

Václav Coubal

Profil M Project Partner

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Languages

Czech, English

www.profil-m.de

PROFIL M

Elevating businesses through strategic HR interventions and insightful feedback.

As a seasoned professional in the field of human resources and leadership development, I pride myself on my ability to **establish robust relationships** with my clients, and deliver solutions that are both sustainable and truly beneficial. My path through various facets of HRM, specifically the application of **Competency-Based Interviews (CBI), Assessment and Development Centers (AC/DC), 360-degree feedback, and leadership training** has given me a unique understanding of the intricacies of these domains.

In my role as the Managing Director at YellowCouch CEE, I utilize my extensive expertise to oversee Sales & Finance. Furthermore, I lead our psychometric team and partake in implementing our clients' diagnostic systems. I deliver **professional training** related to HR and interpret **feedback for top management**, ensuring an effective and efficient execution of all HR-related operations.

My expertise for you

- Throughout my career, I have led numerous training programs focusing on Competency-Based Interviews (CBI), Assessment and Development Centers (AC/DC), and 360-degree feedback, especially in Germany and Belgium. My professional history includes a role as Commercial Director at SC Johnson Wax and as Head of Talent Management at Hudson/De Witte and Morel in CEE
- In the last five years, I have completed several noteworthy projects. These include setting up comprehensive 360-degree feedback systems for ŠkoFIN, ČEZ, and STILL, implementing online diagnostics for the largest job advertising portals www.jobs.cz and www.prace.cz (www.lmc.eu), and setting up the methodology for KPMG's graduate recruitment (CZ, LT, LV). Other distinguished clients include DF Partner, KBC, AKKA, TPCA, HENKEL, as well as some clients from my colleague, Filip Hrkal's portfolio

Special skills

- As a dedicated psychologist, I bring unique insights and techniques to my work.
- I also serve as a lecturer at the Prague University of Economics and Charles University, sharing my expertise and passion with the future generation of HR professionals.
- I am an acknowledged expert in my field and have written numerous professional publications. My proficiency in Czech and English further strengthens my international collaborations.

Selected customers

- DF Partner
- KBC
- STILL
- AKKA
- TPCA
- HENKEL
- ŠkoFIN
- ČEZ
- KPMG
- MOL (Slovnaft)
- Coca Cola
- SKANSKA