

COMPANY CULTURE

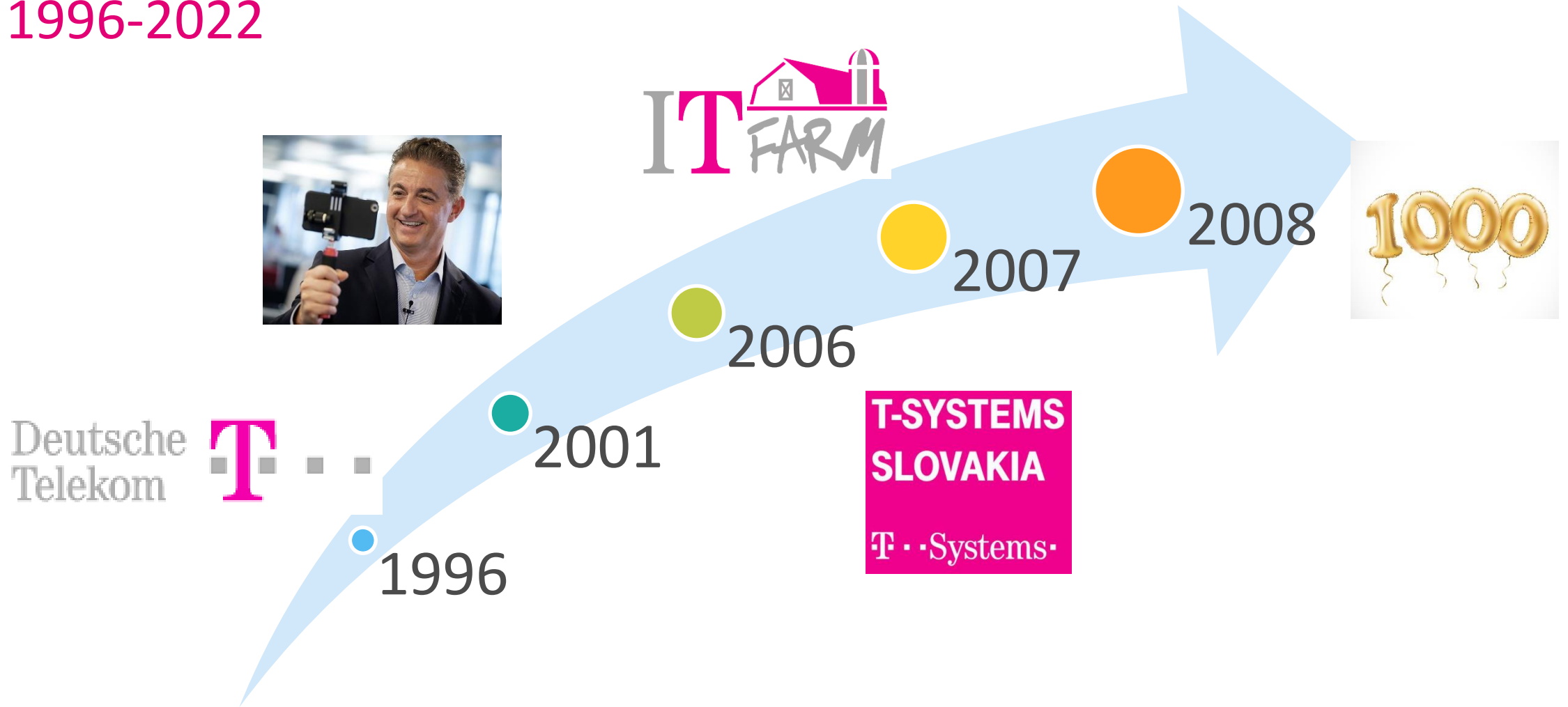
Education & Development center



DEUTSCHE TELEKOM IT SOLUTIONS

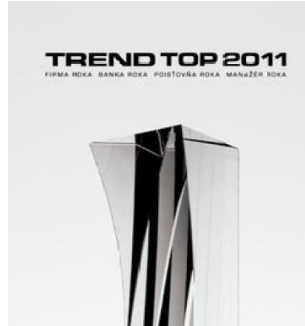
DT IT SOLUTIONS SLOVAKIA

1996-2022



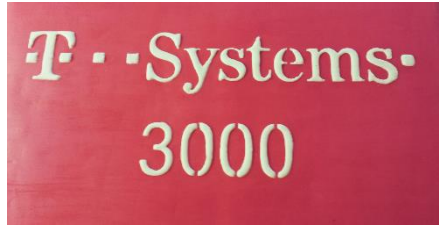
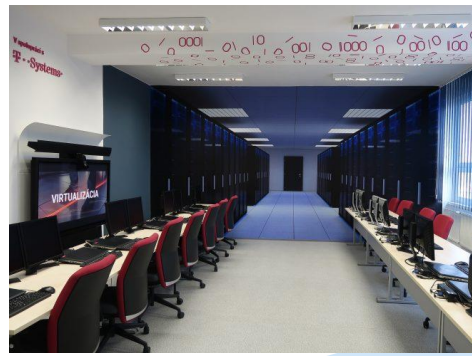
DT IT SOLUTIONS SLOVAKIA

1996-2022



DT IT SOLUTIONS SLOVAKIA

1996-2022



2014

2015

2016

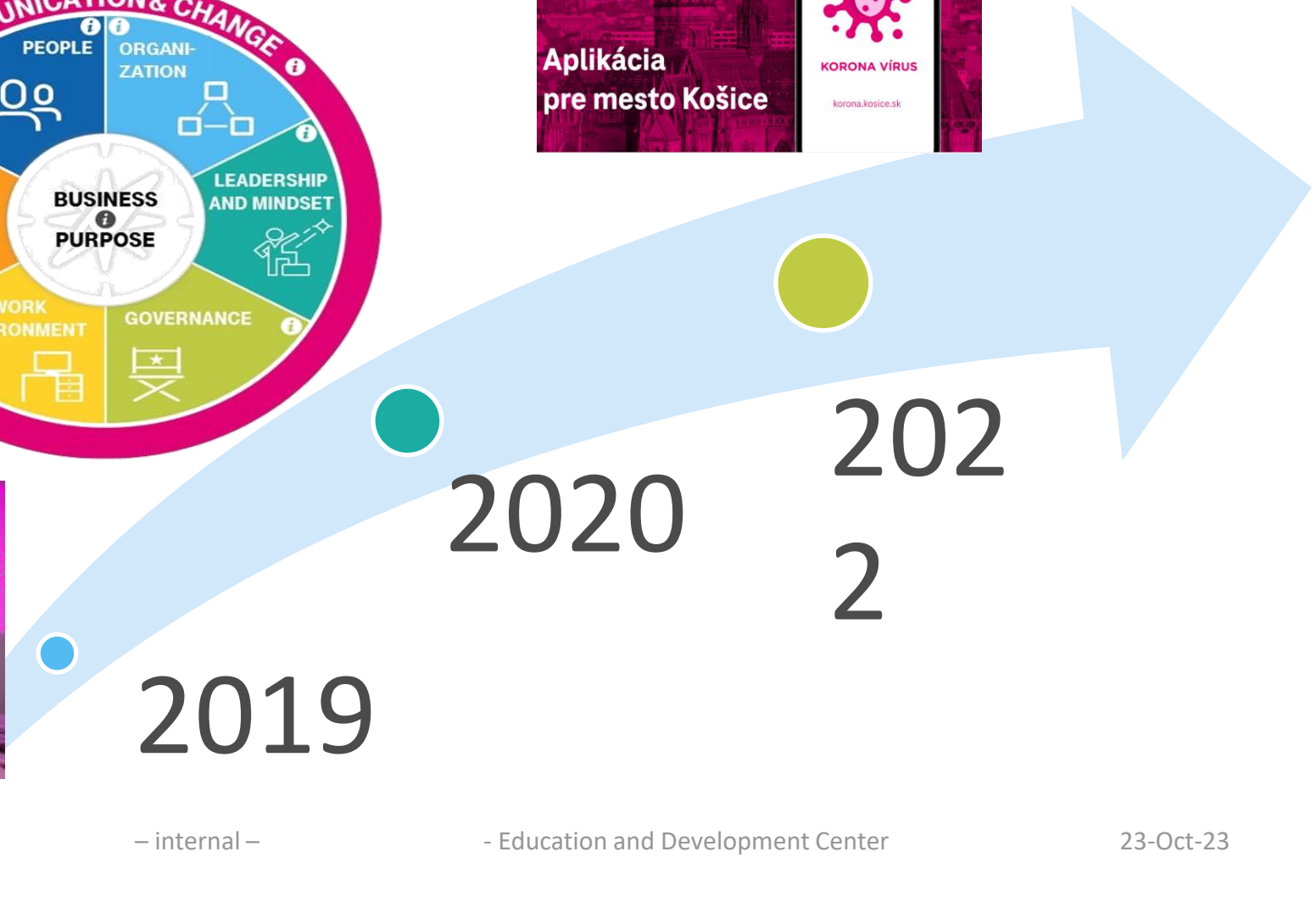
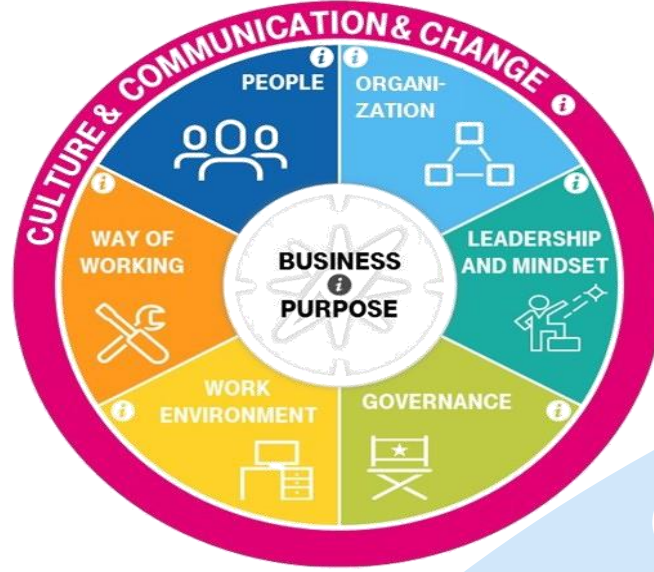
2017

2018



DT IT SOLUTIONS SLOVAKIA

1996-2022



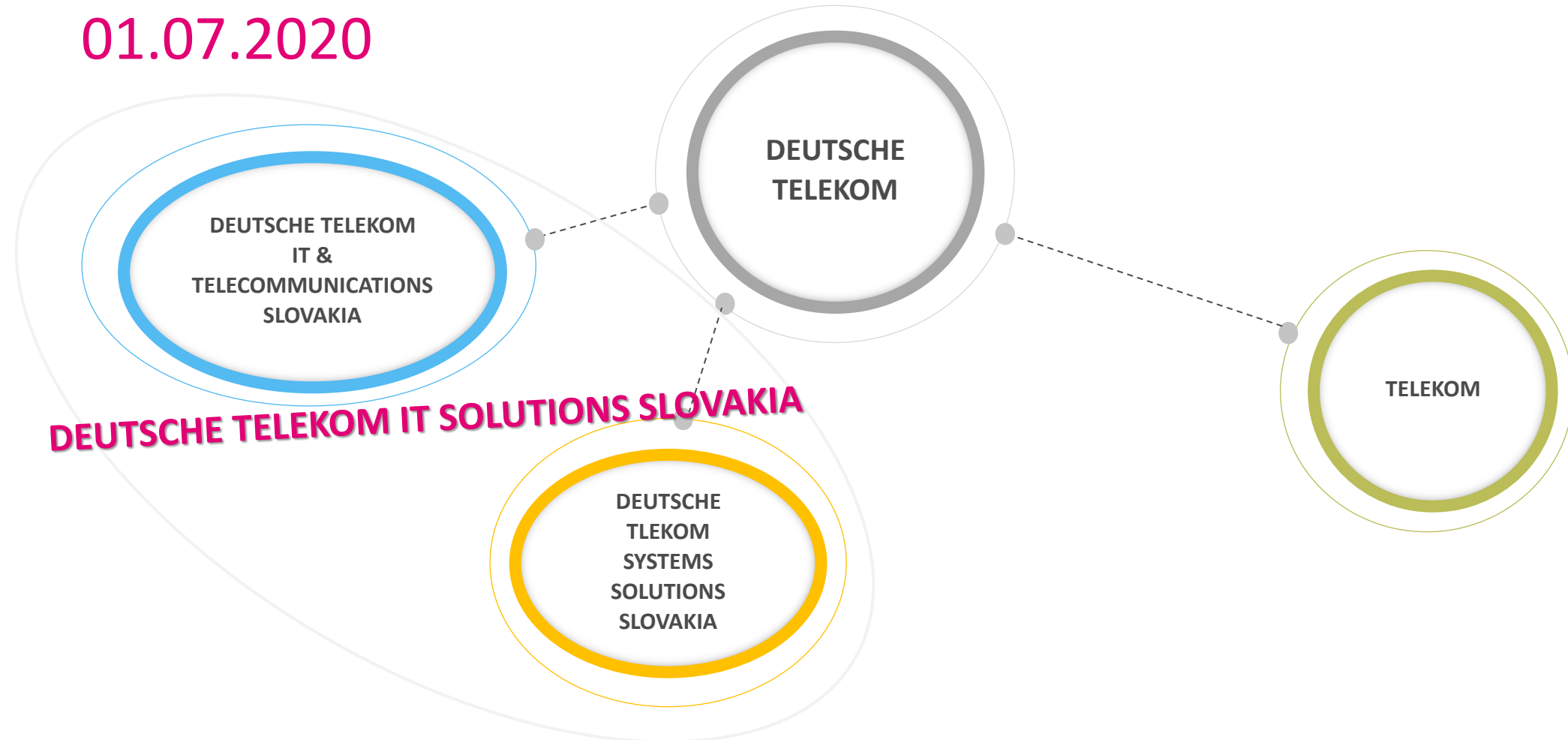
2020 -



COMPANY CULTURE

DEUTSCHE TELEKOM IT SOLUTIONS SLOVAKIA /

01.07.2020





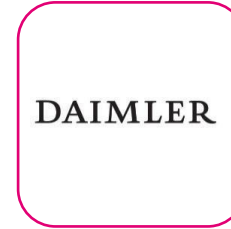
OUR KEY SECTORS

Providing the right solutions to the right business

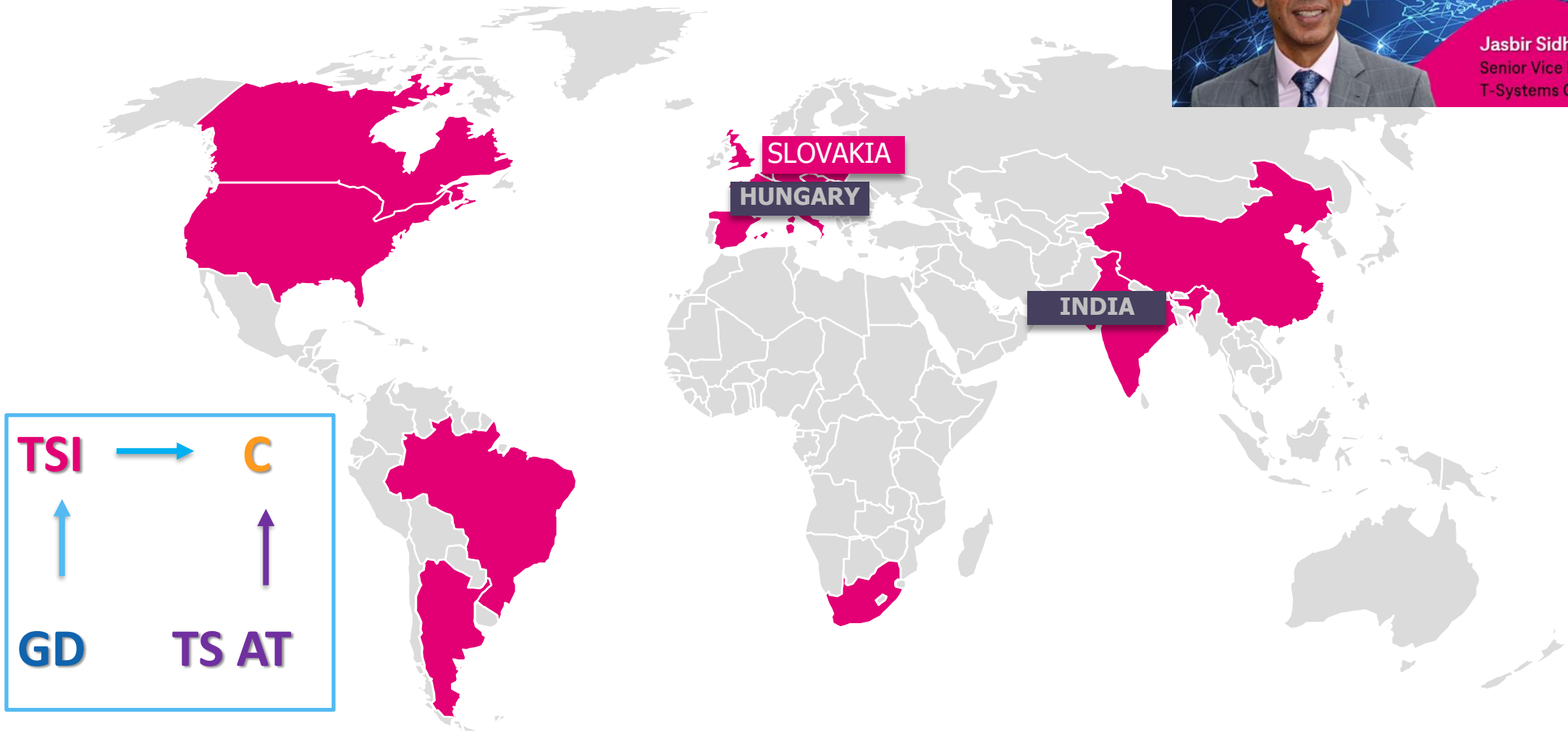


OUR CUSTOMERS

PROUDLY SERVING 700 INTERNATIONAL CUSTOMERS FROM
KOSICE SINCE 2006



T-SYSTEMS INTERNATIONAL TSI



DEUTSCHE TELEKOM IT SOLUTIONS SLOVAKIA



Interim-
Gabriel Fedák

CLASSIC
IT



Igor Stančík

HR



GLOBAL
DELIVERY
EXCELLENCE

Katarína
Váradyová



Peter
Hevery

GROWTH
PORTFOLIO



Ondrej Šestina
F&C

DT SYSSO SK

DT ITTEL SK



Juraj
Girman

TELEKOM
IT

PQIT



Tomáš
Matula
TBC

VISION 2020+

VISION 2020+

Board of
Directors

Board of
Management

Leading
Coalition



Managing
Director
Andreas Truls



Telekom IT
Director
Juraj Girman



VP Finance &
Controlling
Ondrej Šestina



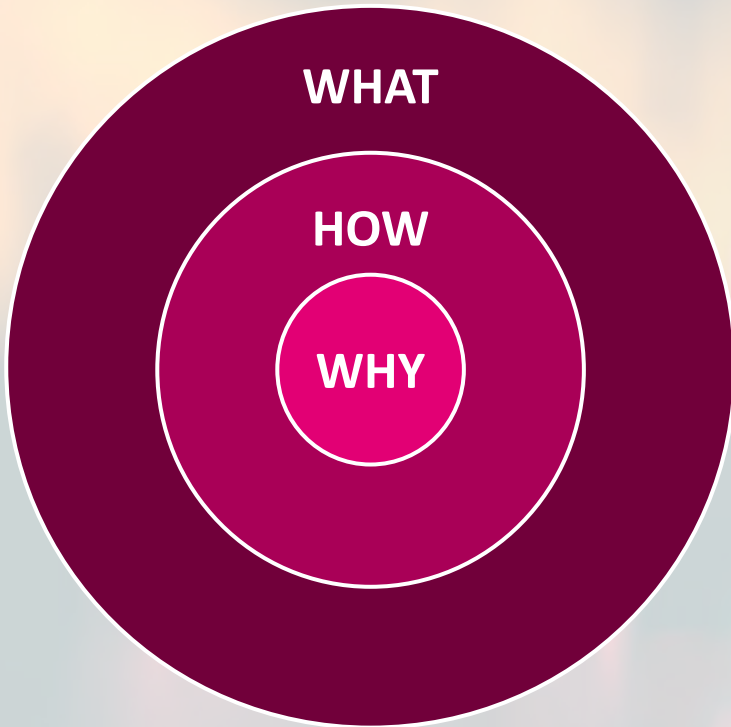
Vice President
Human
Resources
Igor Stančik

Group consist of
managers of business
unit and vice presidents.

The role of Leading coalition in transforming the
organization towards its vision. Leading coalition
shapes the organization on system level to
support the success of its business units.

IN VISION 2020+

WE START WITH WHY



WHAT

Every organization knows **WHAT** they do. These are products they sell or services



HOW

Some organizations know **HOW** they do. These are things that make them special or set them apart from their competition.



WHY

Very few organizations know **WHY** they do what they do. Why is not about making money. That's a result. **WHY** is a purpose, cause or belief.

OUTWARD MINDSET

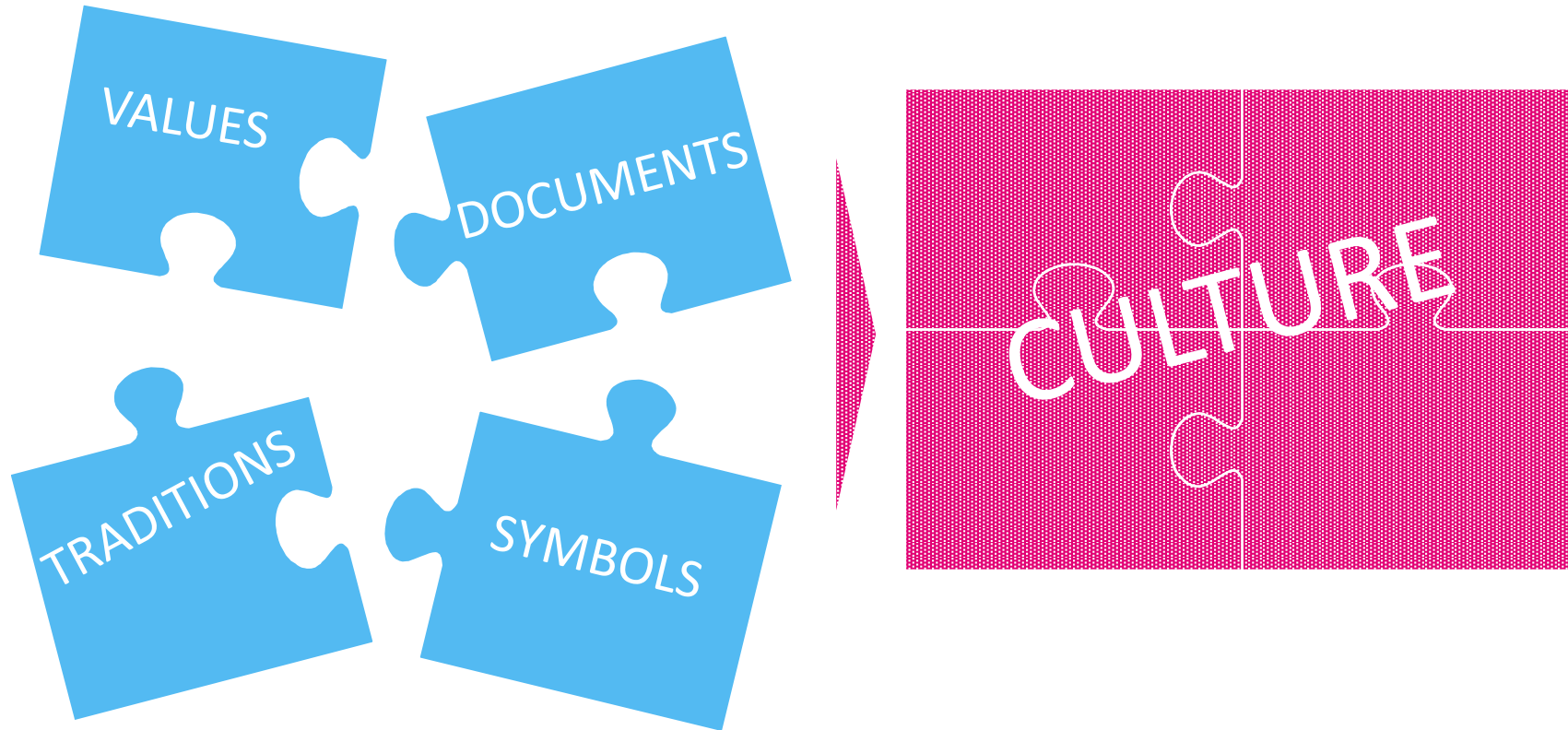
INWARD MINDSET

https://yam-united.telekom.com/files/c837ffc4-75e3-4837-b775-faf67ac66009/00df55c8-87cc-4248-af64-81f5b6b1ec10/simpleshow_Culture_Change_Story%20mp4

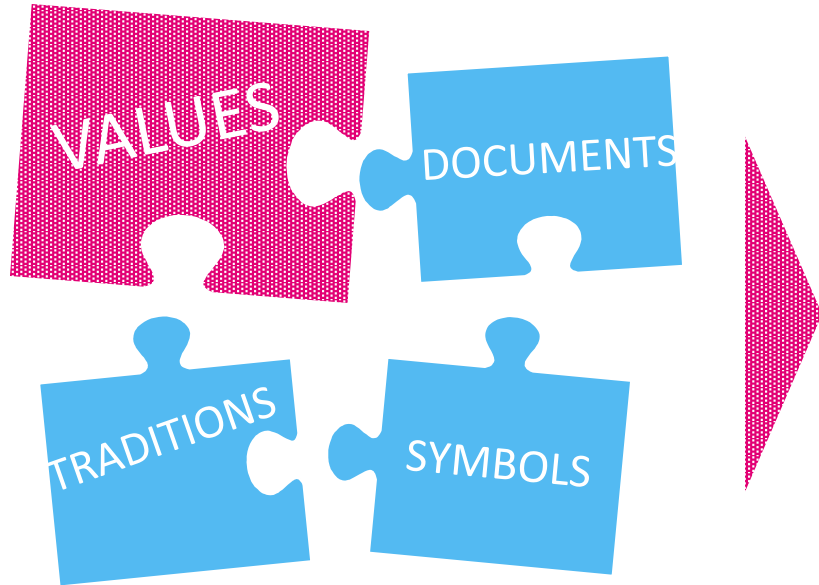
<https://yam-united.telekom.com/pages/board-of-management/apps/blog/adels-blog/view/f0ac76b6-5976-4197-add9-510d3ec49159>

COMPANY CULTURE

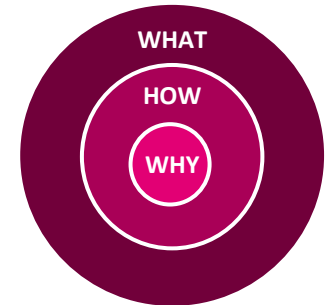
CULTURE



COMPANY CULTURE VALUES



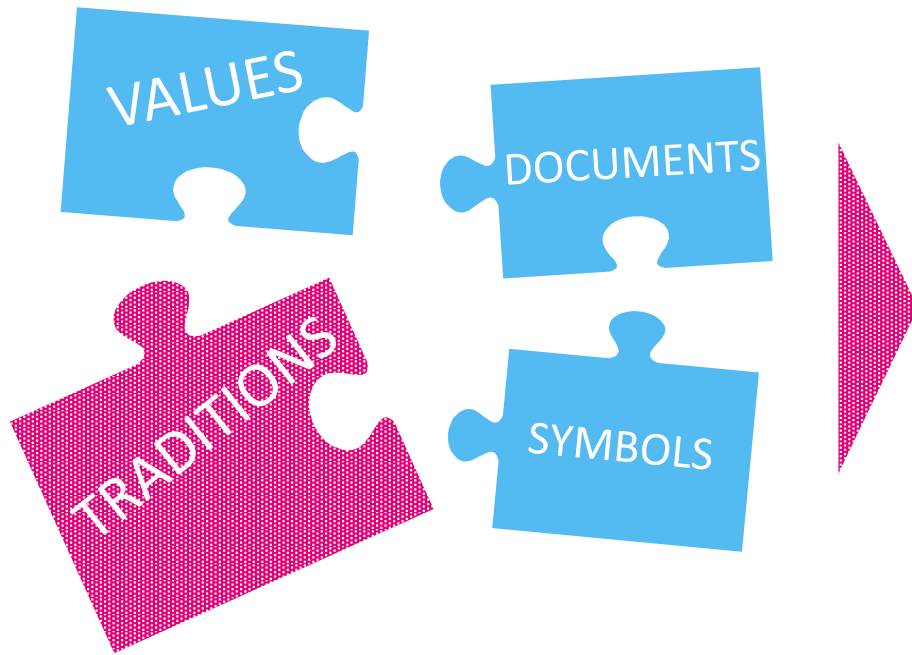
TEA WITH MD
VIRTUAL MD ROUND TABLE



OUR GUIDING PRINCIPLES

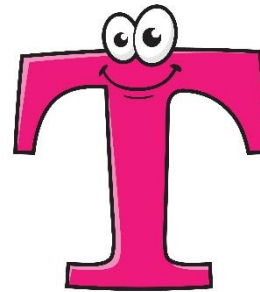
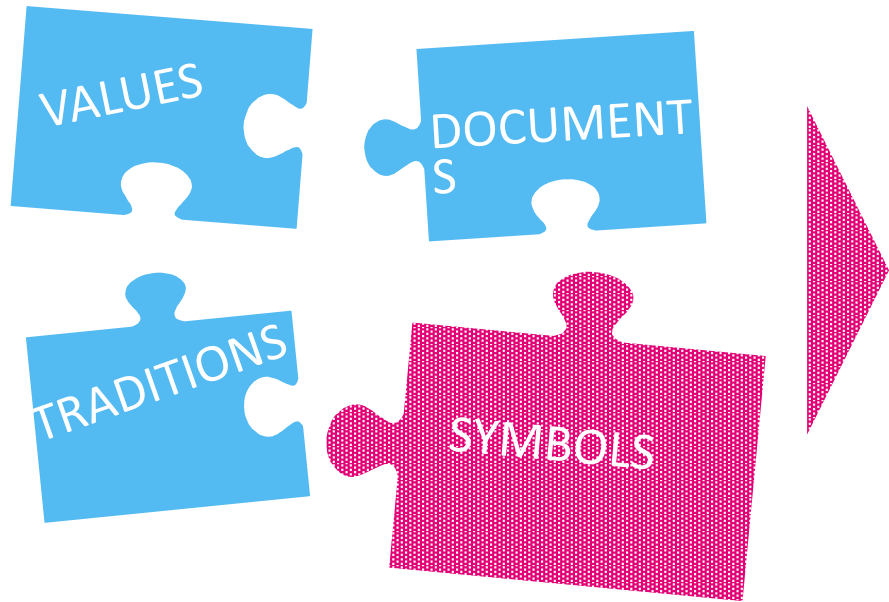


COMPANY CULTURE TRADITIONS

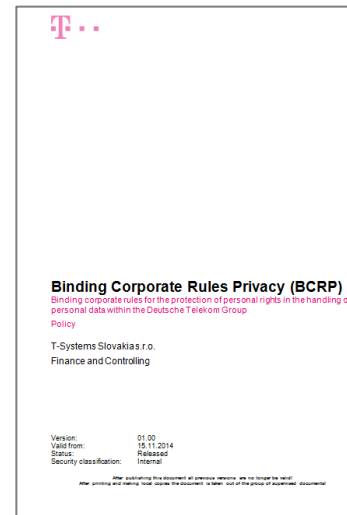
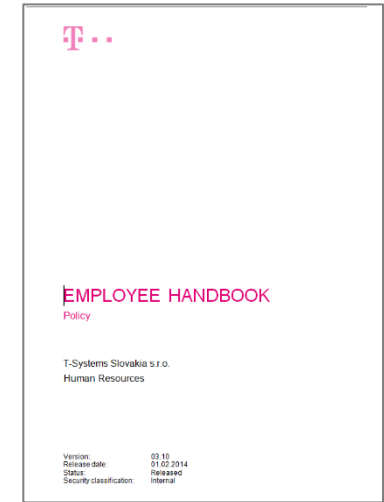
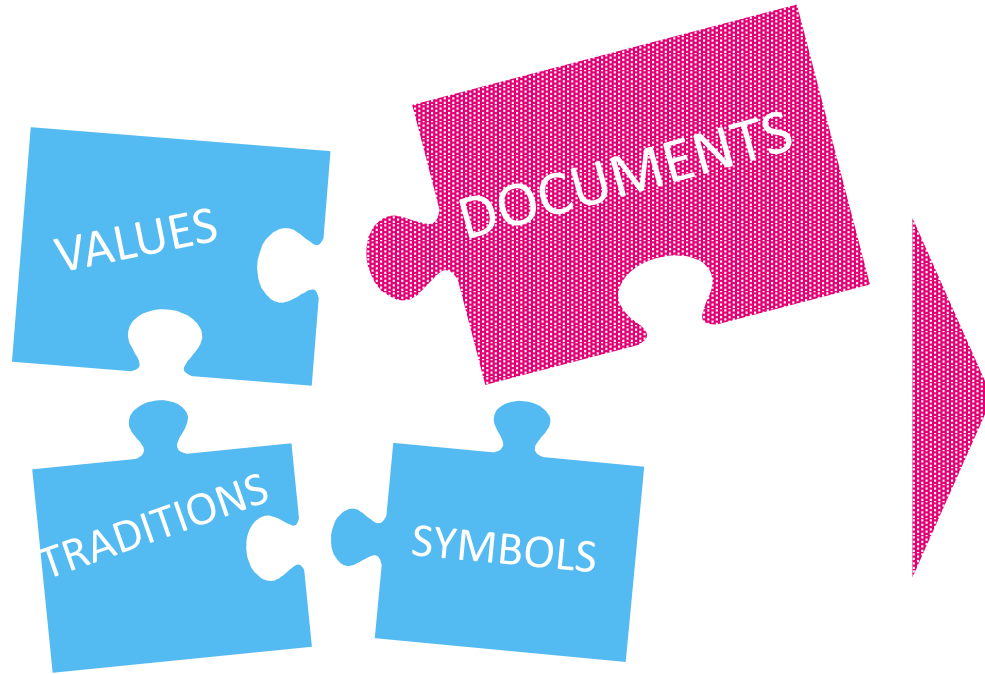


... and many others

COMPANY CULTURE SYMBOLS

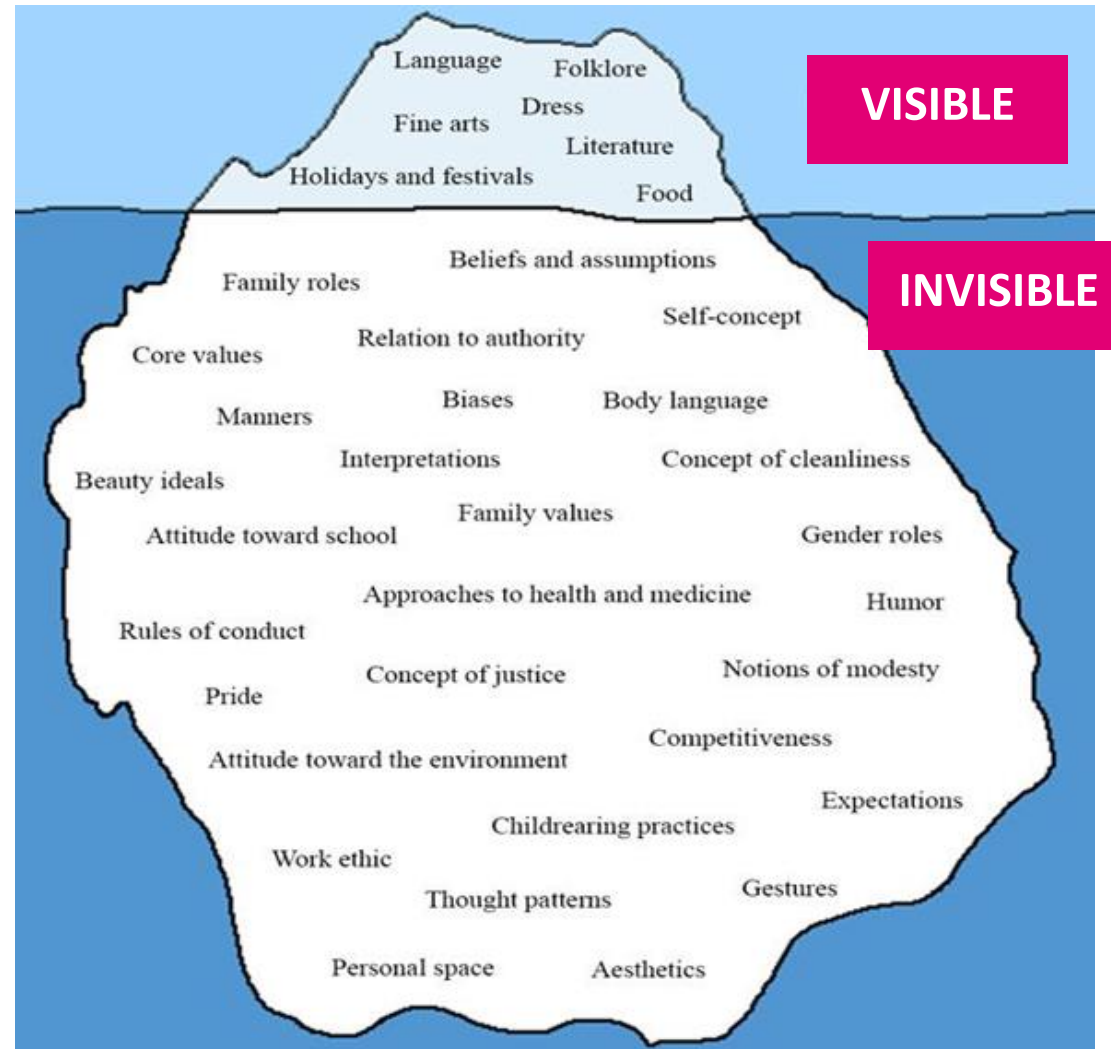


COMPANY CULTURE DOCUMENTS



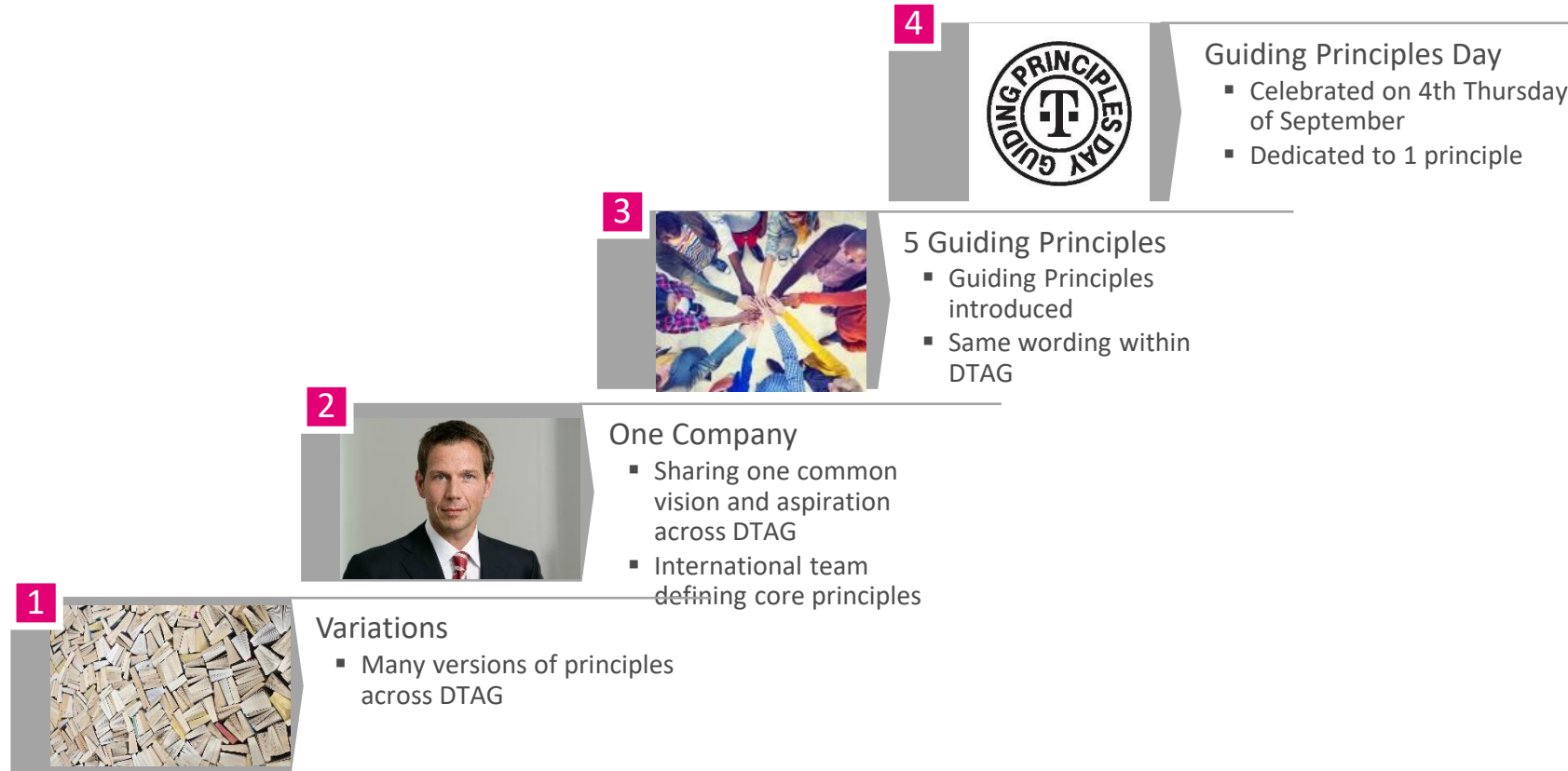
COMPANY CULTURE

CULTURAL ICEBERG



COMPANY CULTURE

GUIDING PRINCIPLES



COMPANY CULTURE

OUR GUIDING PRINCIPLES



**DELIGHT OUR
CUSTOMERS**



**GET THINGS
DONE**



**ACT WITH RESPECT
& INTEGRITY**



**TEAM TOGETHER –
TEAM APART**



**I AM T-
COUNT ON ME**



**STAY CURIOUS
& GROW**



LIFE IS FOR SHARING.

2 COMPANY CULTURE

Firemná kultúra



Firemná kultúra

- predstavuje sústavu hodnôt, noriem, presvedčení, postojov a myšlienok, neboli nikde sformulované, ale určujú spôsob chovania a jednania ľudí a spôsob vykonávania ich práce
- je systém neformálnych pravidiel, ktoré vyjadrujú, ako by sa ľudia mali po väčšine času správať
- spoločne uznávané postoje a hodnoty, ktoré existujú v organizácii
- „spôsob“ akým niečo robíme”,
- vlastný zreteľný súbor hodnôt, noriem, priority a presvedčení

2 COMPANY CULTURE

Prostriedky podnikovej kultúry



Verbálne
symboly

Slovné heslá, príbehy,

Symbolické
správanie
a konanie

Obyčaje, rituály,
ceremoniály,

Symbols
materiálnej
povahy

Logo, farby, architektúra, ...

2 COMPANY CULTURE

Prejavy podnikovej kultúry



Firemné
hodnoty

presvedčenie, čo je dobré
pre firmu

Firemná klíma

pracovná atmosféra,
prežívanie charakteristík
kultúry jednotlivcami

Štýl
manažovania

spôsob správania
a prejavovania authority

TYPY PODNIKOVEJ KULTÚRY- ROZLIČNÉ DELENIA



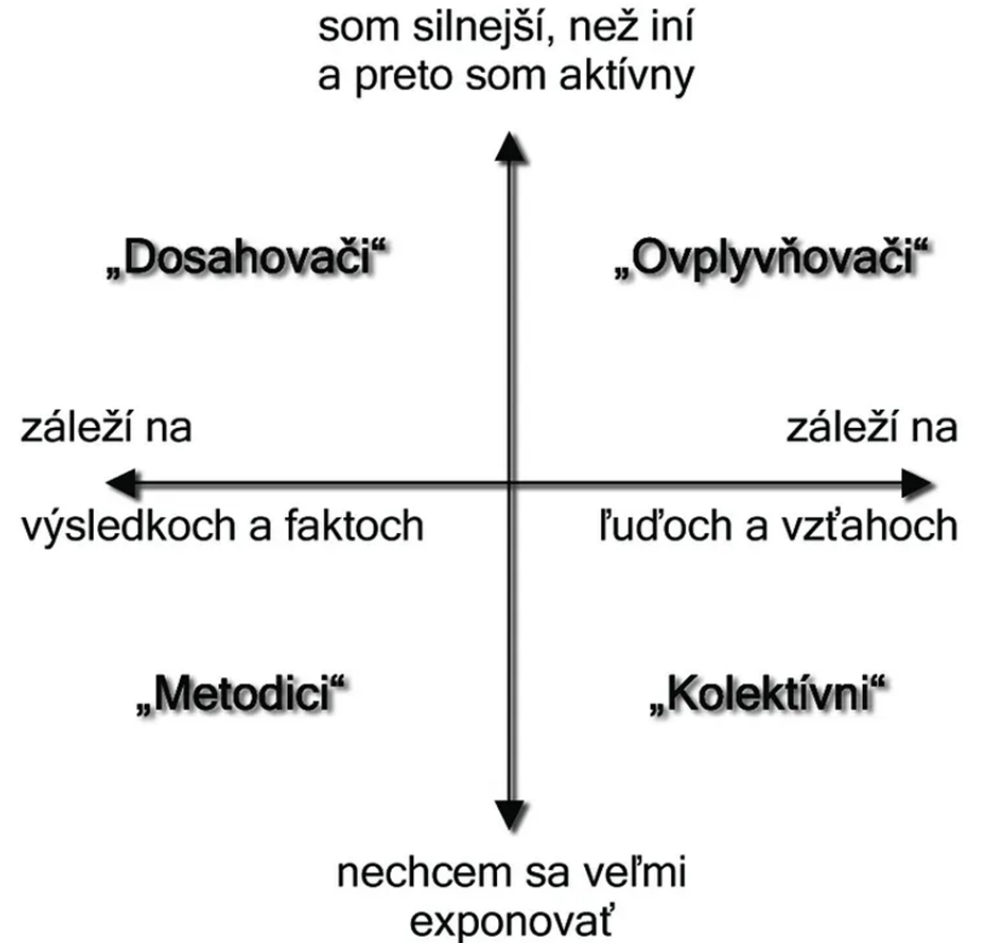
1) PODĽA ZAMERANIA:

- KULTÚRA ZAMERANÁ NA **MOC**
- KULTÚRA ZAMERANÁ NA **ROLE**
- KULTÚRA ZAMERANÁ NA **VÝSLEDKY**
- KULTÚRA ZAMERANÁ NA **ČLOVEKA**



2) PODĽA STAROSTLIVOSTI VENOVANEJ ZÁKL.DIMENZIÁM ČINNOSTI:

- KULTÚRA ZAMERANÁ NA **CIELE A VÝSLEDKY**
- KULTÚRA ZAMERANÁ NA **ĽUDÍ**
- KULTÚRA ZAMERANÁ NA **PROCESY**



3) ZÁKLADNÉ DELENIE:

- KULTÚRA ORIENTO VANÁ DOVNÚTRA
- KULTÚRA ORIENTO VANÁ NA TRH
- PRISPOSOBIVÁ KULTÚRA
- NEPRISPOSOBIVÁ KULTÚRA



3)DELENIE VYCHADZAJÚCE Z BIZNISU:

- KULTÚRA EFEKTÍVNOSTI, PRODUKTÍVNOSTI, ÚSPORNOSTI
- KULTÚRA ÚSTRETOVOSTI, PRUŽNOSTI, ZAK. ORIENTÁCIE
- KULTÚRA VYSOKÉHO INOVAČNÉHO POTENCIÁLU A SCHOPNOSŤ POSKYTOVAŤ ŠPIČKOVÉ PRODUKTY

AUTOMOTIVE

ICT

SLUŽBY

QUESTIONS?

Deutsche Telekom T...



IT FARM



DUAL EDUCATION DUÁLNE VZDELÁVANIE



T...Systems- 3000

