, SLO, 2007

hobbies:

- Hiking (mountains, hills)
- Tennis
- Fitness
- Travelling

expert knowledge:

- financial controlling (in banking industry)
- business analysis and reporting automation
- Database (Oracle, Access)
- Asset management

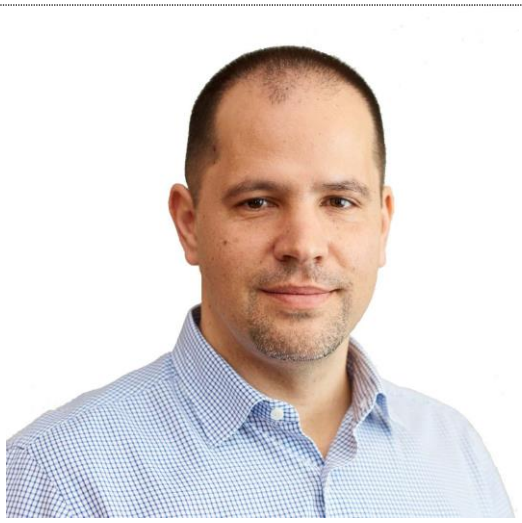
practical experiences:

- Controlling, reporting, data base, business intelligence in banking (Unicredit bank, Worker's savings Bank)
- Asset management and portfolio optimization

publications & other interesting things:

- Master thesis: http://www.cek.ef.uni-lj.si/magister/janzekovic4310.pdf
- Project about healthy living: Longevitytools.net (author and producer)

Borut Kadunc



Borut Kadunc
B.Sc. Business Informatics
group financial controller

United Group B.V.
Tivolska cesta 50
1000 Ljubljana, Slovenia
www.united.group/about/
eMail: bkaduncsi@yahoo.com
Mob.: + 386 416 020 43

my motto:

„with transparency and cooperation maintain sustainability“

ICV-membership:
since 2009

languages:
Slovene, English, Serbian

studies:

- Faculty of Economics in Ljubljana. B.Sc. in Business Informatics (2002)
- Salford University, ISI in Greater Manchester, UK
- Masters program: Managing Information Technology (Erasmus programme 2003)
- Controlling School, SLO, 2007

hobbies:

- Swimming
- Volleyball
- Skiing
- Travelling

expert knowledge:

- Reporting automation
- Business analysis
- Banking controlling
- Organising low budget – high impact events and activities

practical experiences:

- Established controlling function in Asset Management company
- Developed Real Estate Investment financing & profitability calculator
- Implemented internal sales channel
- For 4 years head of Sports Club Kaj Dogaja

publications & other interesting things:

- Case study: Prepaid Mobile published by Faculty of Economics, Ljubljana in Textbook for Marketing

Anita Lazovic

Anita Lazovic
CFO, MSc Ecc & ACCA candidate

Ibis Instruments
Tosin bunar 272
SRB 11000 Belgrade Serbia

www.ibis-instruments.com
eMail: anita.lazovic@ibis-instruments.com
Mob.: +381 62 409 185

my motto:

„The best way to predict the future is to create it. (Abraham Lincoln)“

ICV-membership:
since 2015

languages:
Serbian, English, German

Studies:

- ACCA candidate
  (Association of Chartered Certified Accountants)
- Faculty of Economics, University of Belgrade
  (Master and Bachelor degree)

hobbies:

- Travelling
- Dance
- Squash
- Skiing
- Photography

expert knowledge:

- Strategic and Corporate finance
- Controlling
- Business planning
- IT in Finance
- Accounting

practical experiences:

- Implementation of Budgeting & Rolling forecast processes as well as creation and development of controlling function in companies
- Design & Development of Application for forecasting income and costs with active participation in implementing
- KPIs development & reporting for the whole group through implementing BI as tool
- Cost benefit analysis for strategic perspectives and investments opportunities
- Design & Development of „CRM for Finance“

publications & other interesting things:

- 2018 Project owner of internal project „Financial Planning Application“ – This app provided great efficiency in planning process
- 2016-2017 Project owner of internal project „CRM – Development of new modules „– This project connected all teams and created working environment of financial team
- 2015 Project owner of internal project „Management reporting system COGNOS“ – Development of reporting system, which is oriented towards future and covers the whole Ibis Group was the main goal of this project

Roger Maurer

Roger Maurer
Diplom Kaufmann, financial consultant

Consultant / private Investor

formerly:
Dometic Group (Sweden)
www.dometicgroup.com

Radolfzeller Str. 99a
D 78476 Allensbach
Germany

eMail: roger.maurer@web.de
Mob.: +49 170 965 23 98

my motto :

„The whole thing is more than the sum of its parts " (Aristoteles)

ICV-membership:

since 2010

languages:

German, English, French

studies:

- University of Munich: Corporate Finance & Planning

hobbies:

- Sports (Sailing, Skiing, Golf)
- Travelling
- Music

expert knowledge:

- Head of Finance Central Region Dometic
- Managing Director of European Group companies
- Member of Group Management

practical experiences:

- Financial IFRS Group Reporting
- Merger & Acquisitions (M&A)
- Intellectual Property (IP) model
- Yearly Statutory Accounts
- IPO support

publications & other interesting things:

Jörn Ney

Jörn Ney
Dipl. Kaufmann

Medios AG
Friedrichstraße 113A
D 10117 Berlin Germany
www.ezag.de
eMail: j.ney@medios.ag
Mob.: +49 176 194 104 64

my motto:

„Serve the people you lead and acknowledge the potential you see in them“

ICV-membership:

since 2013

languages:

English, German

Studies:

- Open University of Hagen, Germany - Business Administration (Dipl. Kfm.)

hobbies:

- Golf
- Yoga
- Africa

expert knowledge:

- IFRS accounting
- MS excel
- Methods of operation research
- ERP System implementation
- Consolidation Software Implementation

practical experiences:

- M&A
- Finance analysis and – modeling
- business consulting
- Management accounting in manufacturing industry
- Change management and process optimization
- Team leading

Publications & other interesting things:

- Das Base Transfer Problem für Fluggesellschaften und seine Lösung mittels Simulated Annealing
  (the base transfer problem of airlines and its solving with simulated annealing)
- Former Presenter of the CIB-Controlling Inspiration Berlin

Jasmina Očko

Mr.sc. Jasmina Očko

Kontroling Kognosko d.o.o.

Jaruscica 1e
HR 10000 Zagreb Croatia
www.kognosko.hr
eMail: jasmina.ocko@kognosko.hr
Mob.: +385 91 7806628

my motto:
„Carpe diem“

ICV-membership:
since 2010.

languages:
Croatian, English

studies:

- Faculty of Economics and Business, Zagreb
- Postgraduate studies at the Faculty of Economics and Business in Zagreb

hobbies:

- Dance (Latin and Standard)
- Travel

expert knowledge:

- Implementation of the controlling function in companies (the largest company having 3.500 employees)
- Training of managers and controllers

practical experiences:

- 15 years of experience as a director of controlling in a large international company
- Since 2008 consultant for the implementation of controlling in companies in South-Eastern Europe
- Certified Controller Akademie-trainer
- Held more than 250 training sessions for managers and controllers in the last 10 years

publications & other interesting things:

- Book "Controlling - Management from Backstage", Zagreb, 2009.
- Author of more than 50 professional papers
- Organiser of professional training for controllers and managers, lasting several months: "IFRS for Controllers and Managers", "English for Controllers"
- Organiser and trainer of the "Kognosko School of Controlling"
- Organiser of the ICV controlling conference in Croatia

Romina Oreskovic

Romina Oreskovic
dipl.oec.
Group Finance Director

ORBICO GROUP

Ulica Kreše Golika 1
Susedgrad
HR 10090 Zagreb Croatia
http://www.orbico.com/homepage
eMail: romina.oreskovic@orbico.com
Mob.: + 385 95 3444 850

my motto:

„learn something new and unexpected every day“

ICV-membership:

since 2014

languages:

Croatian, English, German

studies:

- University of Zagreb
  Faculty of Economics and Business

hobbies:

- Photography
- Yoga
- Cooking
- Travelling

expert knowledge:

- Finance
- Controlling
- Treasury
- IT
- Accounting
- Process management
- Certifikat Controller Akademie

practical experiences:

- Setting up corporate services for Orbico Group – 17 countries and more than 25 companies, 2.500 employees
- Creating Group Accounting Manual
- Implementing reporting tool (BI) on Group level
- Consolidation process for 40 companies
- Negotiation with financial institutions for long and short term facilities

Mariusz Rzeźnikiewicz

Mariusz Rzeźnikiewicz
Diplom-Kaufmann

MR-Con – Mariusz Rzeznikiewicz

Gubener Str. 21c
D 15230 Frankfurt (Oder)
www.mr-con.com

eMail: mr@mr-con.com
Mob.: 49 152 3454 3750

my motto:

„And, when you want something, all the universe conspires in helping you to achieve it."
— Paulo Coelho, The Alchemist

ICV-membership:
since 2009

languages:
Polish, German, English, Russian

studies:

- European University Viadrina Frankfurt (Oder) (2001) Concentration: Controlling & Financial management Graduation: Dipl.-Kaufmann

hobbies:

- Accordion playing
- Hiking
- Skiing
- Travelling

expert knowledge:

- Implementation of controlling in SME (<100 employees)
- Interims management – leading of controller department and controller-service
- Good knowledge of ERP-Software MS Dynamics NAV; Planning with Professional Planner; data analysis with QlikView

practical experiences:

- Business Development workshops
- Turn-Around Managment
- Controller-service
- Management Reporting

publications & other interesting things:

- One of the first members and founders of student consulting group (VCG e.V.)
- Member of the ICV polish-german work group
- Business Development on the polish-german border
- Big data analysis

Walter Schmidt

Dr. Walter Schmidt
Diplom-Chemist
Dr. oec.

ask Dr. Walter Schmidt
Angewandte Strategie
und Kommunikation

Schopenhauerstraße 93k
D 14129 Berlin (Nikolassee) Germany

www.scorecard.de
eMail: walter@ask-schmidt.de
Mob.: 49 163 318 40 11

my motto:

„Stand by your truth, knowing that it is not the truth of the Others“

ICV-membership:
since 1993

languages:
German, English

studies:
- Humboldt Uni. Berlin (1974): chemistry diploma
- Humboldt Uni. Berlin (1978): graduation Dr. oec.

hobbies:
- philosophy
- reading
- music

practical expert knowledge:
- Conception and monitoring of investment for the finishing of petroleum products (total of about 5 billion euros)
- Advice and support for more than 50 start ups and Management Buy Out
- Strategy-development and -implementation for > 350 companies

experiences:
- Giving companies in all over Europe during more than 350 workshops process-security by moderation of the strategy-process (Balanced Scorecard)
- Modern budgeting
- Modern value orientation

publications & other interesting things:
More than 100 publications about strategy-development and -implementation:
- Friedag, H./ Schmidt, W. : Balanced Scorecard – The European Approach, Berlin 2016
- Friedag, H./ Schmidt, W. : Balanced Scorecard – einfach konsequent, Haufe Verlag Freiburg, 2014
- Friedag, H./ Schmidt, W. : Taschenguide Balanced Scorecard, Haufe-Verlag Freiburg, 2010 (in german, russian, polish, finnish)
- Friedag, H./ Schmidt, W. : Management 2.0: Kooperation, der entscheidende Wettbewerbsvorteil, Haufe Verlag Freiburg, 2009

Karol Sikora

Karol Sikora
Head of management information department

Poczta Polska S.A.

Ul. Rodziny Hiszpańskich 8
PL 00-940 Warszawa
Poland

eMail: karol.sikora@icv.pl
Mob.: +48 502 017 120

my motto:

„work smart not hard (unless it is necessary)“

ICV-membership:

since 2005

languages:

English, Polish

Studies:

- WSB Universities Poznan (2004)
- University of Szczecin (2005)
- Warsaw School of Economics (2012)

hobbies:

- jogging
- swimming
- American cars
- books

expert knowledge:

- Job assessment based on time-absorbing
- Using statistics in controlling
- Controlling processes
- DMAIC methodology

practical experiences:

- Implementation the Activity Based Costing in a very large organiza-tion
- Leading and implementing Lean Six Sigma projects
- Building Management Information System
- Implementation of the data warehouse

publications & other interesting things:

- Lecturer in postgraduate studies
- Lean Six Sigma Black Belt
- Since 2008 Head of ICV Work Group Warsaw

Jana Štelcer

Jana Štelcer
Head of controlling

Karolina d.o.o.
(Member of KRAŠ group)

Vukovarska cesta 209a
HR 31000 Osijek Croatia
www.karolina.hr
eMail: jana.stelcer@karolina.hr

Mob.: +385 98 490 263

my motto:

„The sun always comes after the rain.“

ICV-membership:

since 2014.

languages:

Croatian, English, French (Elementary proficiency)

studies:

- Economics - Financial management at Sveuciliste Josipa Jurja Strossmayera, Osijek
- Controller Akademie Munich (Kognosko, MCB Beograd)

hobbies:

- Reading
- Music
- Cooking

expert knowledge:

- SAP implementation in LURA group
- Reporting, BI
- Controlling processes

practical experiences:

- 15 years of controlling for 3 different owners in the same company
- Implementing controlling function on Group level
- Implementing BI reporting tool on Group level
- Management Reporting

publications & other interesting things:

- Internal scripts for procedures and processes

Edyta Szarska

Edyta Szarska
CIMA Adv Dip MA, IBCS Certified Consultant

Controlling Partner
ul. Bagatela 10/6
PL 00-585 Warszawa Poland
www.controllingpartner.pl
eMail: edyta.szarska@controllingpartner.pl
Mob.: +48 600 266 581

my motto:
„never say never“

ICV-membership:
since 2008

languages:
Polish, English (basic German and Russian)

studies:
- IBCS Institute (2017)
- CIMA Advanced Diploma in Manag. Accounting (2014)
- Warsaw School of Econ. (2004) - doctor studies
- Gdańsk University (1996)

hobbies:
- Music (singing, guitar playing)
- Swimming
- Skiing

expert knowledge:
- Controlling concepts for Polish companies (sector: pharmacy, energy, electro energy, telecom; 750-7.300 employees)
- Management information structures, efficient IBCS reporting (systems: Hyperion, Cognos, Eureca , IBCS plugs)

practical experiences:
- Controller (telecom sector – 3 companies)
- Controlling director (yellow pages)
- Audits of controlling
- Giving more than 100 workshops of controlling (management & cost accounting, profitability analysis, budgeting, strategic planning, data visualisation, HR controlling)

publications & other interesting things:
- IBCS Institute (International Business Communication Standards) certified consultant and trainer
- Certified Webcast and E-learning Expert
- 2008-2011 and 2015-2017 country delegate of ICV in Poland

Valentin A. Usenkov

Valentin A. Usenkov
MBA executive
President of "Managerial and Financial Controllers' Club" (Kaliningrad, Russia)

usenkov.pro

USENKOV.PRO

Moskovsky prospect 40 - office 812
RU 236006 Kaliningrad
Russian Federation

www.usenkov.pro
eMail: valentin@usenkov.pro
Mob: +7 911 4755584

my motto:
„It all depends on..."

ICV-membership:
since 2010

Languages:
Russian, English

studies:

- Baltic Fishing Fleet State Academy, Faculty of Economics and Finance (Diploma for financial management, 2000)
- MBA executive, KIBS (2009)
- Controlling Academy (English language program 2016)

hobbies:

- DJing
- Ballroom dancing
- Billiards
- Barbecues at the seaside
- Traveling by car and bicycle

expert knowledge:

- Financial controlling
- BI tools for accounting and analysis
- Creating transparent information about company's performance and for it's owner
- Microsoft Excel & VBA for business demands

practical experiences:

- Performed more than 2000 hours of trainings for companies' owners and top-managers (since 2010)
- Successfully designed, developed and implemented "Controlling dash-boards" for owners of 14 companies
- Performed strategic sessions for 3 companies
- Organised and performed 8 annual international controlling conferences in Kaliningrad
- Took part in 4 international conferences as a speaker (Poland, Croatia, Slovenia)

other interesting things:

- Looking forward to share my experience

Johannes Vollmer

Johannes Vollmer
Head of Corporate Financial Controlling

ARLANXEO Performance Elastomers

ARLANXEO Holding B.V.

Stationsplein 8B
NL 6221 BT Maastricht
Netherlands
http://arlanxeo.com/

eMail: jvollmer@jomarati.de
Mob.: +49 177 48 19 863

my motto:
„Lead by example“

ICV-membership:
2018

languages:
German, English

Studies:
- Bachelor of Law
- Master of Finance/ Master of Science

hobbies:
- Travelling
- Cooking

expert knowledge:
- Controlling Processes

practical experiences:
- Corporate Audit
- Corporate Controlling

publications & other interesting things:

Anna Wieloch

Anna Wieloch
Financial Controller,
Service Global Finance

Vestas-Poland Sp. z o.o.
Al. Niepodleglosci 44
PL 70-440 Szczecin Poland

eMail: andys@vestas.com
Mob: +48 668 192 276

my motto:

„Never stop dreaming and keep having fun in what you are doing“

ICV-membership:
since 2006

languages:
Polish, English

studies:

- ACCA qualified from 2013
- Post graduate studies in Finance Management at Westpomeranian Buss. School
- Master in Economics, Finance and Banking
- Exchange studies in Finance at Helsinki Univ. of Technology

hobbies:

- Travelling
- Getting to know other cultures
- Handball
- Observing the sky and stars

expert knowledge:

- Tracking record of shaping strategies and implementing solutions that drive organization-wide value
- Leading SAP implementation in Finance and Business Operations
- Business processes development and re-engineering
- Controlling set up in fast growing and changing business environment
- SSC implementation in subsidiaries in finance activity

practical experiences:

- 12 years of experience in controlling area being the business partner for business operations
- Business Partner for Poland and Nordic countries (Denmark, Norway, Finland), Great Britain and Ireland
- Building cross-functional relationship
- KPI development & management
- Implementation of SSC in finance (accounting) and controlling activities
- Leading SAP implementation in Polish subsidiary within finance and business operations activities
- I went the way from accountant to Chief Accountant

Work group members, who will not attend this year

Nataša Bricelj
business and financial controller

VZAJEMNA
zdravstvena zavarovalnica

Vzajemna
mutual health insurance company

Vošnjakova ulica 2
SLO 1000 Ljubljana
Slovenia
eMail: Natasa.bricelj@gmail.com
Mob.: + 386 41 699 900

Nicoleta Thomka
Dipl.-Kauffrau, Head of Controlling

Giesecke & Devrient
Creating Confidence.

Giesecke & Devrient GmbH

Prinzregentenstr.159
D 81677 München

eMail: n.thomka@gmx.de
Mob.: +49 160 9299 2705

Melanie Vesper-Gräske
Dipl.Kauffrau

STUDIOCANAL

STUDIOCANAL GmbH
Neue Promenade 4
D 10178 Berlin

http://www.studiocanal.de

eMail: melanie.vesper-graeske@studiocanal.de

Mob: +49 177 86 885 79

Our appointed company and dates for 2019:

In 2019 we are working in Badalona, near Barcelona - together with colleagues from TUSGSAL, a public transport organization.

These dates have been fixed long ago in advance:

- 24th and 25th of May 2019 with the target company
- 21st of September 2019 (internal, only for ICV-work group members)
- 08th and 09th of November 2019 with our Spanish target company

Dates for 2020:
April 24th and 25th, September 26th, November 06th and 07th 2020